

# IF IT DOESN'T PLAY IN PEORIA, *it doesn't play anywhere*

Old Vaudeville Saying

**FEB**  
8-10  
**2017**

REGISTER BY JANUARY 31

## ILCMA 2017 WINTER CONFERENCE



### Tentative Schedule

#### ■ WEDNESDAY, FEBRUARY 8 ■

NOON  
Registration Open

1:00 ~ 4:00 P.M.  
Exhibitor set-up

1:00 ~ 4:00 P.M.  
Pre-Conference Session:  
The Untapped Advantage  
of Organizational Health

1:00 ~ 4:00 P.M.  
ICMA-RC Appointments

6:30 ~ 7:00 P.M.  
Welcome First Time Attendees,  
Scholarship Winners, & New to  
the Profession

7:00 ~ 9:00 P.M.  
Welcome Reception hosted by  
Downstate/SWICMA

#### ■ THURSDAY, FEBRUARY 9 ■

6:45 ~ 7:30 A.M.  
Yoga courtesy of The Legacy Project  
Sponsored by Gallagher Benefit  
Services

7:30 ~ 9:00 A.M.  
Breakfast

8:00 ~ 8:50 A.M.  
Tales from the Range

9:00 A.M. ~ 4:00 P.M.  
ICMA-RC Appointments

9:00 ~ 10:15 A.M.  
Welcome/Introductions  
Opening Keynote - Joel Kotkin  
Towards a New Localism

10:15 ~ 10:45 A.M.  
Break in Exhibit Hall & Book Signing

10:30 A.M. ~ 4:00 P.M.  
Resume Reviews/Mock Interviews

10:30 ~ 12:00 A.M.  
Concurrent Sessions  
Session 1: When I Grow Up, I Want to Be  
Session 2: Economic Development Despite  
the State of Illinois

12:00 ~ 1:30 P.M.  
Lunch & Keynote  
Luncheon Keynote and Legislative  
Update - Joe McCoy & Brad Cole

1:30 ~ 2:30 P.M.  
Family Feud: Assistants vs. Managers

2:30 ~ 2:45 P.M.  
Break in Exhibit Hall

2:45 ~ 4:00 P.M.  
Concurrent Sessions  
Session 1: Police Officer's Emotional Health  
& Relationships  
Session 2: The Spring Elections are Right  
around the Corner...Are You Prepared?

4:15 ~ 5:15 P.M.  
Q & A for Aspiring Managers

5:30 ~ 8:45 P.M.  
Dinner at The Waterhouse  
Featuring Howlin' on Water Dueling Pianos

9:00 P.M. ~ ??  
IAMMA Social

#### ■ FRIDAY, FEBRUARY 10 ■

6:45 A.M.  
ILCMA 5K Run/1.5M Walk

8:00 ~ 9:00 A.M.  
Breakfast

9:00 ~ 11:00 A.M.  
ICMA-RC Appointments

9:00 ~ 10:15 A.M.  
Concurrent Sessions  
Session 1: Emerging Trends in Employee Benefit  
Practices  
Session 2: The UnConference Session: Unleash  
Your Knowledge

10:30 ~ NOON  
Closing Keynote:  
Jack Uldrich

The Big AHA: How to Future-Proof Your  
City/County Against Tomorrow's  
Transformational Trends, Today

Raffle

## Session Information

### WEDNESDAY, FEBRUARY 8

1:00 – 4:00 P.M.

#### PRE-CONFERENCE WORKSHOP

The Untapped Advantage of Organizational Health

Pre-Conference Session Registration  
Cost: \$75

**Speaker:** Keith Hadley, Table Group Consulting

This session will give participants an introduction to the topic of Organizational Health Assessments. Organizational Health is about making an organization function effectively by building a cohesive leadership team, establishing real clarity among those leaders, communicating that clarity to everyone within the organization, and putting in place just enough structure to reinforce clarity going forward. The speaker will review the 5 dysfunctions of teams and give participants a framework and some tools on how to assess problems in those key areas in order to ensure organizational health at all levels.

#### Learning Objectives:

1. Understanding the 5 Dysfunctions of Teams
2. Understanding the Organizational Health Model
3. Learning tools to assess organizational health and build a strategy for success.

Addresses ICMA Practice Areas: 1 (Staff Effectiveness) and 14 (Advocacy and Interpersonal Communication)

### THURSDAY, FEBRUARY 9

8:00 – 8:50 A.M.

#### Tales from the Range

The ILCMA/ICMA Senior Advisors will be available to discuss what's happening in the field of local government management. Come share your stories, frustrations, and solutions to problems that others are facing. This is a time to set aside for camaraderie with colleagues.

**Speakers:** ILCMA/ICMA Senior Advisors

Addresses ICMA Practice Area: 18 (Personal Development)

9:00 – 10:15 A.M.

#### Opening Keynote Speaker: Joel Kotkin Towards a New Localism



Joel Kotkin, a leading expert on the evolution of cities, towns, and rural places across the world, is a visionary social thinker who has a keen eye on economic, political and vital issues

facing cities, regions and countries. In this opening keynote address, Joel will discuss the importance of decentralizing power to the local level; the future of localism under a Trump presidency; and the opportunities that exist in small towns and the suburbs for immigrants and the rapidly growing "30 something" generation.

After the session, Joel will be on hand to sign his newest book, *The Human City*. In it, he questions the widespread practices of tall structures, small units, and high density development. The book embraces the importance of smaller cities and suburban areas noting that past practice of dense urban development is doing more harm than good for future generations. Be sure to purchase the book in advance through the registration process so Mr. Kotkin can autograph it after his keynote.

Addresses ICMA Practice Area: 6 (Initiative, Risk Taking, Vision, Creativity and Innovation)

10:15 – 10:45 A.M.

#### Break and Book Signing in Exhibit Hall

10:45 A.M. – 12:00 P.M.

#### CONCURRENT SESSIONS

##### Session 1: When I Grow Up, I Want To Be

This session will consist of four panelists who have extensive careers working in a variety of positions in local government, nonprofit, and private organizations. The positions held by the four panelists include: Park District Administrator, City Manager, Public Works Director, IT Director, Community Development Director, Police Chief, and Financial Advisor to name just a few. Panelists will share their

perspectives on the challenges of the positions they have held and how they managed the duties and responsibilities that they faced.

#### Learning Objectives:

1. Learn the skills that are required for upper management positions
2. Discover that there are a variety of paths that lead to a great career
3. Learn that It is not unusual for a career plan to change along the way

**Panelists:** Sarah McKee, Vice President, GovHR USA; Raymond J. McGury, Executive Director, Naperville Park District; Nancy Hill, Community Development Director, Itasca; Don Carlsen, Chief Information Officer, DuPage County

Addresses ICMA Practice Areas: 1 (Staff Effectiveness) and 18 (Personal Development)

##### Session 2: Economic Development Despite the State of Illinois

Communities compete for commercial opportunities. Setting yourself up for growth and development doesn't have to be a one-way trip to the municipal poor house. You also don't have to be a large municipality with a large staff to be successful in planning for economic development. So, how can you identify your strengths and utilize them to put your best (economic development) foot forward? Participants will learn how to create an economic development program, identify obstacles, understand what tools exist to nurture the program, and how to implement and market the program.

#### Learning Objectives:

1. Identify economic development challenges in rural and small communities.
2. Understand the tools available to these communities to help address these challenges.
3. Negotiate essential terms of development and redevelopment agreements.
4. Formulate effective land use regulations to promote economic development objectives.

**Panelists:** Geoff Dickinson, AICP, Senior Project Manager, S.B. Friedman Development Advisors; David Silverman, Partner, Ancel Glink

Addresses ICMA Practice Area: 3 (Functional and Operational Expertise and Planning)

IF IT DOESN'T PLAY IN PEORIA,  
*it doesn't play anywhere*

12:00 – 1:30 P.M.

**Lunch**

**Luncheon Program:**

Legislative Briefing by Brad Cole, Executive Director, Illinois Municipal League and Joe McCoy, Legislative Director, Illinois Municipal League, ICMA Update by Pat Klein, ICMA Midwest VP

1:30 – 2:30 P.M.

**ASSISTANTS VS. MANAGERS FAMILY FEUD**

In a Family Feud-style face off, watch assistants battle their managers answering survey questions about ILCMA programs and services, ethical scenarios, hot topics of the day, and more to test the knowledge and skill of our members while uncovering issues faced by our local communities.

**Learning Objectives:**

1. Learn the services of ILCMA
2. Learn the top issues being faced by our communities
3. Learn lessons on how to handle ethical situations.

**Emcees:** Mark Franz, Village Manager, Glen Ellyn and Jenny Maltas, Assistant Village Manager, Buffalo Grove

2:30 – 2:45 P.M.

**Break in Exhibit Hall**

2:45 – 4:00 P.M.

**CONCURRENT SESSIONS**

**Session 1: Police Officer's Emotional Health & Relationships**

The personal lives of police officers are colored by the experiences, both positive and negative – but mostly negative, they experience through their daily interactions with the public in their jobs. These experiences have a profound impact on how the officers deal with their co-workers, boss and perhaps most importantly, their spouses, friends, and loved ones. Understanding the unique challenges the police officer experiences on the job and how these experiences shape the type of human being they become, and the judgment they will employ, will help the manager and others in leadership better understand the perspectives of police officers. Dr. David Morrison has over 40 years of

experience in working with city managers, police personnel, and others in leadership and will share the insights he has gained in this session. To get the most out of the session, it is highly recommended that participants read *Emotional Survival for Law Enforcement, A Guide for Officers and Their Families* by Kevin Gilmartin. This book is available at Amazon and is an easy read.

**Learning Objectives:**

1. To appreciate the distinctive challenges police officers experience on the job
2. To understand how the police officer's experience shapes who he is
3. To realize how the police officer's experience determines his judgment/decision-making

**Speaker:** Dr. David Morrison, Morrison Associates

*Addresses ICMA Practice Area: 14 (Advocacy and Interpersonal Communication)*

**Session 2: The Spring Elections are Right around the Corner...Are You Prepared?**

Tenets 3 and 7 of the ICMA Code of Ethics will be the focus of this session.

The politics in every community are different so elections are different. A number of tools can be placed into your career toolbox that may be handy either this coming spring or sometime in the future. This session will discuss ways to engage prospective candidates for municipal office and discuss orientation processes for those who are newly elected for a first term of office. The panel will then address those occasions when relationships and communication start heading south post-election, and the warning signs to look for if your employment becomes less tenable. Vacancies will also be discussed as they relate to incumbent Assistant Managers and the "interim" status they find themselves in during these transition periods.

**Learning Objectives:**

1. Learn how to engage with candidates for elected office prior to election
2. Learn about the orientation process
3. Understand the warning signs of when relationships with the board go bad

**Moderator:** Greg Bielawski, Senior Advisor, ICMA/ILCMA

**Panelists:** Mark Peterson, Village Administrator, Normal  
Julie Tappendorf, Ancel Glink et. al.  
Steve Jones, Deputy City Manager, City of Joliet  
Robin Weaver, Senior Advisor, ICMA/ILCMA  
William Beith, Asst. Village Administrator, Village of Gilberts

*Addresses ICMA Practice Areas: 2 (Policy Facilitation), 14 Advocacy and Interpersonal Communication, and 17 (Integrity)*

4:15 – 5:15 P.M.

**Q & A for New and Aspiring Managers  
What Skill Set Do You Need at Each Step of the Ladder?**

Have you wondered about what you need to succeed along your journey to become a manager? Or, are you a new manager and have questions about your new role? If so, this session is for you!

**Learning Objectives:**

1. The skill sets needed to advance to each step toward the Manager's Office
2. The skill set needed to succeed as a Manager
3. Understanding your role at each level within the organization

**Moderator:** Maria Lasday, Village Manager, Bannockburn

**Panelists:** Stacy Sigman, Village Manager, Northfield; Jim Norris, Village Manager, Hoffman Estate; Walter Denton, City Administrator, O'Fallon

*Addresses ICMA Practice Area: 18 (Personal Development)*

**Join your ILCMA Colleagues  
for an evening of entertainment  
at The Waterhouse**

[waterhousepeoria.com/#the-ballroom](http://waterhousepeoria.com/#the-ballroom)  
[centralillinoisduelingpianos.com](http://centralillinoisduelingpianos.com)



## FRIDAY, FEBRUARY 10

6:45 A.M.

**ILCMA 5K Run/1.5M Walk**

9:00 – 10:15 A.M.

### CONCURRENT SESSIONS

#### Session 1: Emerging Trends in Employee Benefit Practices

Join us to learn about the emerging trends in employee benefit practices and the options local governments have for funding employee benefits. In addition, the panel will discuss how to leverage unions during collective bargaining and discuss the intergovernmental options for financing them. If your entity is concerned about the ever-increasing cost of employee benefits, this session will provide a great overview on steps to take for the future.

#### Learning Objectives:

1. How employee benefit offerings in the insured marketplace are changing
2. Funding issues in the self-insured arena
3. Leveraging unions during collective bargaining
4. Financing Employee Benefits – Fully Insured, Self-Insured, and Polling Options

**Moderator:** David Cook, Executive Director, IPBC

**Panelists:** Gregg Aleman, Area Senior Vice President, Gallagher Benefit Services; Dane Bragg, Village Manager, Buffalo Grove; Nicole Albertson, Human Resource Director, Bloomington

*Addresses ICMA Practice Area 11 (Financial Analysis)*

#### Session 2: The UnConference Session: Unleash Your Knowledge

Casual. Inclusionary. Informative. This session brings you six topics discussed simultaneously in one open room (no tables or chairs). Sample each topic for just a few minutes each or go for a deep dive of just one – group participation is encouraged! Topics include:

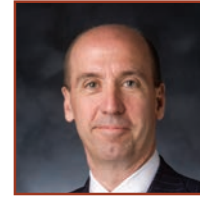
- Affordable Care Act Updates - Catherine Loney, Vice President, Benefits Consulting, GCG Financial, Inc.
- How to Issue Bonds AND Stay Out of Prison. The Perils of City Management in the Age of Aggressive SEC Fraud Charging- Tom Gavin, Managing Director, Baird
- Executing a Successful LED Street Lighting Retrofit – Michele James, Account Manager, CTS Group and Adam Boeche, Director of Public Works and Engineering, Village of Mundelein
- Unleashing the Power of Your Community Data - Maria Storm, GIS Manager Client Experience, Municipal GIS Partners, Inc.
- Community Branding - Scott Kolbe, Creative Director, Sikich
- Public Private Partnerships Information Technology Infrastructure - William Beith, Assistant Village Administrator, Village of Gilberts

Share your ideas, experiences, and let's learn from one another! There will be easels and handouts available and no dull PowerPoint presentations!

*Addresses ICMA Practice Area 3 (Functional and Operational Expertise and Planning)*

10:30 A.M. – NOON

#### Closing Keynote Speaker: Jack Uldrich The Big AHA: How to Future-Proof Your City/County Against Tomorrow's Transformational Trends, Today



The greatest change in the near future will be the rate of change itself—it is accelerating. In this keynote presentation, Jack Uldrich will share some content from his forthcoming book *Business as Unusual: The*

*Big AHA!* and discuss how city and county leaders can use the principles of Awareness, Humility and Action to future-proof themselves and their cities/counties against “the tides of tomorrow.” Among the discussion items Uldrich will discuss with participants are:

- How individuals can become more aware of transformational change in variety of areas, including social, mobile and cloud technologies, and then use this awareness to prioritize the twelve trends and position their communities for the future;
- Why embracing humility and ambiguity will provide leaders increased confidence and clarity in shaping their future; and
- How a series of tangible actions—including taking a “think week,” asking new questions, finding a “reverse mentor” and conducting a “pre-mortem” (among others)—will be crucial to creating a successful future.

*Addresses ICMA Practice Area 6 (Initiative, Risk Taking, Vision, Creativity, Innovation and Continuous Improvement)*





## Social Event Information

### WEDNESDAY, FEBRUARY 8

6:30 - 7:00 P.M.

**Welcome First Time Attendees, Scholarship Winners, & New to the Profession**

7:00 - 9:00 P.M.

**Welcome Reception hosted by Downstate/SWICMA Reception at the Pere Marquette Marriott**

5:30 - 8:45 P.M.

**Dinner at the Waterhouse**

316 SW Washington St.

Featuring Howlin' on Water Dueling Pianos (open to all attendees; dinner is included in the registration fee – be sure to mark it on the form)

9:00 P.M. - ??

**IAMMA Social at Kenny's Westside**

112 SW Jefferson Ave.

### THURSDAY, FEBRUARY 9

6:45 A.M.

**Yoga courtesy of the Legacy Project Sponsored by Gallagher Benefit Services**

### FRIDAY, FEBRUARY 10

6:45 A.M.

**ILCMA 5K Run/1.5M Walk** Meet inside the main lobby of the Marriott Pere Marquette at 6:30 a.m. We will have a group walk to the start line.

## ICMA-RC, Mock Interview & Resume Review Appointments

ICMA-RC is once again offering financial consultations with members. If you would like to schedule an appointment with David Park, ICMA-RC, please call in advance 1-708-692-7081, ext. 4915 or email DPark@icmarc.org. Appointments are available on Feb 8 (1 p.m. – 4 p.m.); Feb 9 (9 a.m. – 4 p.m.); Feb 10 (9 a.m. – 11 a.m.).

Mock Interview & Resume Review Appointments: The ILCMA Membership Services Committee is pleased to offer to conference attendees one hour mock interview and one hour resume review services. These services will be offered by Heidi Voorhees and Joellen Earl, GovHR USA. Appointments are available on Feb 9 (10:30 a.m. – 4:00 p.m.). Please contact Dawn Peters at dpeters@niu.edu to schedule an appointment.

## Conference Committee

**Mike Cassidy**, Village Manager, Mt. Prospect  
**Patrick Ulrich**, City Manager, Peoria  
**Scott Sorrell**, County Administrator, Peoria County  
**Randy Bukas**, City Administrator, Flora  
**David Cook**, Executive Director, IPBC  
**William Beith**, Assistant Village Administrator, Gilberts  
**Kristina Dommer**, Sikich  
**Tom Gavin**, Baird  
**Jenny Maltas**, Deputy Village Manager, Buffalo Grove  
**Bob Barber**, Village Administrator, Beecher  
**Christina Cortina**, Enterprise Fleet Management  
**Clay Johnson**, City Administrator, Lincoln

**Deb Zimmermann**, IMET  
**Doug Petroschius**, Village Administrator, Lake in the Hills  
**Justyn Miller**, Assistant to the County Administrator, Boone County  
**Denise Burchard**, Assistant to the Chair, NIU MPA  
**Jim Grabowski**, City Manager, Elmhurst  
**Tim Wiberg**, Village Manager, Lincolnwood  
**Nellie Beckner**, Assistant to the Village Manager, Mt. Prospect  
**Arica Finney**, Leopardo

# ILCMA 2017 | WINTER CONFERENCE

## Accommodations

### PEORIA MARRIOTT PERE MARQUETTE

501 Main Street  
Peoria, IL 61602

**Phone Number:** 800-228-9290 or 309-637-6500

**Room Rate:** \$145/night plus tax

**Room Block Release:** January 14, 2017

## THREE EASY WAYS TO REGISTER

### ON-LINE

[ilcma.org/index.aspx?NID=175](http://ilcma.org/index.aspx?NID=175)

### FAX

815-753-6900

### MAIL

Send completed registration and payment to:

#### Outreach Services Registration Office

Northern Illinois University  
DeKalb, IL 60115

## Registration Deadline

### REGISTER BY JANUARY 31, 2017

For a full refund, you must cancel your registration by **January 30**

Fees are waived for "in transition" corporate members and their spouses/partners

## Registration Rates

**ILCMA Member** \$225

**Spouse/Partner** \$100

**Student** \$30

*(Scholarships available for both fulltime and part-time students enrolled in an MPA Program)*

**Non-ILCMA Member** \$350

**Pre-Conference Workshop** \$75

**Thursday Dinner Only (spouse/partners)** \$65



First 10 online registrations for NEW corporate (voting) members who are first time winter conference attendees are free. There will be 5 waivers for managers/administrators and 5 waivers for assistants/assistant to/management analyst

**Dress:** Business casual

#### How to Save on Costs:

Carpool with your colleagues from a neighboring community

Share a room (especially nice to invite a Member in Transition or a student to be your guest)