



THE FOREST VIEW

THE CITY OF LAKE FOREST

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Dear Employees:

CHANGE – good or bad? Friend or foe? One thing is certain, you cannot stop change. Whether it is change caused by a volatile economy, moving into a new building, new work assignments or things going on at home; changes just seem to keep facing us at every turn.

Probably the most uncomfortable aspect of change is the feeling of losing control. We get comfortable in our routines, our mastery of certain tasks, or familiarity with our workspace (no matter how unpleasant it may be!). Apprehension, anxiety, even fear are all reasonable emotions to have when faced with change. How each of us manages these emotions is what counts.

What is your attitude toward change? Do you embrace the new challenges and new opportunities that change can bring? Do you resist or ignore change and hope it goes away or become angry when it doesn't? As an organization we have an obligation to help manage the changes that affect our employees and try to the extent that we can to acknowledge the real emotions that employees are feeling. While our goal is not to stop or resist change and its attendant impacts, we can help educate everyone on the **Whys, Hows, Whens** and **Wheres**.

In the coming months many employees will be relocating to the new MS facility. This move will impact how others have to conduct business. During the next year, we will be looking at our core and elective services. This may also cause change.

Change does bring about new opportunities and if we can effectively respond to change with a "can-do" attitude, our organization will have a renewed sense of purpose and direction.

A handwritten signature in black ink that reads "Bob". The letters are stylized and cursive.

Employee News



Cameron Verbeke pins the chevron on his dad **Brian Verbeke** at a promotion ceremony held recently. Brian's wife Tracey and older son Kyle look on. Brian was promoted to Sergeant upon the retirement of Sergeant **Joe Krakora**, who left with 21 years of service. Officer **Jim Athanas** also retired in May after nearly 27 years.



Bill Schelhas



Kristi Ultes



Mark Long

Bill Schelhas (CATV) has moved from part-time to full-time as the Media Coordinator with Lake Forest CATV. He has a degree from the University of Wisconsin-Whitewater. His interests include photography, video production and bowling.

Kristi Ultes (Police) is our new Communications Operator. She previously worked for the Village of Lake Zurich as a Telecommunicator. Kristi has two boys: Justin, 3, and Joshua, 1. She has a business degree from the University of Wisconsin-Parkside. She enjoys spending time with her boys.

Degrees and Special Certifications

Congratulations to Deputy Fire Chief **Kevin Issel** on receiving a Masters degree in Organizational Leadership from Dominican University.



We also congratulate Fire Lieutenant **Andy Allan** on receiving his Bachelors degree in Fire Science Management from Southern Illinois University.

Police Officer **Wendy Dumont** recently completed her Accident Investigator certification. Last year Wendy was assigned to the Major Crash/Accident Team for Lake County. In October she started a no-line program through Northwestern University Center for Public Safety. This is a highly technical course where students from around the country come to enhance their skills. Graduates are highly sought after by insurance companies and are used as experts in crash investigations. Well done, Wendy!

City Engineer **Ken Magnus** recently completed the requirements to become a Bridge Program Manager. This allows the City to comply with federal legislation requiring that bridge inspections be undertaken under the supervision of a Bridge Program Manager. This certification received by Ken will allow him to conduct the bridge inspections without relying on outside consultants.

Mark Long (Police) is our newest police officer. Mark previously worked for Nicomarr Trucking, Inc. as a driver. He has a Bachelor's degree from Carthage College. His interests include playing or coaching football, and biking with family and friends.








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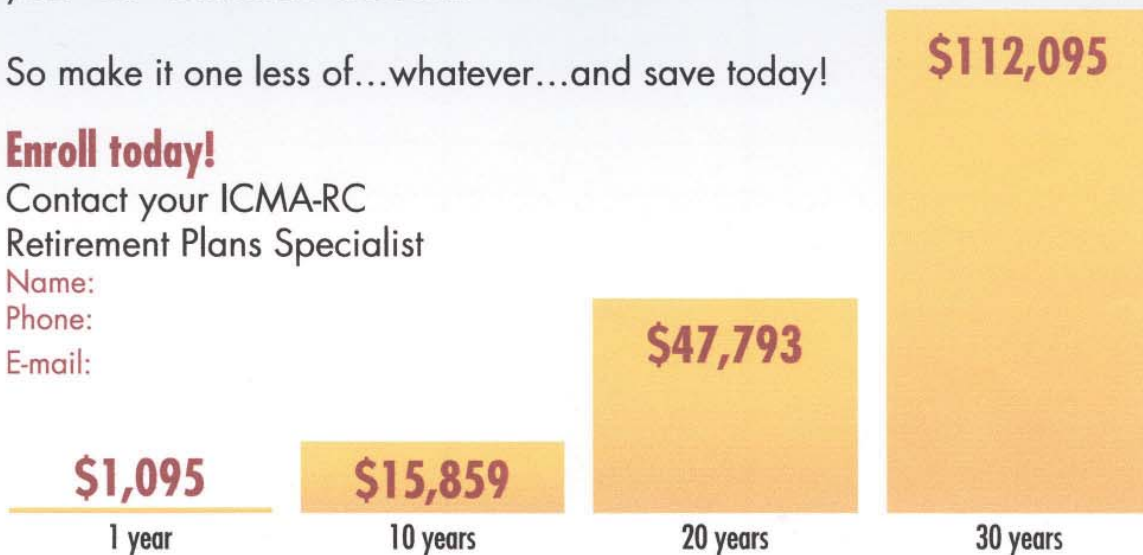
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Happy Birthday

Ron Gramer	PW - Fleet	5/31
Mike Goy	Police	6/1
Marcos Levy	Library	6/1
Mark Senger	Police	6/2
Wendy Davis	Library	6/2
Jim Koblas	PW - Engineering	6/4
Joe Gabanski	IT	6/5
Kristi Ultes	Police	6/5
Bob Ells	PW - Engineering	6/8
Andy Barnes	Fire	6/8
Ben Grum	Police	6/8
Susan Banks	OCM	6/9
Steve Grost	Fire	6/9
Eric Farr	Fire	6/13
Bob Raymond	PW - Sanitation	6/15
Salomon Martinez	PW - Streets	6/16
Bill Borzick	PW - Building Maint.	6/17
Tim Gehring	Police	6/17
Diane Hall	Finance	6/18
Adam Milczarek	Police	6/18
Sandra Rosenbaum	Library	6/18
Otis Linder	PW - Streets	6/19
Eric Podowski	Fire	6/20
Ken Wagner	PW - Sanitation	6/22
Jim Barker	PW - Water Plant	6/24
Mike Lange	Police	6/24
Megan O'Neill	ComDev	6/26
Andy Shiu	Police	6/27
Fred Hoeft	PW - Water/Sewer	6/28
Mark Long	Police	6/28
Rich Volpe	PW - Water/Sewer	6/29
Marilynn Bruns	CROYA	6/29
John Varner	PW - Water/Sewer	6/30
Dennis Smith	Police	6/30
Matt Penar	Fire	7/2
Joe Buerger	Police	7/5
Pete Siebert	Fire	7/5
Lisa Barber	Police	7/8
Kim Yessian	P&R - Rec	7/8
Kelly Patterson	ComDev	7/9
Mary Clement	IT	7/15
Birdie Buerger	Fire	7/15
Joe Tomasello	PW - Streets	7/15
Jeff Wierema	PW - Water Plant	7/18
Donna Kuffell	P&R - Rec	7/19
Stuart Cox	PW - Building Maint.	7/20
Mike Tiegs	PW - Water/Sewer	7/21

The Green Team

Ken Leone, Phil Alderks, Colin Barr, Bob Ells, Jim Held,
Caroline Hermes, Diane Horn, Beth Marquez,
Megan O'Neill, Susan Suhling, Mary VanArsdale

The City Council directed the Green Team to review the issues related to implementation of an adjusted work schedule. As CO2 levels rise and the world's natural resources become scarcer, there is a growing awareness that action needs to be taken against global climate change. Former Mayor Rummel signed the *US Mayors Climate Protection Agreement* in 2007 stating his commitment to reduce greenhouse gas (GHG) emissions in Lake Forest to 7% less than 1990 levels by the year 2012. The Green Team is currently working to determine the current and historical Carbon Footprint for the City and expects to have a preliminary estimate and an Action Plan for achieving the reduction target by the end of 2009.

The City is dedicated to providing excellent service to its residents. The primary consideration in instituting an adjusted schedule is the balance between potential impacts to residents, the environment, the "quality of life" of City employees, as well as any operational issues that may result from the new schedule.



It is beneficial to look at expanding the use of flexible schedules and Telecommuting in an effort to remove a significant number of cars from the road and reduce greenhouse gas emissions. Department Heads are in the process of reviewing how alternative or flexible work schedules can be implemented for City departments. At their discretion, Managers may consider flexible work schedules for employees to accommodate special needs. Green Team and Human Resources representatives are available to discuss the various alternative schedules available to employees at this time.

During the next several months, the Department Heads will be meeting with employees to discuss the various options for adjusted work schedules. It is recognized that certain positions are already utilizing differing schedules and that some positions may not lend themselves to an adjusted schedule. The goal is to take a closer look at this and see if there are further ways to accomplish our objective of providing excellent service and reduce our carbon footprint at the same time. Talk to your Department Head and see if an adjusted schedule will work for you and help the City reduce GHG emissions in Lake Forest. More information will be provided as it becomes available.

News You Can Use

The Fitness Center is gearing up for a great summer. In fact, there are two classes starting in early June that are perfect for getting your day started with an early work-out. Boot Camp on the Beach and Yoga on the Beach are two classes that let you enjoy the sunrise at Forest Beach and get your body moving! Also, Summer Passes to the Fitness Center are on sale now. This is a perfect way for your student to enjoy fitness while they're home for the summer. Please contact the Fitness Center at 847-615-3187 for more details.



Remember that each full-time employee is entitled to receive one free beach pass. Please contact Sara Hartnett in Finance to get your pass.

The Library's View

Staff News

The Circulation Department welcomes **Lenore Arvia** this spring! Lenore lives in Lake Forest with her husband Frank and black lab Princess Leia, with two grown sons residing in the Chicago area. A devoted book lover, she also works for the Books on Vernon store in Glencoe. Lenore says she has been impressed by the library's collections and services, which are more varied and plentiful than she expected.

Children's Book Sale and Celebration

Early June will buzz with activity for kids who love to read. The Friends of Lake Forest Library will host their 3rd annual Children's Book Sale in the foyer of the Library beginning June 4 and ending June 6. Time to stock up for summer reading fun!



Also on Saturday, June 6, we will celebrate the opening of the Children's Library, after several months of renovation. Please stop in to tour our new layout and décor!

Library Closings

The Library will be closed Saturday, July 4, for Independence Day. The Library is closed on Sundays during the summer.