

**Award for Career  
Development  
in Memory of  
L. P. Cookingham**



**BYRON JORGENSON**

*Each year, ICMA presents the Award for Career Development to an outstanding local government administrator who has made a significant contribution to the career development of new talent in professional local government management. The award commemorates former ICMA President L. P. (Perry) Cookingham, who is credited with creating the local government internship. Candidates must be full members of ICMA. This year, ICMA presents the Career Development Award to Byron Jorgenson, chief administrative officer of Sandy City, Utah.*

Over his 20-year tenure as chief administrative officer of Sandy City, Utah, Byron Jorgenson may well have directly affected the careers of more current and future local government managers than anyone else in the profession. Many of the countless individuals whom he has closely supervised, worked with, or mentored have become city managers themselves, because the attributes they developed under his guidance are highly coveted by other organizations.

For these managers, it was the support and guidance they received from Mr. Jorgenson that set the stage for their long, effective careers in local government. According to Scott Bond, Sandy's assistant chief administrative officer, "I can't think of anyone who has had more impact than Byron on my career... [or] of anyone more deserving of recognition for being a tremendous influence in the lives of those in the city management profession." Rick Davis, city manager of West Point City, Utah, calls Mr. Jorgenson "the most influential figure in the development of my city management career... [He] not only helped me sharpen my professional skills, but his example taught me even more about how to cultivate and nurture positive and productive relationships with coworkers, citizens, and the city council."

Even while managing Sandy's large and complex organization

and providing guidance to the budding city managers within it, Mr. Jorgenson has made himself available to those working for other organizations as well. Shane Pace, who had left Sandy to become the city administrator of Taylorsville, Utah, notes that Mr. Jorgenson "called periodically to see how I was doing and offered advice about issues I was dealing with. He never criticized my decision to leave or what I was trying to accomplish in the new city." Nor is this ongoing relationship of support and encouragement limited to those whom Mr. Jorgenson has supervised or worked with: in several cases, he has provided support and guidance to people he has never met in person!

Mr. Jorgenson's management style is ideally suited to nurturing and developing future local government managers. According to Dan Dahlgren, city manager of West Jordan, Utah, he "helped us understand the importance of being flexible and showed us by example the importance of performing quality work regardless of the assignment... [His] greatest contribution to my city management career was his... collaborative, participative management style that emphasized quality decision making at the lowest possible level... I always felt I was a valued team member whose contributions were recognized and important... He has a gift for motivating you to do your very best [and] then using your

best efforts for the benefit of the organization." And James Davidson, city manager of Lehi, Utah, praises Mr. Jorgenson's "ability to build work teams that produce amazing results... He is demanding, but also quick to offer encouragement and counsel. He recognizes a person's potential and is willing to commit his own personal time to bettering those around him."

A large part of Mr. Jorgenson's leadership strength comes from his high standards of personal ethics and integrity, which he exemplifies himself and demands in those around him. Chris Hilman of Clearfield, Utah, notes that Mr. Jorgenson instills "a code of personal conduct and ethics [that] is only surpassed by his extraordinary ability to manage personnel and issues with an uncomplicated and personable style that has helped him manage one of Utah's most recognizably successful and envied cities for almost two decades." Shane Pace recalls that when he asked Mr. Jorgenson about getting involved in politics and campaigns, "he sat me down and explained the ICMA Code of Ethics and then explained [that] he did not involve himself in anyone's campaign or election process and recommended that I do the same."

Throughout his many years of service, Byron Jorgenson has remained committed to improving local government and, particularly, those who manage communities. The combination of leadership, management, and integrity that he displays sets the tone for future managers in a profession where each quality is absolutely essential. Scott Bond may have put it best: "To me, Byron epitomizes what the profession can and should be." ■