



Illinois City/County Management Association

# ILCMA news

Volume 15 No. 10

Strengthening the quality of local governance through professional management

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## Calendar of Events

For complete details on events please visit the ILCMA calendar at <https://www.ilcma.org/events/>



Thursday, June 11

### **Increased Cyber-Security & Fraud Risks Due to COVID-19**

Webinar

Thursday, June 25

### **Impact of COVID-19 and the Presidential Elections on Local Government**

Webinar

Thursday, July 9

### **Development & Implementation of a Course of Action in Uncertain Times**

Webinar

Thursday, July 23

### **Remaining Visible in a Digital Age**

Webinar

Thursday, August 6

### **Economic & Industry Perspectives**

Webinar

Thursday, August 20

### **Local Responses to Recreational Cannabis**

Webinar

## **2020 Pandemic: Gratitude, Change, and a Positive Future**

As President of ILCMA, I want to personally congratulate each and every one of you. You are truly gifted professionals and the Great Pandemic absolutely proved the worth and value of our profession.

Thinking back, we had such great expectations for 2020. The economy was roaring. The winter was mild. Times were good until they suddenly weren't.

In the third week of March, we were compelled to pivot and face a new challenge. The Covid 19 pandemic was suddenly upon us. It unmercifully touched our economies, our lives, and our people in difficult and unpredictable ways.

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**REMINDER!**  
**City/County Management in Illinois**  
**will not be published in July.**

In that adversity, our professional members were called to be leaders, counsellors, and trusted advisors. With no road map and little information, we professionals were expected to manage an invisible invader that harmed the very fabric of our community, placed our personnel in harms way, and touched our own families economically or worse by negatively impacting personal health.

While fear and anxiety ruled the crisis and our communities felt vulnerable and confused, we were there to lead the way like a pillar in the storm. We did what public administrators do so admirably and professionally. We learned, we planned, we led, and we executed.

Through the turmoil, we reminded the public, elected officials, staff, and families of our higher calling to protect the community and the need for shared sacrifice. We provided stability in a storm while navigating uncharted waters. As best we could, we provided safety and security to those in need. Today, we are optimistic and planning a brighter future. Together, we rose to successfully manage a health crisis, a financial crisis, and an emotional crisis occurring simultaneously in our communities across the State and Nation.

In the face of adversity, you did a fantastic job. Congratulations on a job well done. You have earned the title of professional public administrator.

Likewise, ILCMA and its affiliate organizations have had to face the challenges caused by the Great Pandemic. Led by Dawn Peters and volunteers of our peers, we had to make difficult decisions to cancel conferences, restructure services, and implement sacrifices while maintaining value to our membership.

With no doubt, difficult times remain in front of us; however, our professional organization is flexible. ILCMA has changed to meet the needs of our members in many different and unique ways and you will see that in this newsletter as well as the upcoming year.

In closing, I owe significant gratitude and personal thanks to the many hard working volunteers who made our organization function before, during, and after the Great

Pandemic. Moreover, I want to thank you for allowing me the opportunity to serve as President of ILCMA over the past year. This was a tremendous honor and I am forever humbled at the opportunity.

When you see them, please thank the following volunteers who provided our members with leadership and guidance over the past year:

- President-Elect Ken Terrinoni, Retired County Administrator, Boone County
- President-Elect Drew Irvin, Village Manager, Lake Bluff
- Vice President Dorothy David, City Manager, Champaign
- Secretary/Treasurer Randy Bukas, Village Manager, Freeport
- Immediate Past President Mike Cassady, Village Manager, Mount Prospect
- Director Tim Gleason, Village Manager, Bloomington
- Director Peggy Halik, Assistant Village Administrator, Woodridge
- Director Kevin Barr Member, Village Manager, Clarendon Hills
- Metro President Brad Burke, Village Manager, Lincolnshire
- IAMMA President Hadley Skeffington, Deputy Village Manager, Niles
- Downstate President Darin Girdler, Current MIT
- IACA President Scott Hartman, Deputy County Administrator, McHenry
- SWICMA President Grant Litteken, Assistant City Administrator, O'Fallon
- WLP President Kimberly Richardson, Deputy City Manager, Evanston
- Executive Director Dawn S. Peters, ILCMA Secretariat, NIU Center for Governmental Studies
- Program Associate Alex Galindo, ILCMA Secretariat

Moreover, thank you to all of the Committee Chairs and volunteers who did such an outstanding job this past year for our members. You all truly make ILCMA a professional association.

Finally, after cancelling the Summer Conference, we owe a special thank you to Chairperson Nancy Hill and the entire Summer Conference Committee members who worked so diligently to develop our joint conference with the Wisconsin association.

While the Summer Conference was cancelled due to Covid 19, it was slated to be a fantastic learning experience. Thank you on a job well done even if we were not able to enjoy the bounty of your labor.

– Ray Rummel, President, ILCMA and Village Manager, Elk Grove Village



## Welcome New Members

Darin DeHaan, City Administrator, City of Oregon  
Elizabeth Kavelman, City Administrator, City of Lincoln  
Josh Wray, Assistant to the Village Manager/Intern,  
Village of Hampshire



ILCMA Connect is an enhanced member benefit that is a powerful network to connect colleagues from across the state of Illinois to exchange knowledge and share solutions.

ILCMA Connect, which automatically enrolls all ILCMA voting members, students, and cooperating members, is a cloud-based, private online community. ILCMA has started off with one general community for launch, which includes an open forum for general discussion. The potential exists for affiliate associations to have their own specialty community, so look for this new feature soon.

ILCMA members will receive an email with a subscription notification. In addition to being able to chat with colleagues, members will be able to participate in discussions; access a library of resources specific to communities; and post images, videos and documents to share with others.

ILCMA Connect access is tied to ILCMA corporate membership. Members will be able to join communities, update individual profiles and manage the frequency of community notifications. To learn more and join the discussion, please visit the ILCMA Connect website.

[CLICK HERE FOR INFO](#)

### Offering Services and Resources for Municipalities and Job Applicants

GovHR is offering the following resources and services for our clients and applicants in light of COVID-19:

- Free Resume Review
- Free Job Board Postings
- FEMA Reimbursement/Grant Writing Assistance
- Organizational Analysis
- Virtual Services
- Resume Database
- Tips, Articles, Resources

For more information please visit  
[www.govhrusa.com](http://www.govhrusa.com)

Or email: [info@govhrusa.com](mailto:info@govhrusa.com)



## Who's Who Directory Update

**Randy Bukas** has been appointed as the new city manager in Freeport. He was formerly the deputy city manager/finance director. His new information is:

Randy J. Bukas  
City Manager  
City of Freeport  
314 W. Stephenson Street  
Freeport, IL 61032  
Email: [citymgr@cityoffreeport.org](mailto:citymgr@cityoffreeport.org)  
Office: 815-235-8206  
Fax: 815-599-5819

**John Flood, Jr.**, Assistant Village Administrator, Hillside, recently announced his retirement from Hillside after 29 years of service.

**Ken Terrinoni**, Boone County Administrator, retired at the end of April after 32 years as the Boone County Administrator. Ken also was on the ILCMA Board for many years.



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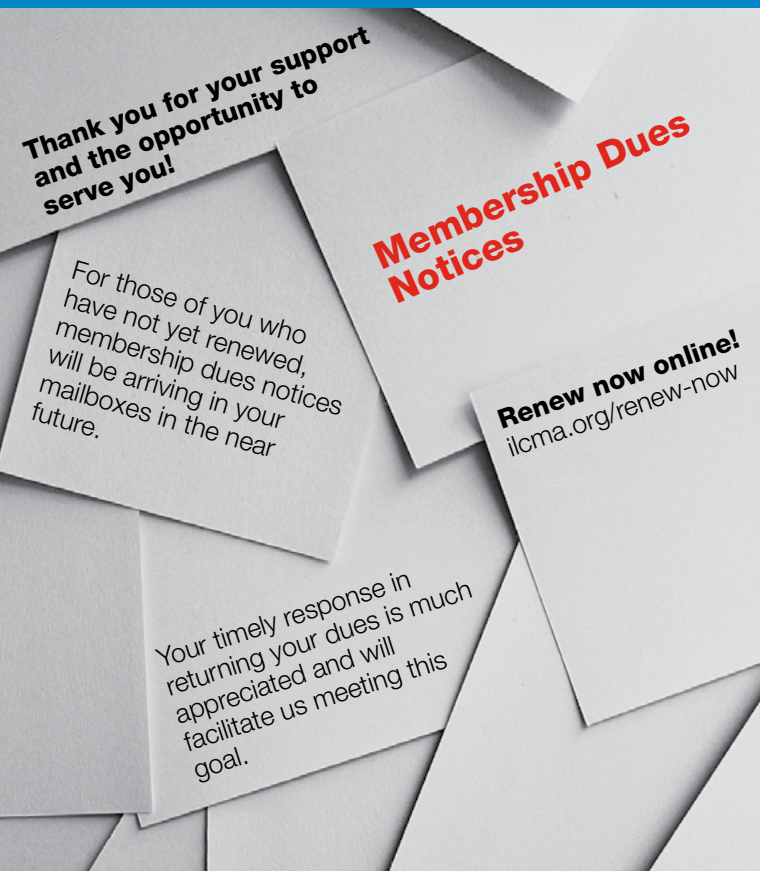


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## **ILCMA Member Receive ICMA Credentialed Manager Designation:**

**Congratulation to Rudy Espiritu, Village Administrator, Berkeley who earned the ICMA Credentialed Manager distinction.**

### **Interested in Becoming a Credentialed Manager?**

The Application Deadlines and Fees are:

- January 3
- April 3
- July 7
- October 2

In addition to the \$75 cost of the Applied Knowledge Assessment, the online application fee is \$50.

Paper applications are no longer available.

## **Alliance for Innovation TLG Conference is Moving to an Online Experience this Summer!**

Local government is changing with each coming day. New forces and factors influence our work every day. New challenges present innovation opportunities and with those opportunities we are challenged to adapt, adopt, and progress. So it's time to get together – to learn from each other and hear stories from across the country.

The Transforming Local Government (TLG) 2020 Experience kicks off Tuesday, July 28, with our two pre-conference workshops: The Essential Skills of Effective Change Makers and Smart Cities with Oracle. Wednesday July 29 and Thursday July 30 will each be filled with five jam-packed hours of showcasing the TLG content you know, love and need - right now.

Our previously scheduled live keynotes Rebecca Ryan, Dr. Marie Peoples, Pam Davis and Ed Zuercher, will join you from our virtual main stage. Be assured; their content has evolved with relevancy to today's "next normal" challenges. We'll be adding a fourth keynote, so keep an eye out for this special guest!

The Online TLG Experience doesn't stop there. We'll be facilitating meaningful networking so you can expand your personal network, opening our virtual expo hall for you to learn about new products and services, and we will collectively be celebrating our 2020 Alliance for Innovation Award winners.

We are thankful for partnerships like ours and are happy to offer a \$50 discount code to all association members. Please enter the code "ASSOC" during the registration process to have this discount applied.

For more information on the sessions and to register you can go to <https://www.transformgov.org/tlg2020/>

We look forward to seeing you online this summer!





## Thank you to the ILCMA Committee Volunteers for 2019-20

The following ILCMA members volunteered their time and talent to provide you with a high-quality membership experience this past year! It's volunteers like this that help make ILCMA one of the BEST State Associations in the country!

### **Scholarship & Awards Committee**

Ray Rummel, Chair, Village Manager, Elk Grove Village  
Mike Cassady, Village Manager, Mt. Prospect  
Scott Hartman, Deputy County Administrator, McHenry County  
Grant Litteken, Assistant City Administrator, O'Fallon  
Darin Girdler, MIT,  
Brian Southey, Management Analyst, Elk Grove Village  
Brad Burke, Village Manager, Lincolnshire  
Kimberly Richardson, Deputy City Manager, Evanston

### **Nominating Committee**

Mike Cassady, Chair, Village Manager, Mt. Prospect  
Kevin Barr, Village Manager, Clarendon Hills  
Scott Hartman, Deputy County Administrator, McHenry County  
Grant Litteken, Assistant City Administrator, O'Fallon  
Darin Girdler, MIT,  
Hadley Skeffington-Vos, Deputy Village Manager, Niles  
Brad Burke, Village Manager, Lincolnshire  
Kimberly Richardson, Deputy City Manager, Evanston

### **Committee on Professional Conduct**

Mark Franz, Chair, City Manager, Glen Ellyn  
Phil Modaff, Director of Public Works, Carol Stream  
Walter Denton, City Administrator, O'Fallon  
Stephanie Dawkins, City Administrator, Geneva  
Dorothy David, City Manager, Champaign  
Pamela Reece, Asst. City Manager, Normal  
David VanVooren, Executive Director, Solid Waste Agency of Northern Cook County  
Joe Carey, Assistant Village Manager, Carol Stream  
Jeff Cook, Assistant Village Administrator, Frankfort  
Ray Keller, Village Manager, Lake Zurich  
Aimee Ingalls, Village Administrator, Peotone  
Bryon Vana, City Administrator, Darien

### **Professional Development Committee**

Sharon Tanner, Chair, Assistant Village Manager, Glencoe  
Maggie Jablonski, Assistant Village Manager, Elk Grove Village, Vice-Chair  
Scott Shamberg, Azavar  
Jeremiah Muhammad, Student,  
Diana Puga, Intern, Winfield  
Jack Knight, Assistant Village Manager, Lisle  
Shawn Hamilton, Vice President, AJG  
Patrick Brennan, Village Manager, Kenilworth

Napoleon Haney, Assistant Village Manager, Homewood  
Jack Linehan, Assistant to the Village Manager, Gurnee  
Kevin Leighty, Management Analyst, Schaumburg  
Suzanne Ostrovsky, Assistant to the Village Manager, Hoffman Estates  
Rob Sabo, Assistant City Manager, Highland Park  
Trevor Bosack, Assistant to the Village Administrator, Woodridge  
Joe Carey, Assistant Village Manager, Carol Stream

### **IML Managers Committee**

Patrick Urich, Chair, City Manager, Peoria  
Pam Reece, City Manager, Normal  
Bob Barber, Village Administrator, Beecher  
Scott Niehaus, Village Manager, Lombard  
Scot Wrighton, City Manager, Streator  
JoAnn Hollenkamp, City Administrator, Geneseo  
Walter Denton, City Administrator, O'Fallon  
Jim Norris, Village Manager, Hoffman Estates  
Tim Gleason, City Manager, Decatur  
Julia Cedillo, Village Manager, LaGrange Park

### **Communications Committee/Promote the Profession Committee**

Joan Walls, Chair, Deputy Village Manager, Champaign  
Mike Strong, Assistant to the City Manager, Lake Forest, Vice-Chair  
Jason Bielawski, Assistant Administrator, Roselle  
Aimee Ingalls, Village Administrator, Peotone  
Jennifer Jones, Parking Restrictions Coordinator, Oak Park  
Moses Amidei, Village Administrator, Wadsworth  
Robin Weaver, Senior Advisor, ILCMA  
Sam Barghi, Management Analyst, Bartlett  
Brad Burke, Village Manager, Lincolnshire  
Mike Earl, GovHR USA  
Heidi Voorhees, GovHR USA  
Randy Recklaus, Village Administrator, Arlington Heights  
Paula Hewson, Assistant Village Manager, Schaumburg  
Paula Freeze, ILCMA

### **Member Services Committee**

Rich Keehner, Chair, Village Manager, Villa Park  
Matt Havlik, Public Works Analyst, Winnetka  
Roy Witherow, Assistant Village Manager, Lake Zurich  
Diana Puga, Intern, Winfield  
Peter Vadopalas, Assistant Village Administrator, Mundelein  
Julia Cedillo, Village Manager, LaGrange Park

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Rudy Espiritu, Village Administrator, Berkeley, Vice-Chair  
Joyce Janu, Arthur J Gallagher  
Evan Michel, Assistant to the Village Manager, Buffalo Grove  
Scott Coren, City Manager, Highwood  
Alannah Doak, Management Analyst, Kenilworth  
Lorrie Pearson, Deputy Director/Planning Manager, City of Urbana  
Mike Baker, Deputy Village Manager, Downers Grove

## **Summer Conference**

Nancy Hill, Chair, Community Development Director, South Elgin  
Kathy Thake, Assistant to the Village Manager, Niles  
Nick Hammonds, Management Analyst, Crystal Lake  
Rachel Skaggs, City Manager, Princeton  
Kelsey Lock, Deputy City Administrator, Effingham  
Hadley Skeffington Vos, Deputy Village Manager, Niles  
Kurt Carroll, Village Administrator, New Lenox  
Tia Incapreo, Gallagher  
Lori Luther, City Manager, Beloit  
John Doria, CBB Engineering  
Spiro Hountalas, PFM  
Dave Niemeyer, Village Manager, Tinley Park  
Laura Williamson, Public Work Director, Beloit  
Anne Marie Gaura, Village Manager, Lincolnwood  
Ghida Neukirch, City Manager, Highland Park

## **Winter Conference**

Drew Irvin, Chair, Village Manager, Lake Bluff  
Moses Amidei, Village Administrator, Wadsworth  
Mary O'Connor, Sikich  
Randy Bukas, City Manager, Freeport  
Dave Cook, Executive Director, IPBC  
Greg Crow, MSA  
Ray Keller, Village Manager, Lake Zurich  
Rosalia LoPresti, Marketing Coordinator, BKV Group  
John Nevenhoven, Village Administrator, Elburn  
Adam Simon, Ancel Glink  
Megan Meyer, Assistant to the Village Manager, Glencoe  
Eric Hanson, Assistant City Manager, Normal  
Kathy Thomas, Ice Miller  
Tom Fagan, Azavar  
Jakc Linehan, Assistant to the Village Manager, Gurnee  
Kimberly Richardson, Deputy City Manager, Evanston  
Phil Kiraly, Village Manager, Glencoe  
Gary Williams, City Manager, Carbondale  
Bob Smith, CTS Group  
Arica Finney, Leopardo

## **Diversity and Inclusion Ad Hoc Task Force**

Dorothy David, Chair, City Manager, Champaign  
Joan Walls, Deputy City Manager, Champaign  
Kimberly Richardson, Deputy City Manager, Evanston  
Evan Michel, Assistant to the Village Manager, Buffalo Grove  
Heather Kuykendall, Comptroller, Charleston  
Joann Hollenkamp, Administrator, Carlyle Lake  
Sharon Schallhorn, Administrator, Bureau County  
Steve Vinezeano, Village Manager, Niles  
Napoleon Haney, Assistant Village Manager, Homewood  
Billy Tyus, Deputy City Manager, Bloomington  
Evangeline Alpogianis, Admin/HR Generalist, Niles



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## **FORECAST<sup>5</sup> ANALYTICS**

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## Corporate Partner Spotlight

As part of the "Friends of ILCMA" Corporate Partnership Program, partners at the highest level get the opportunity to submit a one-page written educational piece in the ILCMA newsletter.

### Virtual Zoning Hearings in the COVID-19 Era

by Gregory W. Jones, Ancel Glink, P.C.

The recent release of the Restore Illinois Plan has made clear how long it may take municipalities to reach the new normal, whatever that may be. Many communities that postponed zoning hearings until they could be conducted in person have begun to rethink that approach. There is a growing consensus in some circles that economic development efforts and basic constituent services cannot simply stop while Illinois recovers. Zoning hearings, unlike many board meetings, implicate significant due process rights for applicants and the public, including (among others) the right to present evidence, testify under oath, and cross-examine witnesses. Failure to observe due process requirements can result in protracted litigation, kill projects, and discourage future investment in a community.

Municipalities choosing to conduct remote hearings should observe the following 10 best practices. These guidelines are intended to minimize potential liability and help communities conduct open, inclusive zoning hearings.

1. Only Hold Necessary Hearings. The Governor and the Attorney General continue to encourage municipalities to postpone or cancel public meetings when possible, including zoning hearings. We recommend having applicants whose proposals will be heard remotely explain why a hearing is necessary and sign an agreement a) waiving any claims against the municipality, and b) indemnifying and holding the municipality harmless for third party legal challenges associated with the hearing.

2. Adopt Emergency Rules. The Governor temporarily suspended Open Meetings Act ("OMA") provisions requiring a quorum to be physically present to conduct a meeting. Many communities previously adopted rules governing remote participation and zoning hearing procedures. We recommend that the corporate authorities or authorized hearing bodies adopt emergency rules aligning their practices with recent OMA guidance and make those emergency rules available on the community's website.

3. Secure an Open and Convenient Hearing Location (if meeting will not be entirely remote). The Governor has limited the number of people allowed to gather in any one place and imposed social distancing requirements on all gatherings. Communities conducting zoning hearings must consider whether and how the hearing will comply

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with gathering restrictions, including where the hearing will be held (e.g., gym, community center), how physical access to the hearing room will be regulated (e.g., 1 in, 1 out, staging room), and who could be permitted to physically gather without compromising public safety (e.g., staff, board members).

4. Identify Ways to Participate. It's best for communities to provide multiple, redundant, and flexible ways to participate in a remote hearing. These might include teleconference (i.e., telephone), videoconferencing platforms (e.g., Zoom, GoToMeeting), streaming meetings on the community's website or on social media (e.g., Facebook Live or YouTube), and public access television. All hearing participants must be able to view documents and testimony provided during the hearing. They must also be allowed to present evidence during the hearing, ask questions of the applicant and other witnesses, cross-examine witnesses, and address the hearing body.

5. Advertise Ways to Participate - Public Notice. Meeting agendas, hearing notices, the municipality's website, and municipal social media feeds should identify ways in which the public can participate in the hearing. It's best to publicize these methods as early and frequently as possible.

6. Publicize Hearing Materials ASAP. Communities should make hearing materials (including plans, staff memos, and technical reports) available as soon as possible (i.e., more than 48 hours before the meeting) and clearly paginate those materials to allow easy at-home use.

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## Corporate Partner Spotlight

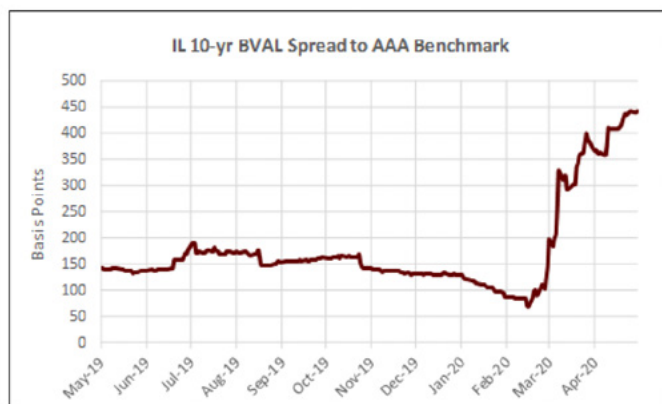
As part of the "Friends of ILCMA" Corporate Partnership Program, partners at the highest level get the opportunity to submit a one-page written educational piece in the ILCMA newsletter.

### Bond Underwriter's Perspective of COVID's Impact on Local Illinois Governments' Borrowing Cost

By: Bryan Derdenger, Managing Director of Baird's Municipal Underwriting Desk

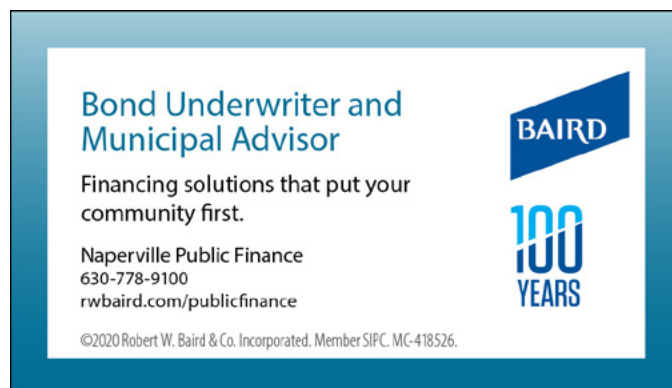
COVID-19 is having an overwhelming impact on all aspects of everyday life. As of May 12th, 20+ million people are unemployed or furloughed, large and small businesses are shutdown, and schools have closed early or transitioned to e-learning. The impact is devastating to national, state, and local governments as well as industries. All are trying to appropriately address their own unique concerns as change is inevitably coming.

Illinois has the third largest total of confirmed Covid-19 cases in the United States<sup>1</sup> even though prudent and necessary steps have been taken to stem the continued spread. These steps come with their own unique consequences. The fact that Illinois has a history of fiscal mismanagement which has caused liquidity problems in the past has eliminated the latitude the investment community grants the State of Illinois. As a result, credit spreads on secondary trades of the State's outstanding bonds have widened much faster than others, from +125 (+1.25%) over the Bloomberg "AAA" curve, an industry benchmark, in February of 2020 to over +425 (+4.25%) today. Its credit spreads are now unfortunately wider than during the budget crisis of 2016/2017.



Source: Tweet from Municipal Market Analytics on May 13, 2020

The State's issues certainly have a trickle-down effect for all the local entities, even the highly rated AAA/Aaa issuers. The "Illinois Penalty" has also begun to widen in the latest crisis. Likewise, certain geographic areas within the State have seen an additional penalty with the majority of those



issuers being within Cook County. It is unfortunate that this pandemic happened when it did as the penalty in February was at its lowest in many years. Many buyers are willing to assume more risk in return for more yield.

When looking to price and underwrite bond issues in Illinois, many, including the rating agencies, look at the issuer's liquidity (restricted and unrestricted reserves), how much aid is derived by the state and federal government, management and specifically management's collective years of experience. Rating agencies and buyers want to see a clear and constructive effort to address fiscal problems and what remedies have been implemented. History and experience help signal to the investor community that the issuer may be willing to make difficult decisions again. Additionally, certain sectors are being affected more than others. For understandable reasons, sales tax back revenue bonds, convention, hotel and entertainment related bonds, aviation, mass transit and lower rated local governments are feeling the brunt of this crisis both in pricing (higher interest rates) and credit risk. However, many "essential service" bonds are being well received from investors as they believe customers will continue to pay their water/sewer and similar like services even in the roughest of times.

Over the past month, our industry and particularly Illinois credits have seen high volatility as market participants try to re-evaluate the risk and the impacts associated with Covid-19. The strong, fiscally sound entities will still be penalized with the "Illinois Penalty" but will have continued investor demand for their issues. However, the lower-rated issuers will see more volatility in the coming weeks, months, and years ahead as information is internalized by the market and, as a result, may experience tougher

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## Corporate Partner Spotlight

As part of the "Friends of ILCMA" Corporate Partnership Program, partners at the highest level get the opportunity to submit a one-page written educational piece in the ILCMA newsletter.

### 4 Key Questions to Enhance Engagement How Illinois Cities and Counties Can Thoughtfully Invest to Increase Citizen Engagement and ROI

By Meredith Trimble, Tyler Technologies

Improving online engagement has taken on new urgency. Governments have had to quickly build more reliable community connectivity not only to provide residents with real-time information but to also ensure continuity of government business online.

For many governments, the disruption brought by COVID-19 highlighted the need to replace legacy systems, the shortcomings or vulnerabilities of which were laid bare in the crisis. While attending to current and future needs around strong citizen engagement, Illinois cities and counties that make thoughtful investments in modern technology will see returns on investment in all areas of operation as well as in positioning themselves to weather what comes next. Even in a context that necessitates quick action, selecting new software solutions demands a thoughtful approach. Considerations should include ease of integration with current and future systems, the user experience for staff and the public, and mobile capabilities.

The following are the top four questions to ask when weighing the engagement capabilities of software providers.

1. How can you help us increase engagement?

An ideal provider offers software solutions that seamlessly integrate with public-facing, easy-to-use online and mobile portals. Important functionalities that increase engagement include incident reporting and self-service portals for interactions, from bill paying to permitting to program enrollment. Robust data and transparency capabilities are also important for increased stakeholder involvement and insight.

2. How can you help us prepare for the unexpected?

Core disaster preparedness and security capabilities are critical. The ability to reach residents through multiple channels including social, mobile, email, and phone is a cornerstone of engagement. Look for cloud-based solutions that include disaster recovery, enhanced security, as well as scalability that accommodates remote work.



3. How can your products streamline revenue collection?

Simplifying payments makes life easier for residents and staff. A solution should provide a seamless, centralized cashing process that allows payments to be processed from any office in the jurisdiction, made for any type of bill, and entered into the financial management system through any application — by the user via mobile app, through online portals, or in the back office by municipal employees.

4. How can your products help us maximize resources?

When financial and community development applications are streamlined and integrated, city/county leaders, finance officers, department heads, and policymakers can access up-to-date, single-source information that informs smarter decisions and increases public engagement.

The need for enhanced community engagement across local government is increasing. Citizen engagement solutions that are built around an ERP system enable continuity of operations and streamlined, remote experiences for citizens and staff.

For a more in-depth look at the questions above, explore Tyler's industry insight, Must-Ask Questions for Engaging Citizens Through Technology.



Municipal GIS Partners, Incorporated

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#### Thursday, July 23

Remaining Visible in a Digital Age

#### Thursday, August 6

Economic & Industry Perspectives

#### Thursday, August 20

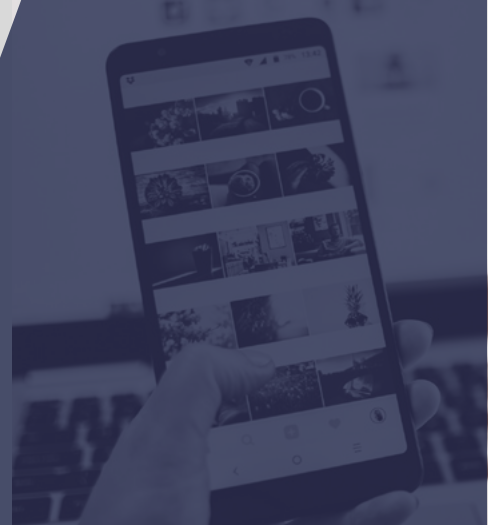
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[www.ilcma.org/events](http://www.ilcma.org/events)



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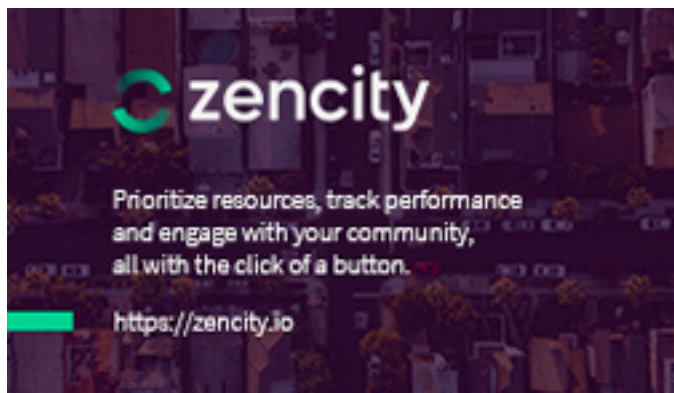


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## IML Managers Monthly Column

*By: Pam Reece, City Manager, Town of Normal*

### June 2020

We are nearing the mid-point of 2020.

New Year's Eve, December 31, 2019, is a memory long past – as if it occurred years ago. On the eve of the new decade, energy and excitement filled the air. Like many people, I was eager to move into 2020, certain that this would be a great year. It's now June 2020 and I am confident the last half of the year can still be much better than what we've seen so far – the unprecedented challenges and sometimes devastating news around every corner has been difficult to navigate. But I'm a glass half full person. I have faith that things will get better.

So what's on the horizon for our communities and our profession? What should we be preparing for?

The Illinois Municipal League has done a remarkable job with daily communication to local governments about the pandemic, the State of Illinois response and local preparedness. Here are a few of the issues that deserve further attention:

#### **COVID Recovery and Renewal is the priority.**

1. As an employer – we must provide a safe environment for all employees. Our Human Resources staff have been diligently compiling information and preparing policies addressing return to work, childcare leave, remote working, face coverings and workstation modifications. Relative to worker compensation matters, it's important to be aware of legislative action on this issue. HB2455 provides essential workers with a temporary rebuttable presumption, through workers' compensation insurance coverage, that they contracted COVID-19 during the course of their employment, but employers are allowed to offer a rebuttal of that presumption if the employers are following Centers for Disease Control and Prevention (CDC) and the Illinois Department of Public Health (IDPH) guidance regarding safety in the workplace. As always, following OSHA regulations is important but following CDC and IDPH guidelines must be a focus of attention as we attempt to keep a safe work environment.

2. Financial Management – budget review and financial forecasting are encompassing every waking hour for many local government professionals. In order to be confident in sustaining municipal operations, we must be confident with our financial projections. From a home rule community perspective, we are reliant on sales, income, utility, property and food and beverage taxes as



our primary revenue sources in the General Fund. We are speaking with retailers, reading economic projections from nearly every possible respectable source, talking with citizens about their new and anticipated spending habits and conversing with as many local employers as possible to best assess what our revenues could look like in July, August, September and beyond. Even before COVID, the unknown impact of how the General Assembly action could affect us was a challenge. Post-COVID, following the May legislative session, we can now look forward to the elimination of the 5% cut in LGDF. While good news, there are numerous other issues that we must continue to follow that impact all municipalities, including 1) The State's continued 1.5% sales tax administrative fee; 2) Police and Fire Pension Re-amortization affecting downstate police and fire pension funding; 3) Non-home rule sales and motor fuel tax authority; 4) Exempting municipal pass-through revenues, including MFT and LGDF from GATA reporting.

While the fog of COVID-19 starts to lift and we create the "new Normal" for our communities (side note: we hope to find an advantageous way to capture that catch phrase here in Normal!), strong leadership from local government professionals will be the key to success and sustainability. Every day has presented new challenges, unprecedented issues to address, quick actions based on sound principles and extensive collaboration. I appreciate the many ways that downstate partners have collaborated, sharing information and resources to assist others. Peoria and Peoria County have been at the forefront of creating a Heart of Illinois Sub-Region Plan for Restore Illinois (not yet approved by the Governor for implementation - but the document has been valuable to many cities). Our ICMA Senior Professional has coordinated central Illinois manager zoom discussions through ILCMA, and the IML team has provided countless updates, all in the spirit of weathering this storm and creating a sustainable future for Illinois cities.

My heartfelt appreciation to all local government professionals and all those supporting our organizations and communities. I encourage everyone to utilize the many resources available through IML, ILCMA, ICMA and others and ask that best practices continue to be shared.

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# COMCAST



# Share Your Stories with ILCMA

## How to Use #ILCMAproud in Social Media

### Social Media Hashtag

*What is a hashtag?*

- This: #
- It's a keyword that relates to what you're writing. It's #searchable #clickable.
- Use it to draw attention, organize, promote.

*How do I use a hashtag?*

- Put a # in front of a word or phrase
- No spaces, no punctuation, no special characters
- Capitalization only matters for readability ( #KnowWhatIMean vs #knowwhatimean )
- Hashtags can be used on Twitter & Facebook. NOT LinkedIn.

Include **#ILCMAproud** in your tweets and other social media posts about ILCMA or your community awards and other recognitions – good news stories!

### Facebook

Find ILCMA on Facebook: [www.facebook.com/ILCMA1953](http://www.facebook.com/ILCMA1953)

- Like and Follow ILCMA's Facebook page for periodic updates
- Friend conference attendees
- Share photos

*How to create a simple Facebook post (you must have a Facebook account):*

- Open Facebook on your computer or device.
- At the top of the screen, you'll see "What's on your mind?" Tap or click there and type away! Add hashtags like **#ILCMAproud** to your text.

### Twitter

Find ILCMA on Twitter: <http://twitter.com/ILCMA>

- Share good news stories #ILCMAproud
- Share photos
- At conferences, follow conference speakers and fellow attendees

*How to create a simple Tweet (you must have a Twitter account):*

- Open Twitter on your computer or device.
- On a computer: click on the Home button. At the top of the screen you'll see "What's happening?" Click there and start typing (don't forget the hashtags).
- On a mobile device: click on the square with feather icon in the upper right corner. A screen that says "What's happening?" should pop-up. Touch there and start typing (don't forget the hashtags).



## Senior Advisor Column

### Meet Your ILCMA/ICMA Senior Advisor Greg Bielawski

Career in local government:

Q: What was your title(s)?

A: My last position before retirement was the village manager in Carol Stream, IL for 22-1/2 years.

Q: How many years do you have in the profession, before and after retirement?

A: I've been a member of the ICMA since 1967. I actively worked for 33 years in local government-related positions and have served the profession and its members for 18 years as a Senior Advisor.

Q: Biggest challenges?

A: Time. Making time for work, time for getting things done, time for your family, time for yourself and your own personal well-being. I think our members will relate to that very much.

Q: What advice would you give to an emerging leader or someone new to the profession (intern or analyst or from another work background)?

A: Observe, listen, network and be patient.

Q: What advice would you give to current managers/administrators?

A: Be resilient and ethical.

Q: One thing you wish you could've done differently?

A: I cannot think of any significant decision I would have made differently. It is best to live with the consequences of your decisions and not second guess yourself.

Q: The most rewarding experience you had in your career?

A: I have had many both in service and as a Senior Advisor. To try to select one is difficult.

Q: What has your time as a public administrator taught you about people?

A: Generally, I think people are perceptive. They are accepting of reasoned and clearly explained and well-executed decisions by their public officials.



Q: What has your time as a public administrator taught you about government and policy?

A: Over 50 years I have seen what used to be a strict separation and understanding of the role of the manager/administrator and the elected policymakers blur, bend and cross. I have also seen the manager/administrator become a generalist rather than a "technical" expert and often become a high-profile public figure in community engagement and building.

Q: Senior Advisors - Who are they? What can they do for you?

A: We are retired experienced managers and assistant managers who volunteer their time for confidential personal member support to members of our associations. We like to say, "Been there, Done that". We also promote professionalism in local government in various ways including working with community groups and elected officials to help them understand the value of a professional manager/administrator.

Nationally, there are 28 state partners with ICMA in the ICMA Senior Advisor Program. Presently there are 103 Senior Advisors. The program is 46 years old and is the longest running State Association/ICMA partnership. I have had the privilege of being the Senior Advisor Program Coordinator on a volunteer basis for 15 years.

Personal interests:

Q: Where were you raised?

A: Grosse Pointe Park, Michigan.

Q: What universities did you attend?

A: Wayne State University (BA) and University of Iowa (MA).

Q: Marital and family information? How many children? What do they do? What does your spouse do?

A: Married. Three grown children. My wife is a Licensed Clinical Social Worker.

Q: What are your hobbies?

A: Travel, golf and gastronomy.

Q: What do you like to read?

A: Non-Fiction primarily but also Historical Fiction.

Q: Little known fact about you?

A: Captain of Wayne State University tennis team.

## Call for ILCMA Committee Volunteers

Have you wanted to get more involved with ILCMA, but just haven't gotten around to it? Well, now's your chance as the following 2020-2021 Committees need members:

### **ILCMA Conference Committee**

Co-Chair – Pres Elect – Dorothy David, Champaign  
Co-Chair – Vice President – Randy Bukas, Freeport  
The Conference Committee shall plan and organize the summer and winter conferences. The Conference Committee shall be divided into two subcommittees in order to divide the labor of planning the conferences. The Committee make-up shall be as follows: two representatives from each affiliate (one to serve on the Summer Conference Subcommittee and one to serve on the Winter Conference Subcommittee) and a representative from the host cities for the summer and winter conference when appropriate. There should also be geographic representation on each of the Subcommittees.

### **Summer Conference Committee**

Eagle Ridge, June 9 - 11, 2021

2020-21 Conference Chair – Dorothy David, City Manager, Champaign

The Summer Conference Subcommittee shall plan and organize the principal annual Association conference held in June, which includes the Annual Business Meeting.

Winter Conference Committee – Marriott, Normal, IL on Feb. 3 - 5, 2021

2020-21 Chair – Randy Bukas, City Manager, Freeport  
The Winter Conference Subcommittee shall plan and organize the Association conference held in February.

### **Professional Development Committee**

2020-22 Chair – Maggie Jablonski, Assistant Village Manager, Elk Grove Village

The Professional Development and Education Committee shall provide information and guidelines to further the continuing education of its members. In addition, the committee assists ILCMA members in achieving continuing education goals for their respective organizations and in periodically reassessing the professional development and continuing education goals of the ILCMA membership. There shall be a commitment to the ICMA credentialing program so members are able to achieve professional development goals. The committee is in need of representation from all affiliates as well as the general membership.

### **Membership Services Committee**

2019-21 Chair – Rich Keehner, Village Manager, Villa Park

The Membership Services Committee shall evaluate current services and provide recommendations on additional member services. The committee shall be responsible for facilitating a survey of the membership every two years. Over the past few years the committee has also focused on diversity initiatives, membership development, and recruitment.

### **Communications Committee**

2020-22 Chair – Mike Strong, Assistant City Manager, Lake Forest

The Communications Committee shall coordinate activities to promote the local government management profession to cities, villages, counties, and townships throughout the state. The committee shall also coordinate activities and provide information about the profession to educational institutions.

**Committee on Professional Conduct** (based on vacancy per term requirements and regional representation)

2019-2021 Chair – Mark Franz, Village Manager, Village of Glen Ellyn

The Committee on Professional Conduct is responsible for:

- Serving as a fact-finding committee to review ICMA ethics complaints or questions involving Illinois members
- Developing and carrying out education and training activities to promote the highest ethical standards of conduct
- Serving as the primary liaison with the ICMA Committee on Professional Conduct

If you are interested in serving on any of the above committees, please contact Dawn S. Peters by June 18, 2020 at [dpeters@niu.edu](mailto:dpeters@niu.edu) or call her at 815-753-0923.

## 27 Years and Counting

Meet Wendy Tritt,  
the designer behind  
the ILCMA Newsletter!

Career:

Q: What is your title?

A: Owner of Trittenhaus Design (Sycamore, IL), formerly the Director of Publications at the Center for Governmental Studies at NIU. Trittenhaus Design is a certified female-owned business.



Q: How many years do you have in the profession?

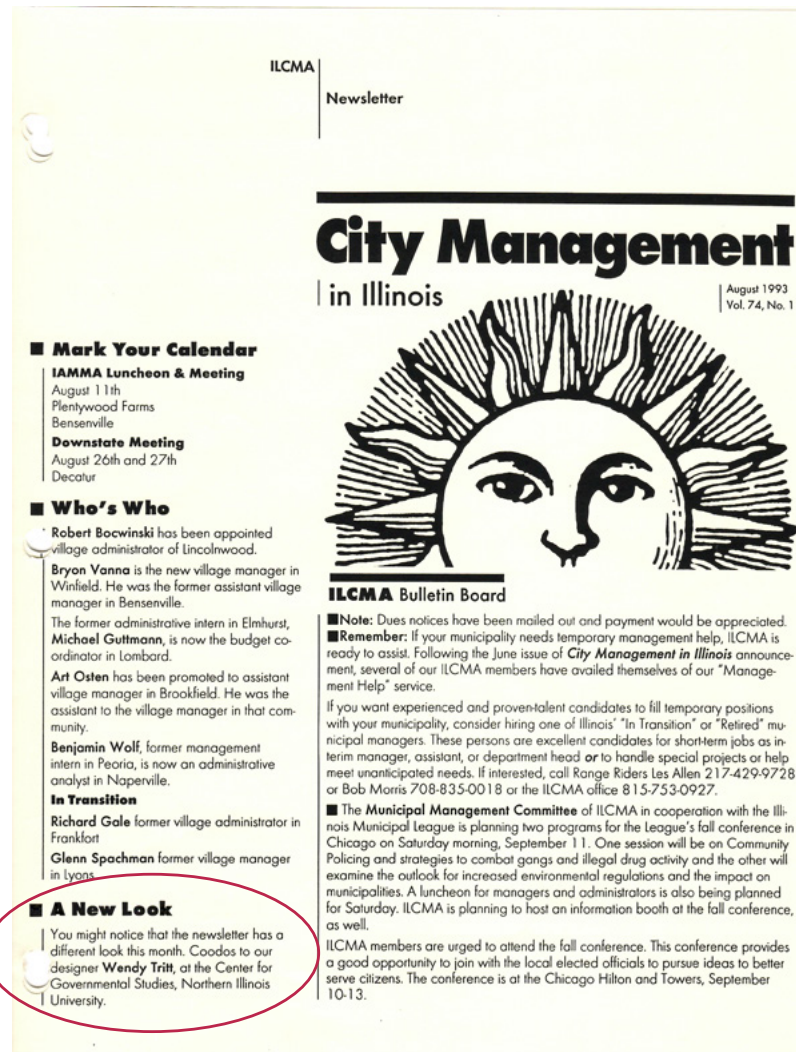
A: Theoretically, 31 years...! I graduated with my Bachelor of Fine Arts in Visual Communication in 1989 and started working right away at a design studio in Rockford. At the time I really thought I wanted to teach at the college level, so I came back to NIU for my master's degree in 1991. I was a graduate assistant in the Social Science Research Institute, which ultimately led to my position at the Center for Governmental Studies, since they were located in the same building.

I left NIU in April 2000 and have been self-employed with Trittenhaus Design ever since. I've also been very active in the community, having served as President of the Sycamore Chamber Board of Directors, President of the Midwest Museum of Natural History Board of Directors, President of the Sycamore CUSD #427 Citizen's Advisory Committee and as a board member of the Sycamore Education Foundation and Stage Coach Players Theatre.

Q: When did you first start to design the ILCMA newsletters?

A: My graduate assistantship turned into a full-time position in August 1991 and I started working with ILCMA in 1993. I've also designed the conference materials for as long as I can remember! ILCMA (and CGS) are my longest running client. Knowing that I was going to continue doing work for my old department made leaving that job a little easier. ILCMA also holds a special place in my heart because my mom was formerly the Deputy Clerk and Assistant to the Village Administrator in Shorewood, IL.

continued on next page



First newsletter redesign, August 1993



Q: Have you seen any changes in ILCMA over the years and if so, what are they?

A: So many more opportunities for professional development and networking! When I put the newsletter together, I'm always impressed by how many events, luncheons, workshops, conferences, etc., there are!

Q: What advice would you give to an emerging leader or someone new to your profession?

A: I've actually come full circle and started teaching in the Visual Communication department at NIU this past spring. One of the classes I taught was Professional Practices in Design, and we talked a lot about the "real world" of design, including determining priorities in terms of job searching. As in any profession, my advice would be to give your very best every day, knowing that your "best" changes from day-to-day. And remember that good communication includes active listening!

Q: What is one thing you wish you could've done differently?

A: I can't say that I would do anything differently. My time at the Center for Governmental Studies laid the groundwork for my future entrepreneurial endeavors.

Q: What is the most rewarding experience you had in your career?

A: It's great to be recognized for your work - to see your design out in the world, whether driving down the street and seeing a banner on a streetlight or looking at a menu I've designed at a restaurant, but I'm what gives me the most pride is having sustained a successful design studio for over 20 years. I've had amazing full-time employees over the years, as well as countless interns from NIU. Providing so many people the opportunity to do what they love makes me proud.

continued on next page

## City/County Management

August 1997

in Illinois

Vol. 78, No. 1

### Membership Votes Name Change

As a result of an overwhelming vote, the Illinois association has joined its national organization and other state associations in changing its name. Henceforth, the Illinois City Management Association will be called the Illinois City/County Management Association.

### Mark Your Calendar

**Downtown City Management Association Meeting**  
August 7-8  
Rockford

**IAMMA Luncheon and Meeting**  
August 13

The Wellington of Arlington Speaker: David Bennett, Executive Director of the NWMC



ILCMA award winners shown from left: James Banovetz, John P. (Pat) McDonald, John Eppley, who accepted the award for his father Robert Eppley and William H. Hansell, Jr., Executive Director of ICMA who presented the awards. Not shown is John Perry.

### ILCMA Presents Awards at Annual Conference

The business meeting/luncheon provided the backdrop for the presentation of ILCMA's annual awards at its Summer Conference held June 18-20 at Eagle Ridge. Four members received honors: One of two Lifetime Achievement Awards went to **Robert Eppley**, retired village manager of the Village of Skokie. During a career spanning more than thirty years, Mr. Eppley served six Chicago area suburbs ending his career with an eight year tenure in the Village of Skokie. During those years, Mr. Eppley served as mentor and teacher to an entire generation of young people entering the city management profession. He served as president of the Illinois City Management Association, and in 1987, received a Distinguished Service Award from the International City/County Management Association.

A second Lifetime Achievement Award went to **James M. Banovetz, Ph.D.**, Director of the Division of Public Administration at Northern Illinois University. Dr. Banovetz received this award in recognition of his extraordinary service to local government professionals. Through his guidance, Northern Illinois University's public administration program has gained a reputation as one of the premier schools in the nation preparing students for careers in local government. Jim Banovetz has served not only as an educator, but as friend and mentor to alumni of that program as well as to other professional managers and administrators throughout Illinois, the U.S., and, indeed the world.

Receiving Special Service Awards were **Pat McDonald** and **John Perry**. Mr. McDonald who is retiring from the profession was recognized for the service rendered professionalism in local government. During his career, Pat served four communities in two states as the first manager or administrator. Mr. Perry, Village Manager of Woodridge, was honored for his work on the Annual Conference Committee of the Illinois Municipal League. For four years, he has helped plan and organize sessions which engaged both elected and appointed officials. Both these individuals have furthered the goals of the association through their activities.

ILCMA gets a name change! Second newsletter redesign, August 1997

## City/County Management

March 2000

in Illinois

Vol. 80, No. 7

### Mark Your Calendar

**IAMMA Luncheon**  
March 8  
Oak Lawn Hilton  
Topic: Census  
Watch for Flyer

**Deadline for April Newsletter**  
March 10

**ICMA Midwest Regional Meeting**  
March 31 & April 1  
Schaumburg  
For more information call 202-962-3643

**Metro Luncheon**  
April 7  
Oak Brook Bath & Tennis

Visit us!

**www.ilcma.org**

### ILCMA Web Site

The new ILCMA web site was announced during the 2000 Winter Conference in Moline. The new site [www.ilcma.org](http://www.ilcma.org) includes updated job ads, a calendar of events, information about membership, a feedback form and much more. Please take a minute to check out the new site and let us know what you think.

Big milestone! ILCMA gets a new website! March, 2000



Q: What has your career taught you about people?

A: I have made so many close friends over the years that began as clients. I believe that you get back what you give, so I've always tried to treat people the way I like to be treated. Of course, in my career specifically, I've learned that everyone thinks they are a designer...so designers do a lot of tongue biting when clients throw out suggestions.

Personal interests:

Q: Where were you raised?

A: I was born in Joliet but grew up in the Quad Cities. We lived in East Moline and Port Byron, so I am a proud graduate of Silvis Junior High and United Township High School.

Q: What universities did you attend?

A: Northern Illinois University – Go Huskies! Bachelor of Fine Arts, 1989; Master of Arts, 1995

Q: Marital and family information? How many children? What do they do? What does your spouse do?

A: I've been a single mom for 16 years and have two amazing adult children, both of whom have followed closely in my footsteps! My son, Spencer, is 27 and works for WNIJ Radio. He records, produces and hosts the program Sessions from Studio A. He graduated from NIU with a degree in Media Studies. He's a gifted artist and musician. My daughter, Alex, is 23 and has two degrees from University of California Santa Barbara – Film & Media Studies and French. She opted to leave Illinois winters for the sun and works at The Refinery Creative in Burbank, CA. Like her brother, she has talents beyond my comprehension!

Q: What are your hobbies?

A: I've been practicing yoga for about 12 years and completed my 200-hour teacher training last year. So now I enjoy teaching as well as practicing. I also love theatre and have been acting and involved in plays and musicals since 2004.

Q: What do you like to read?

A: Anything and everything! Favorite authors: Chris Bohjalian, Khaled Hosseini, Stieg Larsson, Emily Giffin and Jody Piccoul.

Q: Little known fact about you?

A: I've never eaten ketchup.

## City/County Management

Vol. 82, No. 3

October 2001

IN ILLINOIS

### MARK Your Calendar

Deadline for November Newsletter  
October 10

Watch for the IAMMA Salary Survey to be mailed in early October

#### IAMMA Luncheon

October 10  
Crawdaddy Bayou  
412 N. Milwaukee Ave. Wheeling, IL  
Speaker: Greg Kuhn  
Topic: "Beyond the Resume: Moving Up or Moving On to the Manager"  
Contact Jim Grabowski 847-459-2605

#### Metro Luncheon

October 18  
Oakbrook Bath & Tennis Club  
Oakbrook, IL  
Panel: "Keeping Your Edge"  
11:30 a.m. - Fellowship  
Noon - Lunch  
Watch mail for reservation information

#### Downstate Meeting

November 2 & 3  
Holiday Inn Express, Pekin, IL  
Contact Dawn S. Peters 815-753-0923 for more information

#### ILGISA Conference

November 5 & 6  
Wyndham Hotel (formerly the Radisson)  
Lisle, IL  
Contact Sherrie Taylor 815-753-0162 for more information

#### IAMMA Luncheon

November 14 Location TBA

#### ILCMA Winter Conference

February 20-22, 2002  
Hawthorn Suites, Champaign, IL

### A FEW WORDS FROM Dawn S. Peters, New Program Associate

I just wanted to take a little space to thank the many people who have forwarded their good wishes to me as I step into my new position as research associate in community and economic development at the NIU Center for Governmental Studies. For those of you who do not know me, I come to the Center after being the MPA Coordinator for the past four years at NIU. I am very excited to be in this new role as it provides me with the opportunity for further professional growth and development. One of the main attractions of this position was the fact that I would still be able to work with the members of ILCMA and its affiliate associations, and of course, work with and learn from one of the best – Carol Zar. I have a great respect for all of you and am very excited to be able to continue to work closely with you in this organization. As part of my duties I will be in charge of the monthly newsletter (remember, the 10<sup>th</sup> of every month is the deadline by which information needs to be sent) and will act as liaison for many of the affiliate organizations. If you should have any problems or concerns please do not hesitate to contact me at 815-753-0923 or e-mail me at [dpeters@niu.edu](mailto:dpeters@niu.edu). I look forward to a long, rewarding working relationship.

### WHO'S Who in ILCMA

**Kathleen Gargano** has been appointed the new assistant village manager in Wilmette. She was the assistant finance director.

**Jeff Mawdsley** is now the administrative assistant to the public works director in Crystal Lake.

**Melissa Taylor**, former administrative assistant in Cary, is now the assistant village manager in LaGrange Park.

Congratulations to the Illinois appointees to ICMA Member Committees and Task Forces (see article).

### WELCOME!

**Lisa Armour**, Assistant Village Administrator, Channahon  
**Meredith A. Odum**, Administrative Intern, Collinsville  
**Jennifer A. McMahon**, Human Resources Assistant, Elmhurst

Look who was a new program associate!



### MARK YOUR CALENDAR

Deadline for September newsletter  
August 10

#### IAMMA Luncheon

August 13, Location TBA

#### NIU MPA Golf Outing

August 15  
River Heights Golf Course, DeKalb, IL  
Contact Mike Peddle for more information  
815-753-0942 or [mpeddle@niu.edu](mailto:mpeddle@niu.edu)

#### Downstate Managers Meeting

August 21 & 22  
Hawthorn Suites, Champaign, IL

### WELCOME NEW MEMBERS!

**Wm. Derik Morefield**  
Assistant City Manager, Woodstock  
**Donna Schwab**  
Budget Director, Peoria County  
**E. Scott Harrington**  
Assistant City Administrator, Moline

### WHO'S WHO

**Dawn Wucki-Rossbach** has been

### DIRECTORY UPDATE

**Laura Nali** new contact information:  
Administrative Analyst  
Village of Orland Park Public Works Dept.  
15655 South Ravinia Avenue  
Orland Park, IL 60462  
708-403-6350 ext. 6358  
[lnali@orland-park.il.us](mailto:lnali@orland-park.il.us)

The new e-mail for **Timothy Wiberg**, village administrator, Village of Lincolnwood, is [twiberg@lwd.org](mailto:twiberg@lwd.org).

New address for the Village of **Channahon**:

ILCMA celebrates 50 years in 2003 and the newsletter gets another redesign



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## UPCOMING FREE WEBINARS

**Thursday, June 18**

*Lessons in Value-Based Leadership: Leading with Principle*

**Wednesday, September 9**

*Managing Hostility in Public Discourse: Living in an Age of Anger*

**Thursday, October 22**

*Charting Your Future: Developing Your Personal Strategic Plan*

**Thursday, November 12**

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## ILCMA & WCMA PRESENT THE SUMMER CONFERENCE 2020 LUNCH AND LEARN WEBINAR SERIES

### ECONOMIC & INDUSTRY PERSPECTIVE

**Rick Mattoon, Senior Economist and Policy Advisor, Chicago Federal Reserve**, will provide an Economic and Industry Perspective. Rick has been a presenter for the CGS/ILCMA/IGFOA Illinois Financial Forecast Forum for many years and has become the premiere speaker at that event. Rick will provide an update on the economy as it relates to IL and WI.

**Rick Mattoon** is a senior economist and economic advisor in the economic research department of the Federal Reserve Bank of Chicago. Mattoon's primary research focuses on issues that face the Midwest regional economy. Mattoon began his career at the Chicago Fed in 1990. In 1997, he left the bank to serve as a policy advisor for economic development, energy and telecommunications to the Governor of Washington. He later served as director of policy and legislation for the Washington Utilities and Transportation Commission. He returned to the bank in 2001. Mattoon's work has appeared in the National Tax Journal, State Tax Notes, Public Choice and Society. Mattoon serves on the Board of the Chicago Manufacturing Renaissance Council, the Advisory Committee to the Chicago Workforce Investment Council, the pension committee of the Civic Federation and is a member of the Joint Advisory Board of Economists to the Governor of Virginia. He also serves as a lecturer at the Kellogg School of Management at Northwestern University. Mattoon received a B.A. from Kenyon College and an M.A. from the University of Chicago.

*Addresses ICMA Practice Areas: 6. Strategic Leadership &  
11. Financial Management and Budgeting*

Visit either organization's website calendar to register and for more information on the Summer Conference Webinar Series

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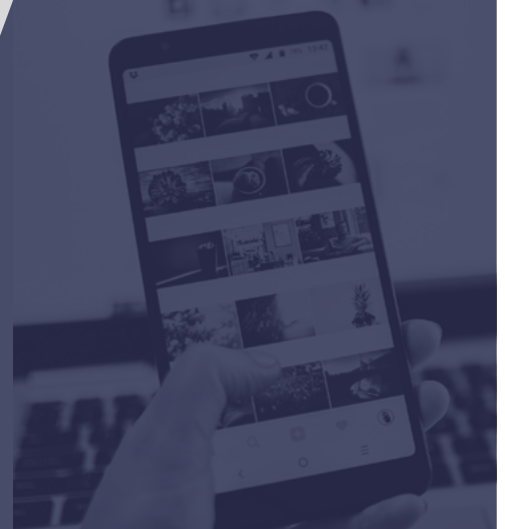
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Thursday, August 6th  
11:30 AM to 1 PM

**Click here to register**

*webinar is free but requires registration*





## ILCMA & WCMA PRESENT THE SUMMER CONFERENCE 2020 LUNCH AND LEARN WEBINAR SERIES

# LOCAL RESPONSES TO RECREATIONAL CANNABIS

Local governments in Illinois and Wisconsin are responding to the legalization of recreational cannabis in Illinois. Share your questions and experiences with our panel, as they review how Illinois local governments regulate and tax cannabis businesses and use cannabis tax revenue. Discuss local enforcement strategies for illegal cannabis activity, from underage possession to unauthorized home grow. Understand how local government employers are balancing drug-free workplace policies with new employee rights to use lawful products outside of work in Illinois. And finally, learn how neighboring states are responding to “cannabis tourism,” and how local governments can prepare for possible cannabis legalization in Wisconsin.

#### Learning objectives:

- Take home various local approaches to tax and regulate Illinois cannabis businesses, from prohibitions to zoning and other ordinances governing time, place, manner, and number
- Review enforcement strategies for illegal use and possession of cannabis through local adjudications and circuit court
- Learn to implement appropriate employment policies and employee protections for cannabis use during non-call and non-working hours in Illinois
- Evaluate how Wisconsin local governments can respond to the out-of-state impacts of cannabis legalization in Illinois

*Addresses ICMA Practice Areas: 8. Policy Facilitation and Implementation 10. Service Delivery 13. Human Resources Management and Workforce Engagement*

#### Presenters:

Dan Bolin, Partner, Ancel Glink, P.C.

Timothy Denton, Chief of Police, Village of Worth, Illinois

Kimberly Richardson, Acting Assistant City Manager, City of Evanston, Illinois

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Thursday, August 20th  
11:30 AM to 1PM

**Click here to register**

*webinar is free but requires registration*



## ILCMA & WCMA PRESENT THE SUMMER CONFERENCE 2020 LUNCH AND LEARN WEBINAR SERIES

# DEVELOPING AND IMPLEMENTING A COURSE OF ACTION IN UNCERTAIN TIMES

The impact of COVID-19 to local governments has been monumental. Substantial revenue losses are already being realized, with uncertainty on how much longer – and at what level – they will continue to persist. Local governments must undergo an excruciating exercise to determine what cost reduction options must be considered, and on what timeframe they need to be employed to ensure financial sustainability – balanced against the tradeoff of what they continue to deliver in public services to their community. This seminar will provide a methodology and approach for developing these initiatives, with a practical example for evaluating and engaging stakeholders to build consensus on the course of action.

#### Learning objectives:

- Understanding the high-level expectations for various primary local government revenue streams and their forward-looking trajectory based on current economic conditions
- Familiarity with the essential toolkit of common expenditure reduction initiatives to consider, and how to conceptualize the magnitude of their impact and importance
- A live visual for combining various independent initiatives into a full strategic plan, with a playbook on how to engage stakeholders to build consensus and put that plan into action

*Addresses ICMA Practice Areas: 6. Strategic Leadership 7. Strategic Planning 10. Service Delivery 12. Financial Management and Budgeting*

#### Presenters:

Daniel Berger, Director of Product Management for Synario, PFM's proprietary financial modeling platform

Ryan McNeely, Senior Managing Consultant for PFM's Management and Budget consulting service

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Thursday, July 9th  
11:30 AM to 1PM

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*webinar is free but requires registration*



## ILCMA & WCMA PRESENT THE SUMMER CONFERENCE 2020 LUNCH AND LEARN WEBINAR SERIES

### REMAINING VISIBLE IN A DIGITAL AGE

It's time to rethink your approach to communications to invigorate community engagement. With digital communications, you can enhance public awareness, improve citizen involvement, and transform services to cultivate a happier community. Learn how communities are becoming more involved, engaging with government on multiple channels and increasing access to services and life-saving information.

#### Learning objectives:

- (Re)-invigorate your communications strategy to inspire action from your constituents
- Save time and resources by utilizing a seamless digital platform
- Reach and engage more people in your community

*Addresses ICMA Practice Areas: 2. Community Engagement  
9. Community and Resident Service 14. Communications and  
Information Sharing*

#### Presenters:

Shawn Pillow, Director of Solutions Consulting, Granicus

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[www.ilcma.org/events](http://www.ilcma.org/events)



Thursday, July 23rd  
11:30 AM to 1PM

**Click here to register**

*webinar is free but requires registration*



## ILCMA & WCMA PRESENT THE SUMMER CONFERENCE 2020 LUNCH AND LEARN WEBINAR SERIES

# INCREASED CYBER-SECURITY AND FRAUD RISKS DUE TO COVID-19

With the COVID-19 crisis, many organizations were forced to rapidly shift to a remote workforce. These rapid changes altered business processes and network infrastructure demands increasing the risk of fraud and security breaches. Join Sikich experts Jim Sullivan and Jeremy Mares on **June 11th at 11:30 am** to discuss the many risks posed to your organization's business processes and information security posture.

Learn about:

- The increased opportunities for fraudsters in the evolving workforce dynamic
- Key areas of security concern with a remote workforce
- Fraud and cyber security risks with employees using home networks
- The risks of letting employees use their own devices from home
- Adapting and monitoring internal controls to reduce fraud risk
- How do you make sure any outsourced technology functions are secure

*Addresses ICMA Practice Areas: 11. Technological Literacy &  
13. Human Resources Management and Workforce Engagement*

### Presenters:

**Jeremy Mares** is a Manager with the Sikich Cybersecurity practice. He has over 20 years of business-to-business sale and marketing experience. Jeremy's primary focus is in developing new client relationships to assist those clients in understanding their security and compliance goals and needs in order develop creative, targeted solutions to help them achieve them. Jeremy works across each for the Cybersecurity practice's service lines, including forensics and incident response, penetration testing and security and compliance assessments to provide a full range of solutions to Sikich clients.

**James M. Sullivan, JD, CFE, CIG**, is a managing director in Sikich's forensic and valuation services area. In this role, Jim conducts investigations of alleged fraud, evaluates systems and procedures for control weaknesses, and recommends appropriate controls to prevent fraud.

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Thursday, June 11th  
11:30 AM to 1PM

**Click here to register**

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## ILCMA & WCMA PRESENT THE SUMMER CONFERENCE 2020 LUNCH AND LEARN WEBINAR SERIES

# Impact of COVID-19 and the Presidential Election on Local Government Finances

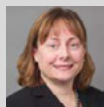
To say the least, this has been a very interesting year in economics and politics. From the Democratic primary to the corona virus, it is hard to come to grips with how this could impact your municipality. In this session we explore the current state of the U.S. economy as a result of COVID-19, the importance the role of the economy plays in the election outcome, Joe Biden's and Donald Trump's economic policies/proposals and how the outcome of the Presidential election could influence the economy and the municipal and stock markets. Join us for a webinar roundtable and Q&A on the current state of the economy, COVID-19 and the Presidential race.

Learn about:

- How COVID-19 and the Presidential Election impact the economic environment (e.g. recession) and your local municipality (e.g. revenues, businesses, ratings)
- The importance the current economic state could have on the election outcome
- How this could affect the municipal and stock markets and the key drivers of volatility
- How each candidate's campaign promises could impact your municipality.

**Presenters:**

*Addresses ICMA Practice Areas: 8. Policy Facilitation and Implementation & 12. Financial Management and Budgeting*



**Rachel Cortez**

Associate Managing Director  
Moody's Investor Service



**Craig Elder**

Senior Fixed Income Analyst  
Baird



**Dr. Christopher Goodman**

Assistant Professor  
Northern Illinois University

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[www.ilcma.org/events](http://www.ilcma.org/events)



Thursday, June 25th  
11:30 AM to 1PM

**Click here to register**

*webinar is free but requires registration*





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## MIT Lifesaver Award

*Do you know someone who has provided assistance to a member in transition (MIT)? If so, consider nominating them for recognition through the new MIT Lifesaver Award!*

Anybody who has been an MIT knows it is a very difficult time and any assistance provided by their fellow ILCMA members is greatly appreciated. The Membership Services Committee has been working to develop a simple, inexpensive, durable, and easily identifiable form of recognition, in a manner that encourages and promotes such assistance to ILCMA members who assist MITs. A lifesaver-ring lapel pin will be awarded to members who provide significant, tangible assistance to an ILCMA MIT. Significant, tangible assistance may include sharing a room at an ILCMA or ICMA conference, adding an MIT to an interview process, hiring an MIT part-time, full-time, or for a special project, or inviting an MIT to a regional managers' lunch. Applications are available on the ILCMA website and may be submitted to the Secretariat who will provide the information to the Membership Services Committee for review.

**Apply Here**

### ILCMA Members who have been awarded the ILCMA Lifesaver Award:

Mark Rooney, Former Village Manager, Carpentersville  
Kathleen Gargano, Village Manager, Hinsdale  
Jim Arndt, Former City Administrator, Effingham  
Matt Fritz, City Administrator, Coal City  
Jim Grabowski, City Manager, Elmhurst  
Cara Pavlicek, City Manager, Oak Park



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continued from page 7

7. Identify Speakers Before the Hearing (if possible). Applicants should provide staff a list of individuals that plan to speak on their behalf during the hearing. Communities should also encourage members of the public to pre-register to speak before the hearing. Pre-registration will allow staff to grant speakers access to necessary technology and to work with speakers regarding hearing procedures. Pre-registration is voluntary and intended to help speakers navigate remote hearing procedures.

8. Designate a Hearing Administrator. Communities conducting remote hearings should designate a staff member to manage the remote hearing technology platforms, including muting or disconnecting public participants, controlling screensharing options, and responding to disruptive participants (e.g., “Zoom bombing”). It’s best to avoid tasking a commissioner or board member with the role of hearing administrator, as those officials will be occupied with the substance of the applicant’s proposal and deliberations.

9. Establish a Hearing Outline. To set expectations and maintain order, communities should clearly state the legal rationale for conducting a remote hearing and communicate the hearing’s steps. The chairperson should read a prepared statement at the beginning of each hearing to familiarize participants with how and why the hearing is being conducted.

10. Remain Flexible and Encourage Participation. Zoning hearings, whether conducted remotely or in person, entail greater due process rights than other public meetings. Communities must keep this in mind when conducting remote hearings. Taking an inclusive, flexible approach will allow for more meaningful proceedings and reduce the likelihood of potential litigation.

Implementing the above best practices will help communities bridge the transition from in person to virtual zoning hearings while managing potential risks inherent to the zoning process.

continued from page 8

access to the market with a smaller universe of investors at historical wider spreads to our industry benchmark.

This is a unique event in our nation’s history, and just like the sun rises in the east and sets in the west, this shall pass. Solid community support and sound local management will help mitigate the troubles that lie ahead.

This is not a complete analysis of every material fact regarding any company, industry or security. The opinions expressed here reflect our judgment at this date and are subject to change. The information has been obtained from sources we consider to be reliable, but we cannot guarantee the accuracy.

## ILCMA Memberhip Responsibilities For Members In Transition

ILCMA members are encouraged to contact fellow members that are in transition. ILCMA members can help members in transition in the following ways:

- Hire members in transition for interim work and special projects.
- Provide office space and equipment for members in transition.
- When going to ICMA or ILCMA conferences, invite a member in transition to share your room at no cost.
- Invite them to an ILCMA, Downstate, Metro, IACA, SWICMA, Legacy Project, or IAMMA meeting as your guest.
- Monitor the environment. As one hears about a member that may be in trouble, members are encouraged to contact either the ILCMA Executive Director or one of the Senior Advisors.

ILCMA members are asked to help identify ILCMA members as soon as it appears that they are leaving a management position and do not have a new position identified. In addition to monitoring local papers, members should also frequently advise their regional counterparts to notify them of members who may be in transition. Once a member in transition (MIT) is identified, the member should advise the ILCMA Secretariat so that ILCMA support can be offered. ILCMA members are encouraged to personally contact the MIT to provide support. A Board liaison will be assigned to maintain regular (weekly or bi-weekly) contact with the MIT, encourage others to contact the MIT, and will keep the ILCMA Secretariat aware of the MIT's status. The Board liaison will coordinate closely with the Senior Advisors and between the two entities should provide the MIT with the support services available through the ILCMA and the ICMA.

**Members in Transition Who Agreed to Publicize their Information: (Visit the Members Only section of the ILCMA website to view resumes of those who have submitted them.)**

Tim Ridder

Darin Girdler

Thomas Thomas

timothyridder@hotmail.com

dgirdler@gmail.com

thomasedwinthomas@yahoo.com

309-236-0929

618-971-8276

## Do you have Special Projects for which you need Additional Help? Has your Staff been Cut Back, but your Workload Increased or Stayed the Same?

If so, ILCMA has a solution to your problem. Have you ever considered utilizing one of ILCMA's programs to help fill temporary job assignments or conduct a special project? ILCMA has two programs that may meet your needs:

**Member in Transition Program (MIT)** – ILCMA keeps a list of Illinois managers and assistants in transition. These members are willing and able to fill positions, do special projects, and provide expert service to you and your community (list of MIT's below).

**Professional Resource Program (PRS)** – The PRS program consists of retired, semi-retired, and MIT's who are again able to do special projects, fill positions, and provide expert professional services to your local government. For information please visit the ILCMA website at <https://www.ilcma.org/programs-and-services/ilcma-professional-resource-service/>

The ILCMA Senior Advisors have the most current list of Members in Transition and Professional Resource Program participants. Please do not hesitate to contact either Dawn Peters at ILCMA or one of the Senior Advisors.

Also, don't forget about recent MPA graduates. This is a tough job market and many of them are searching desperately for a position. They may be willing to provide services on contract for short-term projects. This will help them gain additional experience while searching for their first full-time position. Contact any of the graduate schools in your area to identify students who may be willing to do this type of work.



## Senior Advisor Column

### A Message from your ILCMA/ICMA Senior Advisors:

In these uncertain and difficult times, you are called on even more for your leadership and management acumen. We know it can be lonely as you make and implement decisions both in your work and personal life. We can be a sounding board, a confidant and a listener. Here are some tips. Check in with your colleagues. Call a mental health professional if you are feeling distressed. Practice self-care such as exercise, good nutrition and breathing deeply. Don't forget your family members. Please feel free to contact any one of us:

Greg Bielawski 630-462-1876  
g\_bielawski@hotmail.com

Steven Carter 217-359-1338  
stevencarter@sbcglobal.net

John Phillips 309-428-5495  
phillipsjohn99@gmail.com

Robin Weaver 630-835-6417  
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