



# az management

a publication of the *Arizona City/County Management Association*

June/July 2004

## 2004 Summer Conference Commemorates ACMA's 50th Anniversary

The 2004 ACMA Summer Conference is July 28-30, 2004, at Loews Ventana Canyon Resort and Spa in Tucson. Room reservations may be made by calling (800) 234-5117. The conference registration fee for members is \$330. Registration materials for the conference were mailed to members in June and may also be downloaded from the ACMA web site, [www.azmanagement.org](http://www.azmanagement.org).

The conference theme is "1954-2004: 50 Years of Professionally Managing Arizona Communities." In 1954, the Arizona City Managers Association was established to promote professional local government management in Arizona. Almost forty years later, following in the footsteps of ICMA, the membership voted to amend the bylaws and change the name of the association to the Arizona City/County Management Association. The name change was significant because it not only acknowledged the growing participation by county managers, but it also recognized that membership was expanding to include senior management staff. In 2002, ACMA marked another milestone in its history and set an example for professional associations throughout the country by consolidating with the Arizona Municipal Management Assistants' Association. This merger created more opportunities for long tenured managers

to interact and share their knowledge and experience with younger professionals. It also symbolized ACMA's commitment to preparing the next generation for management level positions, as many managers prepare to retire in the near future.

Throughout the past fifty years, ACMA and the communities our members serve have seen many positive changes in local government, including greater opportunities for women and men of all backgrounds. During the conference, at the Thursday night dinner, we would like to give our members an opportunity to share how much our profession and communities we serve have changed since ACMA was established. ACMA will provide tables; we ask that you create display boards to highlight not only when the council-manager form of government was

adopted by your community but also any other milestones that have helped shape your organization and your community. In order to insure we have adequate table space, please complete the enclosed reservation form and fax it to ACMA at (602) 253-3874 no later than Wednesday, July 14. Should you have any questions, please contact Wendy Kaserman at (602) 258-5786 or [wkaserma@mg.state.az.us](mailto:wkaserma@mg.state.az.us).

## Save the Date

### July 22

Deadline to Register for the ACMA Summer Conference

### July 28-30

ACMA Summer Conference  
Loews Ventana Canyon Resort, Tucson

### August 31-September 3

League of Arizona Cities and Towns Annual Conference  
El Conquistador Resort, Oro Valley

### October 17-20

ICMA Annual Conference  
San Diego, California

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## Arizona City/County Management Association

Arizona City/County Management Association  
1820 W. Washington Street  
Phoenix, AZ 85007  
Tel: (602) 258-5786 Fax: (602) 253-3874  
email: acma@azmanagement.org  
http://www.azmanagement.org

### ACMA Board

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*City of Apache Junction*

**Mike Hutchinson**, President-Elect  
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*Town of Fountain Hills*

**Dennis Wells**, Director  
*City Manager*  
*City of Williams*

**Robert Yandow**, Director  
*City Manager*  
*City of Bisbee*

## Fountain Hills Names Parkway in Honor of Paul Nordin

On May 21, members of the Fountain Hills Town Council and Staff, joined Paul Nordin's family as the town dedicated the street that runs in front of the community center in Paul's name. The street will now be called Paul Nordin Parkway.



Mayor of Fountain Hills, Wally Nichols, Paul Nordin's Mother Mrs. Beasley, his daughter Andrea, his wife Linda, and daughter's husband Jeremy at Paul Nordin Parkway dedication ceremony

Paul's career in public service spanned more than 24 years. Early in his career he served communities in Utah and Kansas before being appointed City Manager of Benson in 1984, he served in this capacity until accepting the position of Town Manager in Fountain Hills in 1990. He held this position for more than twelve years before passing away on May 12, 2003.

## Two ACMA Members Recognized for Their Contributions to Local Government

Jan Dolan, City Manager, Scottsdale, and Cynthia Seelhammer, Town Manager, Queen Creek were presented with awards at the American Society for Public Administration (ASPA) 2004 Superior Service Awards Luncheon on May 3, 2004.

Jan Dolan was awarded the Presidential Citations of Merit for her exceptional leadership and selfless service to the City of Scottsdale's employees and the community during a time of crisis. After a mailed package bomb exploded in the Office of Diversity and Dialogue, injuring three employees and damaging offices, the City of Scottsdale was shak-

en. Jan showed exceptional concern for her staff and responded with leadership, compassion, communication, and strength. "Her actions exuded what is best about humanity-our absolute priority to take care of one another in a patient respectful, and diligent manner."

Cynthia Seelhammer was presented with the award for the Management Category. Cynthia's career in local government has spanned over two decades and she has been Town Manager of Queen Creek since 1994. She is consistently recognized for her "integrity, commitment to stewardship, vision for the Town's future, and ability to implement strategic long-term plans to insure success." As one nominator wrote, "Her service level to citizens is unparalleled and her commitment to sharing her expertise and knowledge provides guidance to all who have the pleasure of working with her."

## June Speaker Series Provides Opportunity to Discuss Development Incentives

*Stephanie Leusner, Management Assistant,  
Peoria*

On Friday, June 18, 2004, ACMA held its third Speaker Series Luncheon of the year at the City of Peoria's Municipal Complex. ACMA Life Member Kent Cooper, together with Debra Stark, Community Development Director for the City of Peoria, provided attendees with an overview of traditional development incentives, newer trends communities are utilizing to attract developers.

Approximately forty people attended the luncheon. Several elected officials attended the event, including the Mayor of Maricopa, Kelly Anderson, Mayor Karen Fann of Chino Valley and Councilmembers Virginia Reid and Dorothy Schmidt. ACMA members from the cities of Chandler, Goodyear, Peoria, Phoenix, Prescott, and the towns of Chino Valley and Fountain Hills also attended the luncheon.

Debra Stark discussed alternatives to sales tax rebates, ranging from infill incentive districts and zoning ordinances to building codes. She also demonstrated how some municipalities have met the needs of the development community by expediting review practices,

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utilizing hearing officers and assigning project coordinators throughout the development process.

Kent Cooper focused on sales tax rebate incentives. He explained how these incentives are unique to Arizona, how municipalities have used these rebates in the past and what the inherent challenges are with this tool.



ACMA members at June Speaker Series luncheon.

Drawing on their extensive public sector experience and work with the development community, the speakers were able to provide the audience with valuable information and ideas to take back to their own communities.

## ICMA Plans 90th Annual Conference in San Diego

Blessed with natural beauty, a near-perfect climate, and a rich cultural heritage, San Diego City/County, California, will play host to this year's ICMA Annual Conference, October 17-20.

ICMA's 2004 Conference Planning Committee, met in San Diego in November 2003, to plan this year's conference program, which will address the new and recurring challenges facing local government managers worldwide. Educational sessions are planned in the following theme tracks:

- Improving Public Confidence in Local Government
- Local/State Relations: "You've Lost That Lovin' Feeling"
- Preparing the Next Generation
- Managing Technology
- Living a Balanced Life-Personal Issues Effecting Your Life Today.

Three "career tracks" of educational sessions will focus on issues facing ICMA members who are:

- Small Community Managers
- Senior Executives
- Assistants and Other Non-CAOs.

Other professional development opportunities at the conference include: ICMA University Forums, Marketplace of Ideas and Solutions, Field Demonstrations, Educational Exhibits, TechCity, and ICMA University Workshops.

### Conference Registration and Housing

Registration packets have been mailed to members and online registration will be available beginning July 1. The earlybird preregistration fee (deadline August 9) for ICMA members is \$545, which includes a base registration of \$515 and the Sunday evening reception ticket of \$30. Members who register online will receive a \$20 discount and pay \$525.

Earlybird registration for nonmembers is \$725. To encourage attendance by full-time students of public administration, the base registration fee for student members has been eliminated.

ICMA members can make hotel reservations through the ICMA web site, you will be asked to provide your ICMA Web site user ID and password.

## ACMA Ethics Column- Ask the Expert

### Exercising Political Neutrality under the ICMA Code of Ethics Tenet 7

Refrain from all political activities, which undermine public confidence in professional administrators. Refrain from participation in the election of the members of the employing legislative body.

#### Guidelines

**Elections.** Members share with their fellow citizens the right and responsibility to vote and to voice their opinion on public issues. However, in order not to impair their effectiveness on behalf of the local governments they serve, they shall not participate in political activities to support the candidacy of individuals running for any city, county, special district, school, state or federal offices. Specifically, they shall not endorse candidates, make financial contributions, sign or circulate petitions, or participate in fund-raising activities for individuals seeking or holding elected office.

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## New members

### ACTIVE

**Rick Buss**, Assistant City Manager, City of Maricopa

**Kathy Rice**, Assistant City Manager, City of Surprise

**Jim Thompson**, City Manager, City of Casa Grande

### ASSOCIATE

**Paulette Davis**, Management Assistant, City of Peoria

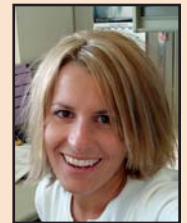
**Jim Ferguson**, Organizational Development Manager, City of Yuma

**Amy Malloy**, Assistant to the City Manager, City of Apache Junction

## Member Profile

**Linda Snidecor**

**Project Assistant  
City of Goodyear**



*Where are you originally from?*  
Arizona

*Where did you earn your undergraduate degree?*

Arizona State University, of course!

*What do you like most about your job?*

It has to be the people. I don't know what it is about this city, but everyone is incredibly motivated and helpful. This is a great combination of attributes for staff to have in a growing city.

*What are your areas of interest in local government?*

I enjoy the interaction that occurs between residents and our Mayor and Council and how this relates to city policy, priorities, and staff directives. It is amazing to see all the good things that can happen for our community through this process.

*What other communities have you worked for?*

Actually, I worked at the Maricopa County Attorney's Office for three years upon receiving my undergraduate degree from ASU. While there, I worked as a paralegal in three separate divisions while I attended Graduate School at ASU.

*What is your favorite book?*

Shel Silverstein's "The Giving Tree."

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### Social Invitations with a Twist

**Scenario:** Plans are underway to celebrate the mayor's upcoming 50th birthday with a big bash at a private home. The city manager who is on very friendly terms with the mayor has already received an informal invite from the mayor and responded that of course he and his spouse would join in the celebration. The city manager is now a bit uneasy though as he has heard that the event is being planned by the chair of the local Democratic party and will be held at the home of a prominent member of the party. Having read about other ICMA members who have crossed the line into political activity, the city manager wants to know if attending this event is okay or not.

**Response:** The city manager is smart to stop and think about attending this because social events used to celebrate birthdays, holidays or anniversaries can also serve as fundraising events for political candidates. Attending a social event where fundraising will occur or where tickets or contributions to the event are handled by a candidate's campaign or political party's account can raise ethical issues for managers. It creates the appearance, intended or not, that the manager supports this candidate even if the manager doesn't actually make a financial contribution to the candidate. Some members have accepted invitations to social events only to find out when the official invitation comes out that it is being sponsored by a candidate or political party or that a candidate will benefit from the event. Even though this birthday party is being organized by individuals who play a prominent role in local politics, the event itself appears to be just a social gathering and not a fundraiser. The manager should feel free to attend the party.

## Grants.gov Creates Online Process for Applying for Federal Grants

Frank Shafroth

Reprinted from the April/May issue of CityScan, official publication of the North Dakota League of Cities.

Over the last several months, the federal government has radically altered the process for federal grant applications.

The new grant system, Grants.gov, simplifies the grants management process and creates a centralized, online process to find and apply

for over 900 grant programs from the 26 federal grant-making agencies.

Grants.gov provides local governments with two primary capabilities: the ability to discover grant opportunities and a unified process to apply for grants. Everything else on the site is designed to support the use of these features.

Grants.gov is intended to streamline the process of awarding some 900 different federal grant programs worth over \$360 billion annually to state and local governments, academia, not-for-profits, and other organizations.

The aim is to produce a simple, unified source to electronically find, apply, and manage grant opportunities.

### What is it?

Grants.gov is the common face for federal grant program information and applications. Key benefits include: a single source for finding grant opportunities, helping applicants locate and learn more about funding opportunities in a standardized manner, and a single, secure and reliable source for applying for federal grants online. It promises to simplify the grant application process and reduce paperwork.

All federal agencies are now required to post all competitive grant opportunities to the site.

This year, there will be a rapid ramp up of additional agencies and grant programs on the Apply feature. There will also be a significant focus on advancing the grantor and grant community system-to-system interface, allowing local governments to directly communicate with the Grants.gov system. Grants.gov will also begin to expand its uses to add progress reporting.

### Here's How it Works

A grant seeker visits the Grants.gov web site to search for grant opportunities. Once a match is found, the organization downloads the grant application package, completes it offline, and then submits it through the Grants.gov site. The application is time stamped and appropriate federal agency has immediate access to it.

### Questions?

Go to [www.grants.gov](http://www.grants.gov) and click on the "Customer Support" tab to access an online tutorial, frequent questions, and other resources or e-mail your questions to [info@grants.gov](mailto:info@grants.gov).

## Members In-Transition

If you are an ACMA member in transition and would like your contact information featured in

this section, please contact Wendy Kaserman at 602-258-5786 or [wkaserma@mg.state.az.us](mailto:wkaserma@mg.state.az.us). ACMA members are encouraged to contact these individuals to offer support and/or information about employment opportunities.

David Evertsen, former Town Manager of Gila Bend  
P.O. Box 5038, Goodyear, AZ 85338  
(928) 220-2611; [devertsen@municipalsolutions.org](mailto:devertsen@municipalsolutions.org)

Anthony Mortillaro, former Town Manager of Prescott Valley  
10614 Highpoint, Dewey, AZ 86327  
(928) 772-3634; [amortillaro@cableone.net](mailto:amortillaro@cableone.net)

## Member Profile

### Kathy Rice



#### Assistant City Manager City of Surprise

#### Where are you originally from?

Concord, Georgia  
(Population 250) My house and my father's store can be seen in the movie "Cold Sassy Tree" starring Faye Dunaway.

#### Where did you earn your undergraduate degree?

University of Georgia (and my Master's degree also)

#### What do you like most about your job?

I love the fact that I can do something different every day and contribute to the community. Growing communities in positive ways is important.

#### What areas of local government interest you most?

Organizational development, preventing crime, water resources, customer/citizen service, Training and strategic planning for the future.

#### What other communities have you worked for?

Clarke County Georgia; Lake Mary, Florida; Gulfport, Florida; Clearwater, Florida; Waco, Texas; Temple, Texas.

#### What is your favorite book?

"City Comforts: How to Build an Urban Village" by David Sucher.

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Editor: Wendy Kaserman

Your comments, suggestions and news contributions are welcome. Email your contributions to:

[wkaserma@mg.state.az.us](mailto:wkaserma@mg.state.az.us)  
Telephone: 602-258-5786