



MLGMA

<http://www.mlgma.org>

**Michigan
Local Government
Management Association**

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November, 2008

Message from the President

Edward B. Koryzno, City Manager, City of Ypsilanti

While serving on the Strategic Planning Committee last year, I had no idea what a positive impact this document would have on our organization. This year, I have had the opportunity to implement the plan and each Board meeting agenda includes one or more action items that are the direct result of that document. The creation of the four dimensional committees; Advocacy, Education, Ethics and Experience, have resulted in many new initiatives ranging from expanded fellowships and educational surveys to new service recognitions and training opportunities. They have also provided an excellent and useful structure for dealing with issues and assignments. Once again, I want to thank Past President Richard Watkins for creating the committee and President Elect Ted Staton for his leadership, as chair and the committee members for their contributions.

The MLGMA board continues to work on your behalf and I want to update you about recent actions taken at October 24th meeting.

- **MLGMA Web Site:** The MLGMA strategic plan called for partnering with the MML to host our web site and Jack Duso, Colleen Layton, and Rob Ferrari have been working on the transition plan. The Board asked Jack and Colleen to work with the Education Committee to develop a draft plan for presentation at the December board meeting. The newly designed site will be presented at the Winter Institute for member feedback.
- **Experience Committee:** The Board approved the committee's recommendation to create several new service awards including recognizing 10 years of service in the state (Big 10), length of service in one city, length of service in the state as criteria; awards for innovative projects; publishing manager profiles in the MML magazine; having the MML create a comprehensive educational program that provides all the necessary programs to meet ICMA credentialing requirements; having MML and ICMA identify which of the 18 ICMA "core competency areas" apply to particular classes, training, or seminars; and having MML and ICMA provide telecommuting access to MLGMA and other conferences, seminars, and trainings.
- **Scholarship Program:** The Board approved increasing the MLGMA scholarship program budget in 2009 by \$2,500.
- **Public Policy Committee:** The strategic plan called for redefining the role of this committee last year and a decision was made this year to have the committee further explore that recommendation. After soliciting member feedback using the MLGMA newsletter and the MLGMA listserv, the committee recommended to the board to eliminate the committee provided certain actions are taken. These actions include: amend the strategic plan to require the Board to annually review MLGMA membership on MML committees to ensure adequate representation; require the Education Committee to hold a session annually to seek input about policy issues unique to municipal managers that require action beyond the scope of the MML; and advise non members of MML of the ability to become involved through affiliate memberships. The Board approved elimination of the Public Policy Committee and the three recommended actions.

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Message from the President

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- Upper Peninsula Range Rider: The Board accepted the resignation with gratitude of Lois Thibault as a MLGMA range rider for the Upper Peninsula. The Board will consider replacing Lois and asked the Experience committee to review the ICMA Range Rider Program Policy for possible adoption by MLGMA. I want to recognize and thank Lois for her many years of service as a range rider and wish her well in her future endeavors.
- Walled Lake City Manager Position: The Board had several concerns about the vacant City Manager position and referred it to the Advocacy Committee for further discussion and a report.
- Future MLGMA Conference Site: The Board asked staff to look at either Grand Rapids or Kalamazoo as the site for the winter 2010 conference.

The Board also received information from President-Elect Staton about his efforts to assemble Strategic Plan updates that will be available for the Board in December and eventually to the members.

The Council-Manager Plan videos that were previewed at the MML Convention have been referred to the Advocacy Committee and will be posted to the MLGMA and MML web sites.

This year the Board has had the opportunity to meet almost exclusively at the new League offices in Lansing, which has been both a convenient and central location. Many of our MLGMA committees are also using this accommodating facility for their meetings. This reminds me of how fortunate we are to have such a facility at our disposal. We have a unique relationship with the Michigan Municipal League that does not exist in other states and this is particularly evident during conversations with Presidents from other state associations. Thanks to Dan Gilmartin and the League staff for their continued cooperation and support.

Lansing Board of Water and Light's Fair and Accurate Credit Transaction Act (FACTA) Board Resolution

(James Weeks, Executive Director, Michigan Municipal Electrical Association)

Policy to Prevent Identity Theft – Adopted by Board Resolution of September 23, 2008

The purpose of creating a Program is to “detect, prevent, and mitigate identity theft in connection with the opening of a covered account or any existing covered account.”

It is the policy of the ‘Utility Name’ to establish and maintain an Identity Theft Prevention Program consistent with the guidelines set forth in the Fair and Accurate Credit Transaction Act of 2003. The General Manager will appoint a Privacy Officer to administer the Program.

The Privacy Officer, with assistance from the compliance committee members, is responsible for developing appropriate written procedures and internal controls to assure compliance with the act.

- View <http://www.mml.org/resources/information/finance.htm> for additional information
- Lastly, note the new compliance date has been pushed back to May 1, 2009.

Please E-mail
Articles of Interest
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Two Brothers, The Same Profession

(By Amy J. Eldred-Lynch, County of Ottawa)

Many siblings share identical birth information and upbringing, but it is infrequent when two brothers manage to make their way into the same vocation. One is left to speculate what possessed them to choose the same livelihood. Such is the case with brothers Robert and Doug La Fave.

Typically, when we hear “Bob and Doug” we automatically think of the McKenzie brothers. Bob and Doug La Fave have a lot more going for them than the McKenzie's as they share the same profession, local government management.

These two gentlemen were born in Grand Rapids, Michigan and graduated from Forest Hills Northern High School. Unbeknownst to most, Bob, 28, and Doug, 27, are from a family of nine children. Though there are many similarities, each of them is truly unique.



Robert (left) and Doug (right) La Fave

Having graduated from Michigan State University (MSU)-James Madison College with a Political Theory and Constitutional Democracy major, courses in history were some of Bob's favorites. He also studied at Cambridge University and was very much interested in Caribbean Post Colonial Politics and British Foreign Policy Since 1871. Bob has the additional distinction of serving as the 2007 MLGMA Fellow in cooperation with Grand Valley State University (GVSU.) Currently, Bob lives in L'Anse Michigan and has served as its Village Manager since June 15, 2008. He loves the challenges faced each day on the job and enjoys the opportunity to make a real impact every day. His personal life has been challenging lately as well. Graduating from GVSU with his Master of Public Administration degree, starting a new job, and getting married August 9, his life this past year has been nothing short of a challenge; one to which he has successfully emerged.

Bob tributes his Grandfather, Dr. William Roosenberg, as the person who inspires him the most. He was an outstanding professional who placed a high value on service and education. He also gives credit to several who are or have mentored him in his career: His brother Doug, Professor Mark Hoffman (GVSU), Christine Burns (Cedar Springs), Bryan Gruesbeck (Greenville), George Bosanic (Greenville), and Al Vanderberg (Ottawa County). Each has been instrumental in providing him the opportunity to gain knowledge and participate in the process of local government. He acknowledges that there is a whole other educational facet which can only occur on the job, and each of these individuals have made that possible. He pursued a career in local government as it “provides most of the services that impact people's lives on a daily basis. What a better way to try to improve the lives of people than by working in a place that has such a tremendous impact on the way people live, work, and play.”

When not busy working, Bob enjoys hiking, fishing, reading, and following MSU sports. Outdoor activities along with reading help him relax. He enjoys history, and many times his hikes center around historical places. He also likes spending time at his parents' cabin on the Big Bay De Noc on Lake Michigan because it is a beautiful place to relax and go fishing.

Bob's favorite holiday is Thanksgiving as he enjoys seeing family and “there is nothing like turkey and stuffing on a cold November day”. His favorite saying from Edmund Burke is, “Evil is permitted when good men do nothing.” When asked what he most admires in his brother Doug he replied, “Doug is an incredibly dedicated and hard-working person, whether it has been in school, his profession, or in his service to America as a Naval Officer.”

Doug, who majored in Political Science at Indiana University, also graduated from Grand Valley State University with a Master of Public Administration degree. Currently, he lives in East Grand Rapids. He has served in the capacity of City Manager of Grant since July 1 of 2007. What he enjoys most about his position is working with businesses and people. He loves a hands-on approach of meeting and talking with city residents in an effort to help move the community forward.

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Two Brothers, The Same Profession

Doug is “inspired by people who give service to their community and our country over just working for themselves for personal gain.” He is mentored by those he watches in leadership roles such as Grand Rapids Public School Superintendent Dr. Bernard Taylor and City Manager Kurt Kimball of Grand Rapids. Watching their leadership and understanding of issues facing Michigan’s climate today, he feels they “manage in a very fair manner with their respective roles, believing that they stand in the line of fire to do what is right for their respective communities.” When questioned why he pursued a career in local government he replied, “Local government is where the rubber meets the road. I love to help people and at the front door...get out and walk the community...talk to residents and owners to help make local government a very open and fluid conversation. There is no isolation in local government and I enjoy the intimacy with people.”

When not busy working, Doug loves to run, read, history, attend Mar’s Hill Church, serve as a reserve Naval Officer, and sports. He also likes Michigan’s Upper Peninsula as he enjoys the beauty of the outdoors.

Doug sites Christmas as his favorite holiday because, “it’s a holiday that celebrates the birth of Jesus and is a time when communities and people typically reach out to help one another.” His favorite quote is from John F. Kennedy, “Ask not what your Country can do for you...ask what you can do for your Country”. He believes people today focus more on what they can get versus what they can give, and Doug is quite passionate about giving to and serving others. When he was asked what he most appreciates in his brother Bob, he replied, “His hard work ethic, genuine care for people, and his exceptional integrity.”

Bob defines success for himself emulating Benjamin Franklin’s example of, “being a useful person rather than a rich one.” Doug, on the other hand, delineates success as “being able to complete projects and solve problems by working with community stakeholders.” Both concur that being brought up in a home with many siblings has assisted in imparting qualities essential for managers to possess. Education is imperative to becoming successful; however, traits learned in life are just as significant. Patience, learning, listening, respect, self motivation, and cooperation were all very necessary elements for growing their large family and they consider these character traits key to successful management.

Doug and Bob also identified faith as playing a fundamental role in their careers. It was stated that, “One’s faith is a compass that helps guide us through the good times and the bad. . . and that is a comfort and reassurance to me every day.”

Doug wishes to be remembered in life for, “contributing to helping make the world a better place. Being part of finding and implementing solutions to problems.” In the same way, Bob desires to be remembered, “as a useful person.” Both are well on their way to accomplishing just that.

St. Joe City Manager Commended

(By David Warfield, Staff Writer. *The Herald-Palladium Newspaper*. 7 Nov. 2008)

St. Joseph City Manager Frank Walsh stated. “I’m proud of the team we have and the elected officials we have. I love coming to work here every day...” Commissioners give Walsh highest marks possible in annual performance review.

St. Joseph city commissioners have given City Manager Frank Walsh the highest marks possible in his 2008 annual performance review. Walsh received an “outstanding/ superior” overall rating, and scored “excellent” on all 10 categories, which are quality of work, planning/ problem solving, interpersonal relations, organization, communication, job knowledge/professional development, work attitude/ethics, supervision/leadership, financial management, and city goals and accomplishments. In the comments section of the evaluation, commissioners said the city manager demonstrates excellent transparency, is excellent at conflict resolution, has creative ideas, recognizes the strengths of individuals and uses staff well, and is a “self-starter” who address issues provocatively.



Frank Walsh

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St. Joe City Manager Commended

Commissioners commended Walsh for strengthening the Top city's relationship with St. Joseph Public Schools, leading the city to being recognized by Money Magazine, and for his "strong involvement and commitment to the community." Walsh returned the positive comments at Monday's commission meeting, where he was publicly recognized for his performance. "To sit in this seat and have the position I have is an honor," he said. "I'm proud of the team we have and the elected officials we have. I love coming to work here every day and I look forward to working with city staff as we go forward in the next year."

The commissioners approved a merit pay bonus equivalent to 18 percent of Walsh's annual salary – the same amount of merit pay approved last year. Walsh's annual salary is pegged at \$116,023 through 2011. After Monday's meeting, Walsh told The Herald-Palladium he will divide 4 percent of this year's pay – an equivalent of about \$5,000 – to various charity and community organizations, including St. Joseph Catholic Church, the St. Joseph Baseball Association, the St. Joseph Senior Meal Program, Lake Michigan Catholic High School volleyball, the Lincoln Elementary School reading program and the St. Joseph Public School Foundation. Contact David Warfield at dwarfield@TheH-P.com.

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