

# City/County Management IN ILLINOIS

Volume 13 No. 7

Strengthening the quality  
of local governance through  
professional management

MARCH  
2018



## Calendar of Events

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

March 7

**Legacy Project Luncheon**  
Naperville, IL

March 7- 8

**ICMA Emerging Professional Leadership Institute**  
Columbus, OH

March 8 – 9

**ICMA Midwest Regional Summit**  
Columbus, OH

March 15

**ILCMA Professional Development**  
Lombard, IL

March 15

**Metro Manager Luncheon**  
Lombard, IL

April 13

**IAMMA Conference**  
Naperville, IL

April 19

**ILCMA Professional Development**  
Lombard, IL

April 19

**Metro Manager Luncheon**  
Lombard, IL

April 27

**Downstate/IGFOA Spring Meeting**  
Normal, IL

May 17

**Metro Golf Outing**  
Glen Ellyn, IL

June 13 – 15

**ILCMA Summer Conference**  
Collinsville, IL

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## President's Column

*By Peggy Halik, Chair ILCMA Membership Services Committee & Assistant Village Administrator, Village of Woodridge*

ILCMA's Membership Services Committee is tasked with many responsibilities including the recruitment and retention of members, evaluating current programs and services, and providing recommendations on additional member services. The Committee is also responsible for facilitating a survey of the membership every three years, which helps the ILCMA Board during the strategic plan process. That survey occurred last year, and a report of the findings was published in April 2017. The Membership Services Committee kicked off their program year by taking an in-depth look at those findings to see how we can best meet the needs of our members.

Something that stood out in the survey results was that there might be more that we can do to showcase ILCMA as a welcoming and supportive organization to new and veteran members. There are a few things that we've been doing towards that end:

- When new members join ILCMA, one of our committee members calls that individual to welcome them to the association. We talk to them about the various programs, services, and activities that are available. We invite them to attend an event and to accompany them so that they have someone who can introduce them to other members. We offer ourselves as resources to them in the event they have questions about the association or the profession. Our bottom line is we want them to know that we appreciate them joining ILCMA and want them to be an active member.

- Something we just tried out last month was a "Speed Meet & Greet" at the Winter Conference. All first-time attendees were invited to a mini-reception with members of the ILCMA Board, Winter Conference Committee, and Membership Services Committee on Wednesday evening. Every new attendee spent 3-5 minutes with a Board or Committee member to be able to put a name with a face and learn a little about each other's background. The idea was for new members to meet a number of different members, allowing them to see some familiar faces at the conference sessions they attended over the next couple of days. It was informal and meant to break the ice for attendees who might otherwise feel somewhat isolated.

- The Committee is benchmarking the programs and services ILCMA offers against those offered through the other state associations that comprise ILCMA to ensure that we are providing the best support to our members.

We will also be investigating best practices on engaging younger members and engaging diverse members.

The Membership Services Committee is excited about contributing to the success of ILCMA and ensuring that we are meeting the needs of our members!



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## Welcome New Members

Brandon Bordenkircher, MPA Student, DePaul University  
Karie L. Friling, Assistant Village Manager/Director of Development Services, Village of Orland Park  
John L. Keating, Assistant Village Manager, Village of Orland Park  
Manuel Rivera, Plante Moran

## No Magic Bullet: Constructing a Roadmap for Illinois Fiscal Sustainability

David Merriman, Chuanyi Guo and Di Qiao

The state of Illinois finally ended its two-year budget impasse in July 2017 but continues to face a structural fiscal imbalance. We use comprehensive data supplied by the Illinois Comptroller to construct a time series showing Illinois state revenue and expenditures on a consistent basis since FY1998. We find that during this period, Illinois' expenditures have grown faster than its revenue and the state has had large budgetary gaps, with spending significantly exceeding sustainable revenue, since FY2000. In FY2016, when no budget was in place, the budgetary gap shrunk primarily because the state failed to reimburse medical providers for state worker healthcare, cut payments to universities and human service providers and made other unsustainable cuts. In FY2017, the state expenditures soared compared to FY2016 despite little change in revenue. FY2017 spending exceeded revenue by \$13.5 billion.

Illinois' five largest spending categories are Medicaid, K-12 education, state pension contributions, revenue sharing with local governments and human services. Together, these five categories accounted for 62.6 percent of total FY2015 spending. Significant reductions in any of these will be very difficult to achieve due to a combination of legal and political constraints. Illinois' major revenue sources are the personal and corporate income tax, the sales tax, and federal Medicaid reimbursements. These accounted for about 61 percent of total FY2015 revenue. Of these, only Medicaid reimbursements are growing more rapidly than expenditures. This imbalance will continue unless Illinois makes structural changes to raise the rate of growth of revenue or to lower the rate of spending growth. Even if Illinois exercises extreme fiscal discipline and reduces its long-term spending growth rate as low as any state in the nation, it could require nearly two decades to eliminate the structural budget gap it faces. Despite these significant fiscal challenges, objective assessments show that Illinois has substantial economic resources that can enable it to flourish. Illinois must embark on a multi-year plan that restrains spending growth and enhances revenue growth if it is to attain a fiscally sustainable path. To do this, Illinois elected officials and residents will need honesty, commitment, compromise and cooperation.

To view the complete report, please go to <http://igpa.uillinois.edu/report/FFP-FY2017-annual-update>.



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## Who's Who Directory Update

**David Plyman** has been appointed as the new village manager in Westchester. His new contact information is:  
David Plyman, Village Manager  
Village of Westchester  
10300 Roosevelt Road  
Westchester, IL 60154  
Phone: 708-223-3052  
Email: [dplyman@westchester-il.org](mailto:dplyman@westchester-il.org)



## 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.*

### Energy Efficiency Opportunities for Public Sector Customers

By Molly Lunn

Manager, Public Sector & Income Eligible Programs  
ComEd Energy Efficiency Program

Until last year, the Illinois Department of Commerce and Economic Opportunity—better known as DCEO—was responsible for administering energy efficiency programs for public sector customers. With the passage of the Future Energy Jobs Act, that responsibility now resides with the various utilities throughout the state.

That means municipalities, counties, park districts, public schools, police and fire districts, community colleges, public housing authorities, and other public-sector customers across Illinois are eligible for new and expanded incentives to help offset the cost of installing more efficient lighting and other technologies to reduce energy use.

In the case of ComEd, which provides electricity to nearly three in four Illinois customers, annual funding for public sector incentives has increased by 74 percent compared to DCEO, rising to \$35 million in 2018. The list of offerings and services has expanded, as well, and incentive payments will be processed more quickly, usually within six weeks.

#### New Offerings for Public Sector Customers

Public sector customers now have access to many energy efficiency offerings that were not available under DCEO, including free facility assessments from utility company engineers, which can help uncover ways to save money and energy. As part of the facility assessment offering, an energy engineer visits your facility for an in-depth assessment and then provides a detailed report of potential energy and cost savings, estimated incentives and projected payback. Assessments and studies are also available for specific industrial systems, such as data centers and combined heat and power systems.

Also, for the first time, public sector customers may take advantage of popular instant lighting discounts offered by some utilities. With instant discounts, customers can purchase energy-efficient lighting at reduced prices from participating distributors with no incentive paperwork required.



Other energy efficiency programming previously offered by DCEO is being extended and enhanced. These includes:

- Incentives for improvements to indoor and outdoor lighting, energy management systems, cafeteria equipment, compressed air systems, wastewater treatment plants, data centers, and more through the standard and custom offering.
- Incentives for replacing municipal street lights with more efficient and longer-lasting LED lights.
- Free energy assessments, free product installs, and special incentives for energy-efficient equipment especially for small public sector facilities (under 100 kW peak demand).
- Incentives for the upgrade or replacement of HVAC systems and their components, including water and air-cooled chillers, energy management systems, demand-controlled ventilation and air-side economizers.
- Technical assistance, incentives and whole-building solutions for energy-efficient design of new building developments and major renovations,
- Fully funded system performance studies of public sector facilities, leading to no- and low-cost retro-commissioning opportunities for operational improvements.
- Incentives for installing variable speed drives and variable frequency drives, which reduce energy costs and stress on motors, pumps, belts and gears.

Whether driven by bottom-line pressures or motivated by environmental concerns, public sector customers in Illinois have more opportunities than ever to benefit from energy efficiency programs offered by utility companies.

To take advantage of offerings through the ComEd Energy Efficiency Program, public sector customers can visit [ComEd.com/PublicSectorEE](http://ComEd.com/PublicSectorEE), email [PublicSectorEE@ComEd.com](mailto:PublicSectorEE@ComEd.com), or call 855-433-2700.

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### The Push for Community Fiber and Broadband

By Edward Barrett, Senior Director & Practice Leader – Fiber & Broadband Services, HR Green, Inc.

A 2015 White House study found that three out of four Americans had access to only one broadband provider offering speeds of at least 25 Mbps - the Federal Communications Commission threshold for high-speed service. What else has caused more than 750 communities nationally to create their own broadband projects?

Four primary factors are behind this change:

1) Speeds - The ever increasing demand for bandwidth. Globally, the demand for bandwidth by consumers and businesses is increasing at a 43% compound annual growth rate. That means that speeds must double every two years.

2) Cost - Broadband services are the primary driver of profits for incumbent carriers. In a "triple play" world (voice, video and data), video content is massively expensive but delivers nearly no margin. Telephones are becoming museum relics. So providers are milking their existing data pipes to meet investor demand for profitability.

3) Local Control - Communities are concerned by recent decisions on Net Neutrality, and many municipal providers are making pledges to maintain neutral and open networks. Progressive communities are creating networks not just to serve today's triple play retail needs but creating integrated networks that allow them to be future proofed. Community objectives around economic development and education create a desire for a better solution.





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4) A Fourth Utility - Communities have begun to view internet and broadband as a fourth utility, one just as crucial as the streets and sewers they build and maintain. Like rail in the 1800s, the presence of reliable high-speed broadband will create winners and losers.

Across the country, communities are making positive movements to address these challenges. Longmont, CO made a decision to leverage their municipal electric utility to create NextLight, a retail communication utility that is offering Gigabit internet for just \$50 a month. Longmont is now known as the fastest internet city in America, and more than 54% of its residents have signed up. NextLight will likely return cash to the City over time, making it a benefit for both residents AND the city's balance sheet.

While some communities provide retail services, others are focusing on creating municipal fiber networks to help them prepare for coming technical and societal changes.

### Cellular is Going Small Cell

Today's communication towers sit high and broadcast three miles. Tomorrow, small micro cells will operate in a mesh network, requiring transmitters every 300 feet - with fiber to each base. Creating effective public policy allows you to control aesthetics, while positioning your community as an attractive destination for providers, potentially creating revenue/lease opportunities.

### The Future is Coming

We know the Jetsons promised we'd all be driving flying cars by now. In reality, by 2040, futurists predict that 80% of cars will be autonomous, requiring massive communication infrastructure to ensure safe experiences.

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### **Droning On: Legal Requirements And Liabilities Related To Municipal Drone Use**

By Scott Uhler, Partner and Carmen Forte, Associate Attorney,  
Klein, Thorpe & Jenkins, Ltd.

#### **What is a drone?**

A "drone" is a catch-all term, often used to refer to an unmanned aerial vehicle (UAV), unmanned aerial system (UAS), or other small and remotely piloted aircraft. All across the U.S., private citizens are now using drones for recreational and business purposes, opening up a world of aviation before closed to the general public. Local municipalities are beginning to see the potential benefits of using drones for their own purposes, to assist with numerous municipal tasks, from law enforcement, to mapping, to property inspection. However, the municipal use of drones in Illinois brings with it certain legal requirements and potential liabilities to consider prior to taking flight.

#### **Registration Requirements for Operation**

Before flight, the operation of a UAV weighing less than 55 lbs. requires registration under either Federal Aviation Administration ("FAA") Regulations, Part 107, or as a public operator with a Certificate of Authorization (COA) from the FAA. The FAA provides extensive online support and registration guidance, which are available at the link below. While a COA is only available to a governmental entity, it is issued with use restrictions governing the time and place of municipal drone flights. Part 107 registrations can allow a drone operator to fly a drone on a less-restricted basis with regard to time and location, but requires more steps with regard to the approval and licensing of the operator. Both processes can allow a municipality to operate a drone for a variety of public purposes.

#### **Law Enforcement Use of Drones**

Local law enforcement use of drones in Illinois is restricted under the Freedom from Drone Surveillance Act ("DSA"). Unless specifically authorized in the DSA, a law enforcement agency cannot use a drone to gather information. 725 ILCS 167/10. Examples of authorized uses include execution of proper search warrant, for crime scene/traffic crash scene photography, a missing persons search and during a disaster or public health emergency. These exceptions are subject to further conditions.

Law enforcement agencies are required to destroy all information obtained by a drone within 30 days, unless there is a reasonable suspicion that the information contains



criminal activity, or is relevant to an ongoing criminal investigation or pending criminal trial. The agency may not disclose this information to any party except another government agency, when these exceptions apply as well. Failure to comply with the use or retention policies of the DSA can potentially render evidence collected via drone to be inadmissible in a criminal prosecution.

#### **Liabilities for Municipal Drone Use**

The claims that would be most likely to be asserted against a municipality would be for aerial surveillance that improperly intrudes on personal or private matters. Examples could include the common law claims for such violations such as "intrusion upon seclusion<sup>1</sup>" or "publication of private facts<sup>2</sup>" could be brought against a municipality for the improper collection or use of personal information related to a private citizen. The Illinois Local Governmental and Governmental Employees Tort Immunity Act (745 ILCS 10/1, et seq.) should generally protect a municipality from such claims of liability for the negligent use of a drone, or failure to use a drone where it may have been helpful. Further restrictions related possible criminal acts could be implicated if a UAV were used to improperly eavesdrop (720 ILCS 5/14) or live video-record "in that other person's residence" or other private places (720 ILCS 5/26-4), as provided in the Illinois Criminal Code.

#### **Minimizing Potential Issues with Municipal Drone Use**

To minimize possible liability stemming from municipal drone usage, a municipality should consider implementing a written policy for drone usage that is publicly available and thoroughly disseminated to all municipal staff that will utilize the drone or any information collected from it. The municipal policy and practice should limit or prohibit the collection or use of private or personal information where

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### Biggest Cybersecurity Myths

By Jerry Irvine \ CIO Prescient Solutions

MPS Cybersecurity Strategy and Information Management, CISSP, CISM, CeH, CISA, CRISC, GICSP, CGEIT, CASP, CBCP, CIPT, ITIL, CNE, MCSE, CCNA, CCNP, CCDA, CCDP

According to a 2017 Gallop Poll, 67 percent of Americans are concerned about being a victim of cybercrime. Similarly, an IBM study reports over 70 percent of CISOs expect a major cybersecurity incident in the next year. Individuals and organizations alike, are more concerned about the risk of cybersecurity issues than the possibility of assault, burglary, or armed attack. Nevertheless, cybersecurity solutions used to protect us have not changed in nearly a decade.

Cybersecurity solutions such as antivirus, firewalls, passwords and data replication continue to be the most common means to "secure" devices. These legacy solutions provide a false sense of security as a result of cybersecurity myths such as:

- Antivirus protects against malware, ransomware and viruses
- Passwords limit access to authorized users
- Firewalls keep hackers out of the network
- Offsite data replication will restore your data

Unfortunately, hackers and cybercriminals are outpacing cybersecurity and these traditional solutions are no longer effective in protecting against cyber threats.

John MacAfee, founder of McAfee Antivirus, and Brian Dye, senior VP of Symantec Security both agree, "Antivirus is dead". Antivirus is detection based, relying on a database of known malware to clean offending malware and connectivity. However, antivirus companies cannot detect and define all new malware fast enough to protect against the 12 million new malware variants created per month. To do this, new technology is required. New Endpoint Security Solutions (EPS) includes a suite of applications designed to protect devices throughout the network. EPS suites includes: antivirus, host firewall, Host Based Intrusion Detection System, white listing, patching, backup/recovery solution, logging and monitoring.

One of the biggest security threats of 2016 was password management. Ninety percent of successful breaches analyzed by Verizon started with a weak or default password. Implementation of weak passwords within systems creates higher risks of the potential for stolen or



lost data and the possibility of complete remote control of devices. Passwords should not be shared or reused, rather unique and complex IDs and Passwords should be used for all accounts. Also, use of a Password as a single means for authentication does not provide the necessary protection required in today's cybercriminal environment. Users should be required to use multi-form factor authentication combining Passwords with biometrics or some type of security hardware / device.

Traditional network firewalls were developed as a perimeter based security solution, analyzing incoming communication and blocking malicious and unauthorized traffic from the internal network. Yet, today's mobile and distributed applications require remote access via the Internet causing firewalls to be configured to allow "Open" access to internal systems. This provides access not only to authorized users but to cybercriminals as well. Implementation of Next-Generation Firewalls and Gateways along with segmentation of networks can limit cybercriminals access to internal systems and provide greater security for internal mission critical solutions.

With the increase of Cloud service companies, many organizations have opted into offsite data replication to supplement DR and BC processes. It is important to note, however, that data replication is not a replacement for data backup, nor does it provide the same level of recovery. Backup provides a "point in time" snapshot of data allowing the organization to restore mission critical systems and data back to the state at which the backup was created. Replication, on the other hand, typically means copying data from one source to another, frequently in real time. Although replication can provide faster processing,

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## Corporate Partner Spotlight

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### Why Cities Are Moving Away from Contracts

By Maggie Henry, Director of Marketing, Seneca Systems

After speaking with hundreds of government leaders in municipalities across the country and in Illinois, we’ve been convinced that local government is on the edge of a major transition—away from contracts, and towards more flexible vendor relationships. We’re seeing increasing irritation with the restrictions and risk that long-term contracts impose, causing cities to buy less software. Less software means fewer tools for high-value workers, who are becoming increasingly frustrated in their roles as a result. There needs to be a new model, and soon.

The story of multi-year contracts’ prevalence is a long one. Contracts were originally adopted because they were the standard in how pre-software services were purchased at the time. They persisted during the era of on-premises solutions that required cities to have physical ownership of the servers storing software solutions. Today, they’re lasting (somewhat successfully) due to existing processes. As a result, many cities and counties we talk to are frustrated and stuck in an purchasing cycle that only benefits vendors.

Their reaction is completely understandable based on the three reasons cities have told us that these contracts are becoming unsustainable:

First, they create misaligned performance incentives between vendors and cities. Today’s organized and focused local government workers deserve software tools that help—not hinder—their important work. Unfortunately, long-term contracts set vendor incentives against building and enhancing software over time, as they set their sights on new customers rather than retaining existing ones. When contracts are short-term (or even better, month-to-month), vendors are forced to continually improve and evolve their products, or face cancellation. In other words, vendors must earn their customers’ business every single month, a rare feeling for a lot of the people we’ve met with.

Second, in a long-term contract process, buyers (frequently procurement teams) are super experienced negotiators and managers of valuable government finances, but not the individuals who end up using the software. RFPs can fail to translate end-user desires into the requirements that end up critical during rollout and training, frequently because end-users are so knee (or hip)-deep in work that they aren’t able to partner with buyers on the writing (after all, their job



is to deliver great services to constituents, not design the perfect software solution for their needs). Without contracts in place, end-users can “taste the goods” themselves, so to speak, yielding happier users than brief trials.

Ultimately, this doesn’t just make end-users happier—it also saves procurement teams a ton of work in the RFP building process, making them incredibly happy too. The procurement team doesn’t necessarily relish ending up responsible for centrally deciding on software that goes to another team, though they remain a critical stakeholder.

Third, contracts feel antiquated in a time when personal software can be tried risk-free because billing happens on a monthly basis and is cancelable at any time. Most importantly, dropping contracts from government software purchasing allows government offices to try software risk-free. In six of America’s biggest cities, individual offices have experimented with my own company’s software with two or three users before rolling out to a larger city deployment. They’ve had the ability to see the proof in the pudding, without setting themselves up for a risky engagement with a relatively young vendor. Even better, they’ve been able to truly use it—no holding back, as users tend to do when in a free trial.

As a company selling into local government (now without contracts, to meet our customers’ expectations), we’ve observed a fourth benefit in avoiding long-term or yearlong contracts: more solutions available to cities and counties. Currently, the bar to entry for any vendor is high, given the lengthy contract time and governments’ proper aversion to trying out new vendors with a long-term commitment. Vendors who are willing to sell month-to-month, while putting their business on the line, will see more interest, more quickly because of the relatively risk-free nature of engagement.

Moving away from contracts is good for government, good for software providers, and good for the constituents who ultimately benefit from productive tools in government—so it’s not surprising that we’re seeing this demand from municipalities across the country.



## IML Managers Monthly Column

### Pension Reform Needed—But a Political Challenge

*By Scot Wrighton, IML Managers Committee and City Manager, Streator*

Illinois' massive pension debt gets worse by the week, and every Illinois citizen is impacted. Illinois' unfunded pension obligation is larger than any other state, and accounts for 15% of the entire country's unfunded state and local pension debt. One-fourth of Illinois' unfunded pension debt is local (cities, counties, townships and special districts). Downstate unfunded fire and police pension liabilities comprise about \$10 billion<sup>1</sup> and are a clear threat to the solvency of some cities. With no solutions from the General Assembly, local governments are now contemplating what they can do.

Illinois property taxes are among the highest in the nation, so most cities want to limit property tax increases, but City Council's everywhere are losing control of their tax levies to pensions. Some Illinois cities spend their entire property tax levy on pensions. Others divert pillow taxes or add surcharges to water and sewer bills to pay for public safety pensions. Fire and police pension benefit levels are set by the State. The Illinois General Assembly is happy to mandate higher police and fire pension bene-fits, well in excess of what is available in the private sector, because they do not pay for them. But profligacy by the State through unfunded mandates is not the sole culprit:

Permanently low interest rates cause local pension fund deficits because marginal investment returns make it harder to honor future pension promises, especially when the scope of acceptable investment instruments is limited. Still, actuaries are allowed to optimistically calculate returns from pension assets at rates bearing no relation to actual market returns, which adds to the unfunded liability.

Next, fire and police pension funds are managed inefficiently. There are 653 Downstate fire and police pension funds in Illinois. By contrast, all non-public safety employee pensions for all cities and counties outside Chicago are administered only by IMRF. Prudent management has made the Illinois Municipal Retirement Fund (IMRF) one of the ten best-funded public employee retirement systems in the country, with nearly \$40 billion in assets, it is almost 95% funded. The relative inefficiency of Illinois' 653 fire and police pension funds adds to the costs of pension administration and limits investment returns because assets cannot be 'bundled.'

So how can local pensions be reformed while still providing



fair benefits for those who earned them? The answers are not complex, but they are politically intractable.

1. Reform by the State: a) slowly transition public pensions from defined bene-fit to defined contribution plans over a period of several decades—a transition largely completed in the private sector; b) gradually align pensions to match benefit levels in other states, and c) shift rule-making authority away from the General Assembly.

2. Local reforms: promote staffing innovations like use of part-timers and outsourced public safety employees (where no existing public safety personnel are laid-off) to reduce the number of employees for whom pension obligations are created.

3. Give pension managers greater access to new revenue streams to augment pension contributions; allow public pension funds to purchase the bonds and assets of the revenue-producing infrastructure Illinois so desperately needs (railways, airports, toll roads, utilities and Smart technology systems, etc.).

4. Combine the administration of Illinois' 653 local police and fire pension funds into IMRF to save costs and obtain higher returns on members' assets. Actuarial liabilities would still be calculated separately for each local government.

Unions and the General Assembly are likely not ready to transition to defined contribution plans, even for new employees. So the best that can likely be hoped for in the current political environment is one of the five proposals for Downstate Police and Fire Pension Fund reform suggested by the Illinois Municipal League. Actually, the five are variations on three different strategies: 1) Fold all the Downstate funds into IMRF, with current employees and retirees receiving pre-existing benefit levels, but with new employees receiving the IMRF benefits accorded to all non-public safety employees; 2) Transfer investment management and administration of all Downstate funds to IMRF, but retain current benefit levels for new police and fire employees; and 3) Consolidate the 356 police pension

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continued from page 8

funds into a new agency, and consolidate the 297 fire pension funds into a new agency while retaining existing benefit structures for all, including new hires.

Of these plans, the most meaningful reform is #1. It will be resisted because it creates a third tier for new employees, but it will also align the benefits of nearly all local government employees, and reduce unfunded liabilities. Some local governments may see this option as exposing IMRF to additional risk by taking on less funded police and fire obligations. But at the end of the day, it is Illinois cities that will have to shoulder the cost anyway, and it is better to do so on a level playing field. The choices are few, because the current system is unsustainable.

<sup>1</sup>Commission on Government Forecasting and Accountability, "Fiscal Analysis of the Downstate Police and Downstate Fire Pension Funds in Illinois" (PA 95-0950), 2017 Edition.



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## 5th Annual ILCMA 5K Run Results

The 5th Annual ILCMA Winter Conference 5K Run & 1 Mile Walk was conducted on the sidewalks and streets of downtown Peoria. The walkers kept to the sidewalks while the runners took to the streets with the help and escort of the Peoria police department. Because of the threat of extreme winter weather, many of the runners, walkers and volunteers left the conference early. The lack of volunteers caused some of the walkers to turn off course. A protest was filed that some of the walkers cut the course short. In investigating this protest, the race director found and determined that some of the "short cutters" actual walked further than the one-mile course as they also missed the turn to the finish line. The protest was overruled.

The runners enjoyed the police escort as they closed the streets ahead of the runners and allowed them to cross intersections without the worry of traffic. A big "Thank You" goes out to Patrick Ulrich and the Peoria Police Department.

Although snow was threatened, the runners and walkers found the streets and sidewalks fairly cleared of snow. The temperature at the start of the race was 36 degrees with a wind chill factor of 28 degrees. Some of the runners toyed with the idea of running in singlets and shorts as they have never run in weather this nice in the four previous years.

Thirty-two individuals signed up for the event. The age group winners are listed below.

The 1 Mile race walk age group winners were:

Denise Burchard	Jeanna Ballard
Scott Coker	Tricia Ruffolo
Mellissa Henriksen	

Denise Burchard has won her age group all four years she participated in. She also holds the record for the most age group walk wins.

The 5K runners age group winners were:

James Arndt	John Phillips
Kelsey Lock	John Bolin

James Arndt has won the most age group awards, five, as he has won three walk awards and two running awards. With this year's win, John Phillips has tied Mark Moran for the most age group running awards at four.

The race director would like to thank this year's volunteers: Sean Widener and Deb Zimmerman as well as Patrick Ulrich and the Peoria Police Department.

Next year, the 6th Annual ILCMA Winter Conference 5K Run & 1 Mile Walk will be conducted on the Constitution Trail in Normal, Illinois on February 6-8, 2019. The Constitutional Trail holds the ILCMA record for the coldest race. In 2015, the temperature at the start of the race was a minus 5 degrees with a wind chill of minus 11 degrees. Hopefully, the warm weather we've had in Peoria the past two years will follow us to Normal. Keep running and walking.



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## Senior Advisor Column

### John Phillips, Senior Advisor

So, should I be working “inside” or “outside”? I asked myself this question frequently during my career as a city administrator and city manager. The “inside” refers to the internal work associated with guiding an organization. Implementing policy, budgeting, maintaining council relations and developing staff are just some of the activities that must be managed effectively in order for the organization to operate at a high level.

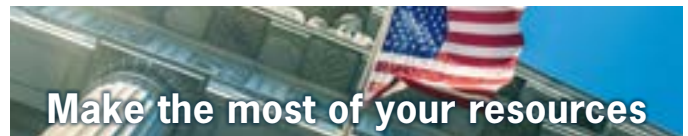


At the same time, council priorities and community opportunities often require considerable attention to the “outside” work. By this I am referring to things like participating in neighborhood meetings, attending community events, participating on community boards or meeting with community leaders. Of course, the “inside” work and the “outside” work are both important and successful administrators do both. In communities that are large enough, often an assistant can focus on some of the internal organizational duties. This allows time for the administrator to spend more time on the “outside”. In many communities, the administrator must find the right balance and spend time in both places.

The “inside” organizational work is vital to maintaining an effective organization. It cannot be neglected. However, there are tremendous opportunities for administrators to become involved in community work that should not be overlooked:

1. If your organization is facing community-wide challenges, it is usually necessary to work with other community leaders to address such issues.
2. Your engagement conveys the importance of transparency of the local government and conveys this value to your staff.
3. It provides an opportunity to listen and learn from the citizens you serve.
4. Being visible and accessible offers an opportunity for you to have conversations with people that help explain the decisions that are made by the local government.
5. It provides an opportunity to promote the profession and demonstrate your commitment to non-partisan, ethical local government management.
6. It helps build relationships that can lead to partnerships

continued on page 14



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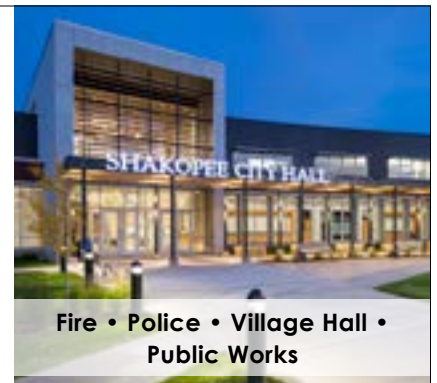


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Senior, continued from page 13

and other opportunities within the community.

7. It conveys that you are committed and belong to the community you serve.

8. The visible involvement by the administrator can build personal support in the community.

It is always important to recognize the culture and tradition of a community and the expectations of the mayor and city council when gauging the appropriate level of your involvement in the community. However, spending time on the “outside” can build support for the organization and make you a more effective leader.

*Klein, continued from page 6*

prohibited by law and/or where there is a reasonable expectation of privacy. As with other personal information of the public, your data should be safeguarded against improper disclosure, exterior access or cyber-attack. To address some of this risk, your municipality may want to consider utilizing a ‘live-stream’ feature on a drone, rather than maintaining an actual recording of the drone’s video feed. Finally, all drone operators should be properly licensed, all drones should be registered, and all staff should know that any information collected by a drone may become public record, and therefore subject to disclosure.

With proper policies in place, municipal drones can be a useful tool to local municipalities. Ensuring that not only your drone, but the policies behind it, are ready for takeoff well before your first flight, will ensure smooth sailing for your municipally-operated drone. If your municipality is considering utilizing a drone in the near future, do not hesitate to contact us to assist you in making sure that your policies and drone registrations meet all the legal requirements for safe and legal drone operation.

## Further Resources

FAA Resources for Drone Registration

FAA Part 107 Summary

FAA Certificate of Authorization (COA) Resources

Freedom from Drone Surveillance Act

<sup>1</sup>*Intrusion upon seclusion is a common law privacy tort, commonly understood as intentionally intruding upon the seclusion or private affairs or concerns of another if the intrusion would be highly offensive to a reasonable person.*

<sup>2</sup>*Publication of private facts is a common law privacy tort, commonly understood as the publicizing of a private matter that would be highly offensive to a reasonable person and not of legitimate concern to the public.*



*HR Green, continued from page 5*

## A Real Digital Divide

Many communities are trying to solve digital divide issues due to socio-economic differences. Even communities over 90% access to broadband have as many as 20% of their homes lacking high speed connectivity, creating challenges for students and working adults.



## A Smart Path Forward

Smart communities can position themselves for progress today through three simple steps. First, develop an active Vision for your community to define your long-term objectives. Second, create forward-looking Public Policy to manage infrastructure development (including dealing with issues such as Illinois’ Small Cell Wireless Bill). Finally, identify a passionate internal champion and the right external advisors to turn this Vision into a future-proofed reality.

*Prescient, continued from page 7*

replication copies everything from the original source to the destination. This can lead to data that is corrupted by a system error, malware, or ransomware being replicated to the destination server. Many organizations using replication only, find themselves unable to restore after ransomware infection resulting in having to pay the hackers in order to regain control of their data. Both Backup and Replication are required to provide the requirements of DR’s Recovery Time Objectives (RTO) and Recover Point Objective (RPO).

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## ILCMA Membership 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.

## 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.

**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.)**

John Kolata	jdkolata@hotmail.com	309-525-2359
Janet Matthys	janetmatthys@gmail.com	708-698-1523
Kathy Katz	kselake@gmail.com	847-721-7602
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## Who Should Attend

Local government professionals including chief administrative officers, assistants, and department heads interested in advancing their career who would like to:

- Thrive in an increasingly complex world with multiple personalities, competing self-interests, questionable ethics and the prominence of the information age.
- Function in a complex world with challenges facing local government professionals that can make leaders feel like the healthiest person in the emergency room.
- Implement sound judgment, an important concept of the Institute, which will help guard against blind pathology and acting without the proper analysis.

The Institute customizes learning to the needs of the participants. Learning in teams focusing on real world local government scenarios is a critical component of the Institute.

The Institute is an intensive 4.5 day program with both an internal self-focus and an external organizational focus. The Institute consists of nine learning pods including lectures, exercises, team discussions and team presentations.

The nine learning pods are as follows:

1. Leadership in the New Order of Things and Fundamental Concept for Leading People
2. Judgment – The Foundation to Successful Leadership
3. Emotions – The Ultimate Motivator
4. Self-Awareness – Overlook at your Own Risk
5. Resistance, Motivation and Performance
6. The Unique Challenges of Public Sector Ethics
7. Groups Committing to Reality
8. Aligning Goals, Tasks and Relationships
9. Balancing the Competing Needs of Work, Family and Self

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- Daven Morrison, M.D.
- David M. Limardi, Midwest Regional Director, ICMA, MPA, ICMA-CM
- Robert Kiely, City Manager, Lake Forest, MPA, ICMA-CM

## Logistics

Each program is limited to 40 participants to ensure time for one-on-one individualized coaching as well as small group and all-participant events. Tuition for the entire 4.5-day Institute is \$2000 for ICMA members or \$2200 for non-ICMA members and includes course materials, continental breakfast daily and lunch four days. Organizations that send multiple participants are eligible for tuition discounts. Please see below for contact information.

The Institute will be held **March 19 - 23, 2018** at Northern Illinois University's Naperville campus, 1120 East Diehl Road, Naperville, IL.

Visit [www.cgs.niu.edu/midwest\\_leadership\\_institute](http://www.cgs.niu.edu/midwest_leadership_institute) for more program details and area lodging options. Please contact Dawn Peters at [dpeters@niu.edu](mailto:dpeters@niu.edu) or call her at 815-753-0923 with questions.

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The ICMA Voluntary Credentialing Program recognizes professional local government managers qualified by a combination of education and experience, adherence to high standards of integrity, and an assessed commitment to lifelong learning and professional development. Managers are recognized by ICMA through a peer review credentialing process, and this self-directed program offers an opportunity for interested ICMA members to quantify the unique expertise they bring to their communities. The program also assists ICMA members in focusing and reflecting upon their lifelong professional development experience. Members who participate in the program may earn the designation of ICMA Credentialed Manager granted by the ICMA Executive Board. ICMA Credentialed Managers are viewed with growing distinction by local governing bodies and progressive, civically engaged communities.

## What Are the Benefits?

- Recognition as a professional local government manager
- Quantification of the unique expertise you offer
- Demonstration of adherence to high standards of integrity
- Demonstration of commitment to lifelong learning
- Structured and focused professional development plan
- Peer review of professional development activities and learning
- Eligibility for Legacy Leaders Program
- Access to special workshops and other training for ICMA Credentialed Managers and Candidates, such as the ICMA Gettysburg and ICMA SEI Leadership Institutes

All of us know the importance of continuous learning. ICMA's Credentialing Program gives us an easy way to focus and structure that learning, as well as become involved in coaching younger managers. As members of ICMA, we are already required by Tenet 8 of the Code of Ethics to commit to at least 40 hours of professional development every year. This program encourages you to reflect on your learning and receive feedback and recognition. Please consider beginning the process today and join your colleagues who are already credentialed.

For complete information please visit <http://icma.org/en/icma/members/credentialing>.

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In addition to the \$75 cost of the Applied Knowledge Assessment, the online application fee is \$50. Paper applications are no longer available.

For a complete list of ICMA Credentialed Managers, please visit: <https://members.icma.org/eweb/DynamicPage.aspx?WebCode=credentialedmanagers&site=icmares>.

The advertisement for Baxter &amp; Woodman Consulting Engineers. It features the company name in a large, bold, serif font at the top. Below the name is a photograph of a person's hands holding a pen over a document. To the right of the photograph is a list of services: Water, Wastewater, Transportation, Stormwater, Construction, Municipal, Technology, and GIS. At the bottom, the phone number 815.459.1260 and the website baxterwoodman.com are listed.

The advertisement for American Fidelity. It features a woman with long brown hair smiling. To her left is the text: "Manage Costs by Maximizing Your Tax Savings". Below this is the text: "We offer expense management services for you and your employees." followed by the name "Kathleen Weisenbach", the phone number "800-654-8489 ext. 5945", and the website "americanfidelity.com". At the bottom, the American Fidelity logo is displayed with the tagline "a different opinion".

The advertisement for MSA Professional Services. It features the MSA logo in a large, bold, red font at the top. Below the logo is the text "PROFESSIONAL SERVICES" in a smaller, bold, black font. Below this is the tagline "More ideas. Better solutions.®" in a white font on a red background. At the bottom, the phone number "Champaign: (877) 352-0081" and the website "www.msa-ps.com" are listed. At the very bottom, a list of services is provided: ENGINEERING • SURVEYING • ARCHITECTURE • ENVIRONMENTAL • PLANNING • FUNDING.



# 2018 ICMA Coaching Program

*Thrive in local government!*

## Mark your calendar for ICMA's FREE 2018 Coaching Webinars

Plus....

- Digital archives
- Career Compass monthly advice column
- CoachConnect for one-to-one coach matching
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A State Affiliate of ICMA

## UPCOMING FREE WEBINARS

- **MAXIMIZING YOUR GROWTH AT EACH CAREER STAGE**

Wednesday, February 28 | 2:00 – 3:30 p.m. ET

- **ENTREPRENEURIAL SOLUTIONS FOR LOCAL GOVERNMENT CHALLENGES**

Wednesday, March 28 | 1:30 – 3:00 p.m. ET

- **CREATING A CULTURE FOR CULTIVATING TALENT AND GETTING RESULTS**

Thursday, May 10 | 1:00 – 2:30 p.m. ET

- **RECOGNIZE AND ELIMINATE BIAS: KEYS TO BEING A BETTER LEADER AND TEAM PLAYER**

Wednesday, September 19 | 1:00 – 2:30 p.m. ET

- **TAKING SMART RISKS AND REBOUNDED FROM SETBACKS**

Thursday, October 25 | 1:30 – 3:00 p.m. ET

- **GAINING PROJECT SUPPORT FROM YOUR TEAM, ELECTED OFFICIALS, AND THE PUBLIC**

Wednesday, November 14 | 2:00 – 3:30 p.m. ET

Register now at:  
[icma.org/coachingwebinars](http://icma.org/coachingwebinars)



## March Luncheon

### *Supporting the Future of Our Profession: The Workforce of Tomorrow Meets the Reality of Today*

The landscape of professional city and county management is changing. Are we up for the challenge and are we taking the steps to help the profession flourish in the future? The numbers indicate that college students are less interested in pursuing our profession and more managers have come to their position in less traditional ways. The program will discuss what steps we and our professional associations are taking to encourage students to consider our profession, as well as how we can support managers that come to the position from non-traditional ways. Senior Advisor Greg Bielawski and a panel will discuss these issues and then seek comments from the audience.

Come have lunch with colleagues in the Metro Managers Association and make an effort to bring along managers and future potential managers that do not normally attend our luncheon meetings.

Panelists: Mike Strong, Assistant to the City Manager, Lake Forest  
Laura Newman, City Administrator, Batavia  
Regan Stockstell, City Manager, Richton Park

Moderator: Greg Bielawski, Senior Advisor, ILCMA/ICMA

<b>Date:</b>	Thursday, March 15, 2018	
<b>Time:</b>	11:30 AM	Networking
	Noon	Lunch
	12:30 PM	Presentation
<b>Location:</b>	Harry Caray's 70 Yorktown Center Lombard, IL	Addresses ICMA Practice Area 3 Equity and Inclusion
<b>Cost:</b>	\$25 for Metro Luncheon Only (Students/Interns/MIT's are Free) \$55 if attending both the Luncheon and the ILCMA Professional Development Program: Peer Support Programs: Fostering Mental Wellness to Enhance Workplace Effectiveness	
<b>RSVP:</b> <b>By March 12</b>	Online Registration: <a href="https://www.ilcma.org/?p=6859">https://www.ilcma.org/?p=6859</a> Email registration to Alex Galindo at <a href="mailto:agalindo@niu.edu">agalindo@niu.edu</a> Phone in Registration 815-753-5424	

*Cancellations must be made by March 12, 2018. Any cancellations after that date will require full payment.*





*The ILCMA Professional  
Development Committee  
Presents*  
**Peer Support Programs: Fostering  
Mental Wellness to Enhance  
Workplace Effectiveness**

Many public servants today, particularly first responders, face high stress levels. This can lead to higher risks of suicide, divorce, and substance abuse issues among employees. Given the unique nature of certain positions, Peer Support programs have become an attractive alternative to traditional employee assistance programs in recent years. Such programs can not only increase the mental wellness of participants, but reduce injuries, absenteeism, and healthcare costs and lead to improved workplace morale and overall organizational effectiveness. Join the ILCMA Professional Development Committee for a panel discussion on why this movement is occurring and how successful programs have been started in Illinois already.

**Panelists:**

Ray Rummel, Village Manager, Village of Elk Grove,  
William Kushner, Chief of Police, City of Des Plaines  
Ronald Fraider, Fire Lieutenant, Village of Arlington Heights  
Daven Morrison, Industrial Psychiatrist, Morrison Associates  
Moderator: Randy Recklaus, Village Manager, Village of Arlington Heights

<b>Date:</b>	Thursday, March 15, 2018	
<b>Time:</b>	8:30 a.m.	Registration and Continental Breakfast
	9:00 – 11:30 a.m.	In-depth panel discussion
<b>Location:</b>	<b>Harry Caray's (in Westin Hotel)</b> 70 Yorktown Center Lombard, IL	
	Addresses ICMA Practice Area 5 Personal Resiliency and Development	
<b>Cost:</b>	\$35 for Professional Development Only \$55 if also attending the Metro Manager Luncheon (\$5 discount) Metro Luncheon Topic: "Supporting the Future of Our Profession: The Workforce of Tomorrow Meets the Reality of Today" Members in Transition – please e-mail or call Alex below to register	
<b>RSVP:</b>	Online Registration ( <b>no credit card required</b> ): <a href="https://www.ilcma.org/?p=6859">https://www.ilcma.org/?p=6859</a>	
<b>By March 12</b>	Phone in Registration 815-753-5424 Email registration to Alex Galindo at <a href="mailto:agalindo@niu.edu">agalindo@niu.edu</a>	

*Cancellations must be made by March 12, 2018  
Any cancellations after that date will require full payment.*



# Legacy Project

ADVANCING WOMEN IN LOCAL GOVERNMENT

## 1st Quarter 2018 Luncheons

*Brown Bag (bring your own)*

### Wednesday, March 7

Sikich LLP

1415 W. Diehl Rd., Ste. 400  
Naperville, IL 60563

Luncheons begin at 11:30 a.m. and  
end promptly at 1:00 p.m.

Please join us for interactive  
discussion on topics of particular  
interest to women working at all  
levels of local government.

## *Are You Ready to Take the Risk?*



Professional risk taking can take many forms: moving into a new position, changing communities, starting a business, going back to school and more! This quarter's luncheons will discuss: how to take risks without being reckless; weighing all the options, making your case and how to stop before you jump too quickly. Lisa R. Callaway, a Partner with Engler, Callaway, Baasten, & Sraga, LLC., will present at all three sessions. Please come with any questions or experiences to share!

To learn more about the Legacy Project, please visit our website:

[www.legacyprojectnow.org](http://www.legacyprojectnow.org)



# Legacy Project

ADVANCING WOMEN IN LOCAL GOVERNMENT

**SAVE THE DATE!**

**7<sup>th</sup> Annual**

**Women's Legacy  
Conference**

*TAKING CARE OF  
YOURSELF/ORGANIZATION/COMMUNITY*

**May 18, 2018**

**WATCH FOR REGISTRATION MATERIAL IN MID-MARCH**

\*Northern Illinois University (NIU) campus in Naperville,  
located at 1120 East Diehl Road, Naperville, Illinois  
For more about the Legacy Project, please visit [www.legacyprojectnow.org](http://www.legacyprojectnow.org)



## Alliance for Innovation 2018 Update

Greetings to all our AFI Friends!

“And now let us believe in a long year that is given to us, new, untouched, full of things that have never been, full of work that has never been done.” -- Rainer Maria Rilke

The new year of 2018 brings excitement and a regeneration of the Alliance for Innovation: Alliance 3.0. In December, the AFI Board adopted a new Strategic Framework which focuses on four key channels of strategic intention that will be implemented over the next three years:

- **Innovation Ecosystem** – work in this channel will advance not only the sustainable culture of innovation within organizations, through programs such as our Innovation Leadership Advance and our Organizational Readiness Assessment, but also throughout the practice of public service, through our longstanding collaboration with ICMA and our programs such as Next Big Thing. We will continue to broaden our relationships with our Canadian colleagues, and will reach out to others that share our mission of advancing communities through innovation worldwide.
- **Innovation Learning** – our emphasis on providing organization-wide learning opportunities will continue, with our signature Innovation Academy, our Innovation Playbook, Innovation OnSight, enhanced virtual learning events and an expansion into individualized online learning modules that will help innovators to succeed at every level.
- **Idea Cloud** – we will strengthen the depth and diversity of our innovative practice ideas through our searchable database, and look forward to partnering with member organizations to broaden our highly successful regional idea forums, where AFI members at all levels can engage on issues and solutions of importance to them. In addition, we will look forward to expanding our research efforts with our sponsor, Arizona State University, as well as helping members to partner with their local academic institutions throughout North America.
- **Connected Community of Innovators** – with our signature conferences, Transforming Local Government in Tacoma, WA, April 3-6 and BIG Ideas in Austin, TX, October 26-28, we will continue the tradition of gathering those who innovate and those who accelerate the introduction of innovation into the practice of local government. We will continue to



support consortia such as the Chief Innovation Officers' Forum, our Innovation Academy Alumni program, our Next ERA project for next gen leaders, and our Innovation Awards programs, among others.

Our valued Corporate Partners and State Associations provide needed support and engagement to expand our reach and our contributions in all four areas of our strategic intention.

In February, the recruitment for our next President and CEO will open, which will be a singular opportunity to craft the future for AFI. In addition, we are currently completing a new Business Plan that will reflect a re-energized focus on new solutions and critical trends for local governments, as well as capacity-building to better serve our members in their innovation journeys. Our new website will soon go live, and we are implementing a Salesforce relationship management system to provide you with even better information about how we are serving you and what other opportunities we offer that might interest you.

We look forward to helping you to take your practice of innovation that serves local government to the next level, and to a long and prosperous relationship of service to you.

Please let us know how we can support you in reaching your goals in 2018, and may the spirit of innovation be with you!





## ILCMA AWARDS PROGRAM



**NOMINATE A COLLEAGUE TODAY!**  
**NOMINATIONS DUE BY APRIL 20, 2018**

ILCMA started the awards program in 1994 in order to honor those in the association who have exemplified excellent public service. There are two major award categories: The Robert B. Morris Lifetime Achievement Award and the Special Service Award. There are three categories within the Special Service Award: Service to the Profession, Service to the Association, and Service to the Community. The award criterion for each award is described in detail below.

### **Robert B. Morris Lifetime Achievement Award**

The ILCMA Lifetime Achievement Award was renamed the Robert B. Morris Lifetime Achievement Award in 2004 in honor of Robert B. Morris. Mr. Morris was hired in 1951 as the Village Manager (VM) in Glencoe and was the first VM in Illinois not trained as an engineer. Bob went on to serve in the village of Glencoe for over 30 years. His distinguished career and ILCMA legacy is highlighted by many professional contributions and accomplishments including the following:

- In 1964 ILCMA hosted the ICMA 50<sup>th</sup> Anniversary Conference in Chicago, IL. Bob Morris served as the chair of the conference committee.
- Also in 1964 Bob Morris was elected ICMA Regional Vice-President.
- From 1982–1991 Bob served as Midwest Manager and Director of Training and Development, ICMA Retirement Corporation, Evanston, IL
- ILCMA joined the ICMA Range Rider program and Bob Morris became one of the first Illinois Range Riders. Les Allen, long time manager of Decatur, was his counterpart. Bob went on to serve as a Range Rider until 2006.

### **Qualifications**

The Robert B. Morris Lifetime Achievement Award is presented to a retired individual who has served no less than 20 years in local government, at least eight of those in Illinois. Selection for the Robert B. Morris Lifetime Achievement award is based on the following criteria:

- 1) The nominee's professional contributions to the communities in which he/she has served;
- 2) The nominee's personal contributions to the communities in which he/she has served;
- 3) The nominee's contributions to the advancement of the local government management profession through leadership, advocacy, and the development of other professionals;
- 4) The nominee's exemplary service to the Illinois City/County Management Association;
- 5) A clear indication that the nominee has, throughout his/her career, dedicated himself/herself to public service above and beyond the organizations in which he/she served.

The award recognizes a manager whose service has been judged by peers as strong or exceptional, and who has made major contributions beyond direct service to local government (e.g., through service to the associations and the profession). An ILCMA Lifetime membership is awarded to the recipient.

## Special Service Awards

Service to the Association  
Service to the Profession  
Service to the Community

### **Qualifications**

The Special Service Award is presented to individuals who have notable association or affiliate activity and significant professional accomplishments in the following areas:

- 1) Service to the Association: The nominee has actively served the Illinois City/County Management Association through exemplary service to an ILCMA committee, the executive board, or has made other significant contributions to ILCMA.
- 2) Service to the Profession: The nominee has demonstrated concern for the support, well-being, and growth of other professionals and those aspiring to a career in local government management, or the nominee has actively promoted the profession to the community at large including, but not limited to, university programs, Illinois Municipal League, and regional councils of government.
- 3) Service to the Community: The nominee has demonstrated exemplary service within one's organization by being an above average professional manager and having displayed the characteristics of integrity and leadership in order to provide exceptional service to one's community in order to get project(s) completed. This award can also honor a nominee who has served a cause that is beyond that of the municipality or county through volunteerism in national, state, regional, and local organizations. This award can encompass private interests, family interests, acts of heroism, charitable acts, or social accomplishments.

Don't forget to nominate a member anytime throughout the year for the ILCMA Lifesaver Award! This award is for members who go above and beyond for a member in transition.





## ILCMA Awards Nomination Form



Name of Nominee \_\_\_\_\_

Current or Most Recent Position \_\_\_\_\_

Address \_\_\_\_\_

\_\_\_\_\_

Please indicate the award for which you are nominating this individual.

\_\_\_\_ Robert B. Morris Lifetime Achievement Award

Special Service Award – **place an “x” in one area below**

\_\_\_\_ Service to the association

\_\_\_\_ Service to the profession

\_\_\_\_ Service to the community

In the space below, indicate the reasons the above individual is worthy of the award for which she/he is being nominated (may attach separate sheet if necessary). Please **DO NOT** submit multiple letters of support. Nominations must be **received by April 21**. Send a pdf form of the nomination to: Dawn Peters at [dpeters@niu.edu](mailto:dpeters@niu.edu). Please put ILCMA Award Nomination in the subject line.

Name of Nominator \_\_\_\_\_

Signature of Nominator \_\_\_\_\_



## Are You Ready for the Workforce of the Future?

*What should leaders of local government who want to build their 21st-Century workforce do?*

Discard old models in favor of proven approaches to create the Workforce of Tomorrow – including realizing it is not the sole responsibility of the Human Resources Department, but instead the entire organization.

**Downstate City/County Management Association & Illinois GFOA – Growth and Engagement Network (GEN) present**

## WORKFORCE OF THE FUTURE WORKSHOP

**Friday, April 27, 2018 | 9:30 AM – 2:00 PM | Bloomington Normal Marriott**

Learn the 8-step approach to becoming a talent-centric organization and translate the headwinds of change into a tailwind (based upon the “Workforce of Tomorrow” research publication). This interactive workshop will be led by Patrick Ibarra of the Mejorando Group, one of the leading experts on creating and implementing effective Talent Management and Succession Planning programs for local governments. The workshop will include progressive and practical strategies and tools to attract, retain, and optimize talent. Attendees will walk away with a plan for next steps to move their organization forward!



### LOCATION: BLOOMINGTON NORMAL

[Bloomington Normal Marriott Hotel](#)

201 Broadway Avenue, Normal, Illinois 61761 USA

Room block rate of \$131 plus tax available until April 5, 2018; call 1-866-704-2533 for reservations

### COST: \$50 FOR ILCMA & IGFOA MEMBERS

#### REGISTRATION:

##### IGFOA Members

Register at [www.igfoa.org/events/event/544/1/workforce-of-the-future](http://www.igfoa.org/events/event/544/1/workforce-of-the-future)

IGFOA Members can earn about 5 CPE.

Questions? Email Andrew Brown, GEN Chair, at [abrown@vbg.org](mailto:abrown@vbg.org)

##### Downstate City/County Management Association Members

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

Questions? Phone 815-753-5424.



**THE  
SPEAKER:**  
PATRICK  
IBARRA

As Co-Founder and Partner of the Mejorando Group, Patrick Ibarra is an architect of innovation and entrepreneur of ideas who seeks to challenge the status quo thinking of “we’ve always done it that way” and replace it with a progressive approach to continuous improvement.



mejorando group

## **ILCMA Winter Conference Sets Record Attendance!**

The ILCMA Winter Conference was held Feb. 7 – 9 at the Pere Marquette in Peoria, IL. There were over 276 registrants for the conference, which broke the previous record of 272 set in 2016. The conference started with a welcome for first time attendees session on Wednesday evening that featured a “speed intro” session where the ILCMA Board, Membership Services Committee, and Winter Conference Committee members welcomed new and first time attendees through short, 5 minute intros. This allowed new ILCMA members to meet as many attendees in a short period of time.

Bob O'Neill opened the conference with an inspiring session “The Decade of Local Government: The Role of the Manager.” Thursday continued with many educational breakout sessions. Attendees were treated to a wonderful dinner at The Warehouse, a brand-new event center located in the Warehouse District in downtown Peoria, IL. Featuring state of the art technology and lighting with an urban and industrial feel, The Warehouse on State is the area's newest and most progressive event space.

Unfortunately, due to the snowmageddon event in northern IL that took place Thursday into Friday, many attendees chose to leave early to get back to their municipalities. Approximately seventy people stayed for Friday's closing keynote, Randy Fox. Those who left missed an energetic and inspirational closing.

Save the date for the ILCMA Summer Conference which will take place from June 13 – 15 in Collinsville, IL!







## ILCMA 2018 SUMMER CONFERENCE

JUNE 13–15 in COLLINSVILLE, IL!

The DoubleTree Hotel and Gateway Center



**John Nalbandian,**  
Professor Emeritus, University of Kansas  
*"Political Astuteness: Bridging the Gap  
between what is Politically Acceptable  
and Administratively Sustainable"*

Dr. Nalbandian will also present a session Thursday afternoon!



**Jan Hargrave,**  
Body Language Expert  
*"Actions Speak  
Louder than Words"*

Plus great breakout sessions and fun networking opportunities!

**Join Friends and Colleagues**

**Wed., June 13**

**Cardinals v Padres**

**Coca Cola Rooftop Patio**

**\$20/Person**

Includes ticket, food,  
beverages, and  
transportation!



## Job Mart

**Click here to see job listings**

<https://www.ilcma.org/jobs/>



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[info@bstem.biz](mailto:info@bstem.biz)

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- Provide Drinking Water to 2.75M people
- Own and Operate 1,447 public water systems.
- Provide wastewater service to 250K people
- Own/Operate 187 wastewater treatment plants & collection system

For information contact:  
**Jim Bilotta**  
[JBilotta@aquamenca.com](mailto:JBilotta@aquamenca.com)  
815-614-2042

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This newsletter is published ten times a year by the Secretariat. The deadline for ads or article submission in the newsletter is the 10th of the month prior to each month's issue.

Executive Director/Editor  
Dawn S. Peters  
Phone: 815-753-0923  
Fax: 815-753-7278  
dpeters@niu.edu

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

## ICMA Senior Advisors in Illinois

Ready to serve you in times of need.  
Contact information for Senior Advisors:

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

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

Bob Kuntz  
636-527-9068  
kuntzb@charter.net

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

Robin Weaver  
630-835-6417  
rweaver3333@gmail.com

## ILGNet is now ILCMA Community Resource Network



The communication tool for ILCMA and IAMMA has been updated. If you already subscribe to ILGNet you don't need to do anything to continue utilizing this tool. If you haven't joined you should know that this system is the web portal for knowledge and communication sharing for ILCMA and IAMMA members. ILCMA Community Resource Network provides the following features:

- Displays the most current 10 questions asked
- Enables you to search question and answer history
- Allows you to build your own profile so that it is personalized to your interests
- Ability to opt in/out of categories and tailor options for receiving information
- Ability to capture, store, sort and view all current and archived information
- See the latest questions from both associations – as well as your topics of interest
- Ability to respond to a posted question as well as an emailed question

**To join please go to [www.netqa.org/ILGNET/\\_cs/GNSplash.aspx](http://www.netqa.org/ILGNET/_cs/GNSplash.aspx) or [www.ilcma.org](http://www.ilcma.org). and follow the instructions.**