



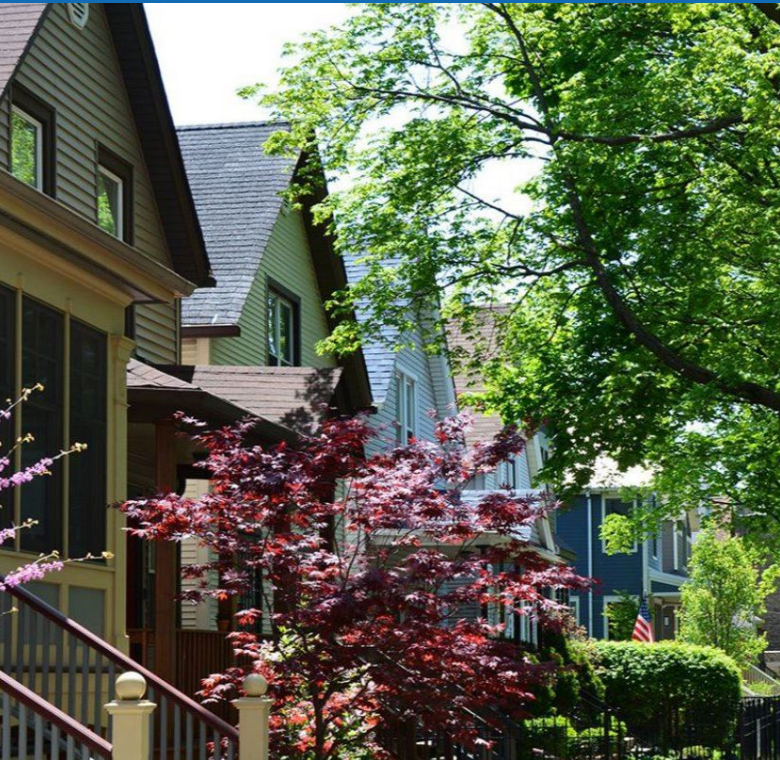
VILLAGE OF
LA GRANGE, IL
**VILLAGE
MANAGER**

LA GRANGE



GovHR USA
GovTEMPS USA

LA GRANGE, IL • VILLAGE MANAGER



GovHR USA, LLC is pleased to announce the recruitment and selection process for Village Manager for the Village of La Grange, Illinois. The Village is seeking a collaborative and experienced municipal management professional to join their dedicated leadership team. This brochure provides background information on the Village of La Grange, as well as the requirements for the position. Additional information about the Village can be found on the [Village's website](#).

Candidates interested in applying for the position should electronically submit their résumé and cover letter, along with contact information for five (5) work-related references, by September 26, 2022 at www.GovHRUSA.com. Questions regarding this opportunity should be directed to the Executive Recruiter working with Village of La Grange:

GovHR USA
Maureen Barry, Senior Vice President
Phone: 847-380-3240, x116

COMMUNITY HISTORY AND QUALITY OF LIFE

In its March 2016 issue, Chicago magazine had this to say about La Grange (population 16,307):

"If there's anything La Grange values, it's tradition, from the annual Pet Parade—celebrating its 70th anniversary in June—to historical society archives chronicling every house ever built in the village. But it's not all about nostalgia: The main drag, La Grange Road, is lined with niche shops and trendy restaurants. Dreaming of detoxing in a salt cave before procuring artisanal olive oil and guzzling green juice? You can do it all in the span of two blocks. (The juice bar Owl & Lark is slated to open next month.) Between the vibrant downtown and speedy access to the Loop (Metra will get you to the city in under 25 minutes), it's easy to see why this leafy hamlet regularly ranks as one of Chicago's top burbs."

In 2010, Chicago magazine recognized La Grange's downtown as one of the best in the Chicago metropolitan area describing La Grange as a "cozy Village with a cosmopolitan flair" and in 2014, La Grange was ranked one of the best places to live.

La Grange was originally founded by residents seeking a more rural setting for their homes. La Grange was incorporated in 1879 by residents, many of whom fled the City of Chicago after the Chicago fire in 1871. The homes in the older section of La Grange have been preserved and well maintained and are excellent examples of late 19th century and early 20th century architecture. They are in a designated historic district that was placed on the National Register of Historic Districts in 1979. The village's neighborhoods are on beautiful tree lined streets, and many are within walking distance of its charming and bustling downtown.

Chicago magazine said this about La Grange's downtown in 2009:

"Lots of little suburban downtowns have filled up with appealing restaurants and stylish boutiques. But In La Grange, something unusual has happened. While many hot newcomers have sprouted in the six-square block center, some tried-and-true old-timers like the hardware store, art league and the camera shops have stuck around, too. The 6th Avenue Parking Deck on Thursdays is the site of a good farmers' market. It all feels like Mayberry for the 21st Century-and around here, the police officers patrol the streets on Segways."





La Grange's strategic location contributed to its founding and remains an asset today. With a drive time of 30 minutes to downtown Chicago and O'Hare and Midway airports, La Grange is a highly desirable community for commuters. Furthermore, several major thoroughfares serve the Village including La Grange Road, the main street through the center of the Village, Interstate 290, Interstate 55 and the Tri-State Tollway (294). La Grange Road boasts 26,000 cars a day which provides a solid foundation for its economic development activities. Commuters can also opt for the Burlington Northern Commuter Rail System which has approximately 5,000 boardings daily from the La Grange Road Train Station and the Stone Avenue Train Station. Amtrak and PACE suburban bus service also serve the area. In 2012, La Grange was named the top transit suburb of metropolitan Chicago by the Chaddick Institute.

Today's La Grange residents and businesses celebrate community with strong support for not-for-profit organizations and community events such as the annual Pet Parade and the La Grange Carnival, the weekly Farmers Market, the annual Arts and Crafts Show and the West End Art Festival as well as the Halloween Walk in October and the Hometown Holiday in December.

VILLAGE OF LA GRANGE AT-A-GLANCE

Population: **16,307**

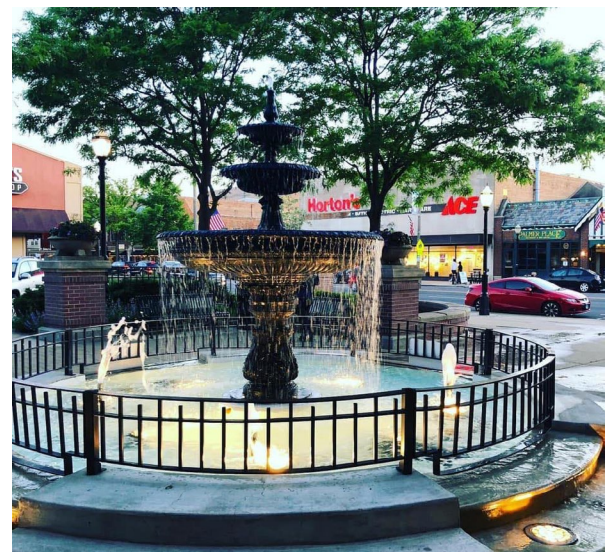
Land Area: **2.5** square miles

County: **Cook**

Median Household Income:
\$122,629

Median Home Value: **\$512,500**

Equalized Assessed Valuation:
\$831,922,256





VILLAGE GOVERNMENT

La Grange is a non-home rule community governed by a Village President and 6-member Board of Trustees operating under the Board-Manager form of government. All are elected to four-year, overlapping terms on an at-large basis. The Village President and Board of Trustees appoint a Village Manager who is responsible for the Village's day-to-day operations including the supervision of 88 full-time employees and 15 part-time/seasonal employees. The Village's Department Heads work closely together and value their team approach to management and decision making. Department Heads include the Assistant Village Manager, Finance Director, Police Chief, Community Development Director, Fire Chief and Public Works Director. The previous Village Manager served the Village for 16 years, 5 as Village Manager.

The annual General Fund [budget](#) for the Village is approximately \$17 million, with a total budget of about \$42 million including all funds. The Village Manager serves as the chief administrative officer of the Village and is also responsible for budgeting, policy research and development, coordination and execution of all Village matters.

STRATEGIC PLANNING AND CIVIC ENGAGEMENT

The Village of La Grange is a progressive, forward-looking community. The Village conducts strategic planning on a bi-annual basis. The process has evolved considerably over the past 20 years. The current plan is organized around six core values, also referred to as pillars. They are:

1. Maintain and Strengthen the Village's Strong Financial Position
2. Structure, Support and Develop Staff Resources to Deliver Core Services
3. Renew and Invest in our Infrastructure
4. Delivery of Core Services
5. Community Vitality
6. Economic Development

The mission statement for the Village government is to Preserve and Enhance the Quality of Life Enjoyed in La Grange. Each core value/pillar is supported by specific recommendations and strategic goals.

A summary report of the current strategic plan can be viewed on the [Village's website](#).



The Village Board also places a high value on utilizing the talent of its residents, which adds to the Village's good governance practices. The Village Board is served by 13 advisory boards and commissions. Most of the boards and commissions have a regular caseload. Each is supported by a Village Trustee and a member of the Village staff.

The Village Board also calls upon residents to aid in strategic planning for the Village. For example, in 2013, the Village Board created a residents' visionary group called "The La Grange 2020 Task Force." The Task Force submitted its report and recommendations to the Village Board in 2014, building on the Village's strategic plan at the time. The full report can be viewed on the [Village's website](#).



VILLAGE MANAGER POSITION AND CANDIDATE QUALIFICATIONS

There are two key responsibilities for the Village Manager in La Grange. The first is to provide support and guidance to the Village Board in various forums such as policy development and analysis, staff recommendations, implementation of legislative initiatives, resident communications and problem-solving. The other responsibility is to maintain a strong and effective management team, supported by an organization of professional staff.

The following factors of education, experience, management style, and personal traits have been identified as ideal attributes for the Village Manager to possess in order to function effectively in the position. Candidates for the position of Village Manager should be self-motivated individuals with experience in and a vision for high performing organizations and a passion for community service.

Education and Experience (not in order of importance)

- Possess a bachelor's degree in planning, public administration, public policy, business or related field; a master's degree is strongly preferred.
- Possess a minimum of five years' experience including a leadership position in a community of comparable size and complexity.
- Demonstrate a team-oriented leadership style with knowledge of and practice in modern management concepts, principles, strategies, practices, and techniques, particularly in budgeting and labor negotiations.
- Have a record of accomplishment that includes a creative, problem-solving approach and well developed interpersonal and oral/written communication skills.
- Have a reputation for an approachable, collaborative, welcoming style, able to quickly establish credibility with the public, business community and municipal organization.
- Be committed to carrying out Village Board decisions and direction in a timely, thorough, professional and impartial manner with the ability to provide thoughtful and appropriate administrative guidance.
- Have a track record of being accessible and visible in their community, available to talk with businesses, residents and potential developers, serving as an approachable representative of the Village.
- Have a strong "customer-service" orientation with all Village Staff, being particularly responsive to public input and requests.
- Be able to facilitate a working environment in which the Mayor, Village Trustees and Administrative Staff work as a "unified team," striving to address municipal issues in a manner which serves the overall best interests of the community at large.



MANAGEMENT STYLE AND PERSONAL TRAITS

- Possess complete integrity and exemplify professional and personal characteristics of impeccable behavior which meet the highest standards.
- Be an excellent communicator and a good listener; be someone who honestly and openly seeks and enjoys the input of others whether they are citizens, staff, or elected officials.
- Be a confident, outgoing manager, with a sense of humility and a willingness to think before acting.
- Have a high energy level and enthusiasm for meeting the challenges and responsibilities of the Village Manager's position; be comfortable serving as a cheerleader/negotiator/creative consultant for the Village in its economic development initiatives.
- Delegate broadly and provide wide latitude to professional staff, while being personally knowledgeable of the status of municipal activities and projects and holding staff accountable for results; be able to challenge staff to be creative and innovative in addressing community issues.
- Believe in and practice participatory team management; be a consensus builder; have faith in managers and encourage and foster a collaborative decision-making environment.
- Have a demonstrated track record of analyzing programs, operations, and services with data derived from benchmarking, best practices and cost/benefit analyses.
- Be a proactive manager, anticipating trends, providing the Village President and Village Board with information, analyses, alternatives and insights on municipal operations and community issues.



CHALLENGES AND OPPORTUNITIES

The next Village Manager can expect to work with the elected officials, staff and residents on the following:

- Manage the Village's fiscal affairs in response to current economic pressures and the ever-present need to provide quality public services while maintaining tax rates at manageable levels for the community.
- Coordinate appointments to some key positions within the organization utilizing a process that emphasizes leadership, development of the department's management team and organizational development of senior staff.
- Lead the Village's efforts to identify and implement new applications of technology in Village operations. The goal is not only to modernize for greater efficiencies but to better serve residents who may prefer on-line processes. Be knowledgeable of best practices with respect to local government technology and how it can be used to communicate with residents and businesses.
- Working with the Director of Public Works, identify and manage the Village's infrastructure improvements, including short term and medium-term improvements for flood mitigation and a capital financing plan that will require approximately \$15 million in spending for storm sewer, roads, and other public works projects through the issuance of bonds.
- Continued participation in the management of a regional emergency communications center between the Villages of La Grange, La Grange Park and Western Springs, which opened in March 2017.
- Provide general direction on pending and emerging development opportunities and the Village's participation in issues regarding the operations of a nearby quarry.
- Work collaboratively with other regional and state governmental entities such as the Mayors/Presidents and staff of surrounding communities, the Metropolitan Water Reclamation District, and Cook County.
- Work collaboratively with elected officials, the Plan Commission, staff and the business community on future downtown redevelopment efforts ensuring that La Grange preserves its community character while being welcoming to economic development.
- Work with the Village Board and residents on any strategic planning initiatives that may build upon the work of The La Grange 2020 Task Force, among other possible initiatives.



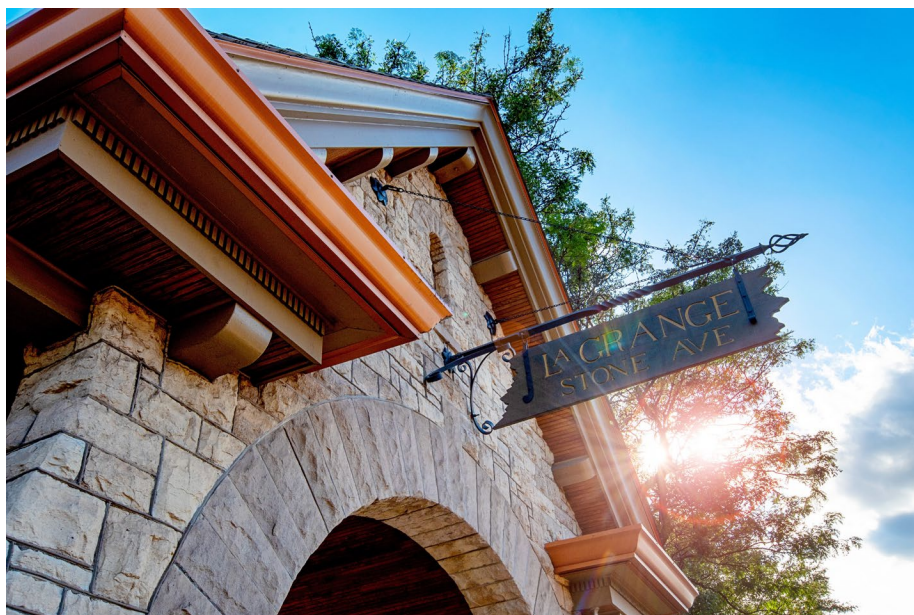
COMPENSATION AND BENEFITS

The starting salary range is \$175,000 - \$225,000. Final starting salary will depend on the qualifications and experience of the successful candidate. A comprehensive benefits package includes participation in the Illinois Municipal Retirement Fund (IMRF), medical, dental, vision and prescription coverage (also available to dependents), life insurance, 457 deferred compensation plan, and flex spending. The Village also offers paid vacation, holidays and sick leave. Residency in the Village of La Grange is not required.

HOW TO APPLY

Apply online at www.govhrjobs.com with a resume, cover letter and contact information for five professional references by September 26, 2022. Questions about the position are encouraged and may be directed in confidence to Maureen Barry, Senior Vice President, GovHR USA at 224-380-3240, x116.

The Village of La Grange is an Equal Opportunity Employer.



GovHR USA
GovTEMPS USA

EXECUTIVE RECRUITMENT

WWW.GOVHRUSA.COM