

# City/County Management IN ILLINOIS

Volume 13 No. 8

Strengthening the quality  
of local governance through  
professional management

APRIL  
2018



## Calendar of Events

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

April 5  
**SWICMA Luncheon**  
Carlyle, 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 2  
**Legacy 2nd Quarter Luncheon**  
Elk Grove Village

May 3  
**SWICMA Evening Event**  
Edwardsville, IL

May 10  
**ICMA Coaching Webinar**

May 17  
**Metro Golf Outing**  
Glen Ellyn, IL

June 7  
**SWICMA Luncheon**  
Location - TBA

June 13 – 15  
**ILCMA Summer Conference**  
Collinsville, IL

## In this issue

President's Column 2  
ILCMA Summer Conference 3  
Who's Who Directory 4  
Corporate Partner Spotlights 5  
IML Managers Monthly Column 10  
Why Volunteer? 12  
Nominating Committee Report 14  
Managers in Transition 16  
Legacy Project Luncheons 17  
ICMA Annual Conference 18  
ILCMA Awards Program 21  
Downstate Workshop 24  
IAMMA Conference 25  
ICMA Conference Scholarships 26  
Professional Dev. Committee 30  
Metro Managers Golf Outing 32  
Metro Managers Luncheon 33  
Legacy Project Conference 34  
ICMA Coaching Program 35  
Job Mart 36

*Happy Spring!*

## President's Column

### Be Prepared to Lead: Ready, Set, Soar!

*By Mike Cassidy, Chair, ILCMA Summer Conference Committee and Village Manager, Mt. Prospect*

As local government leaders, our realities can change instantly without notice. A destructive storm event, an undesirable business opens, a controversial use of force; all these events can and do happen with regularity. What defines our performance under intense pressure will be our practice and preparedness. Let's head south this year and join Illinois and Missouri local government leaders for an outstanding professional development opportunity to learn best leadership practices and recharge and renew our batteries.

The Summer Conference Planning Committee has developed a substantive agenda for our meeting in Collinsville on Wednesday, June 13 through Friday, June 15, 2018. We kick off with a pre-conference presentation on succession planning called "Doable, Scalable, Bearable: The Succession Planning Program You'll WANT to Implement". The conference opens with Dr. John Nalbandian's presentation "Political Astuteness: Bridging the Gap between what is Politically Acceptable and Administratively Sustainable." Dr. Nalbandian will stay with us for an afternoon breakout to continue the conversation. We close the conference with Jan Hargrave, an energetic speaker who will present "Actions Speak Louder than Words: Strictly Business Body Language." Jan applies her amazing skills to show you how to take advantage of the vast world of nonverbal communication. She's been a popular guest of the Montel Williams Show, Great Day Houston, The Learning Channel, and E Entertainment Television. Jan is also a contributing author to: The New York Post, Cosmopolitan Magazine, Redbook, In Touch Weekly, Us Weekly, Golf Magazine and The Forensic Examiner.

A diverse lineup of sessions includes real world crisis management experiences of Ferguson leaders John Shaw and Pam Hylton, how to deal with loss of major employers, retail of the future, tourism to drive economic development, professional etiquette refresher and other timely presentations.

The conference will be offering several social activities including golf on Wednesday at the Gateway National Golf Links voted the #1 public course in Saint Louis. We also have secured a block of tickets to the Cardinal-Padres game for Wednesday evening. On Thursday evening after the awards dinner will feature an event back at The DoubleTree that includes music, networking, and fun lawn games.

Join us in Collinsville and invest in your professional development. Your community and organization will be the benefactor when you find yourself up against a challenging new reality.

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## Welcome New Members

Marisol Barrera, Assistant to the Mayor, City of Blue Island  
Jonathan Bogue  
Karla Hasty, Human Resource Manager, Lake County  
Cheryl Hilvert, Midwest Regional Director, ICMA  
Anthony Isom Jr., Administrative Assistant, City of Batavia  
Carla Paschal, County Administrator, Winnebago County  
Tish Powell, Municipal Marketing Manager,  
Advanced Disposal  
John Scopelliti, Administrative Intern, Village of Lake Bluff  
Joseph Struck, MPA Student, UIC



## 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  
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Louder than Words"*

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Wed., June 13

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## Who's Who Directory Update

**Margaret Tinberg** has been appointed at a management analyst in the village of Schaumburg. She was previously a management intern in Algonquin. Her new contact information is:

Margaret Tinberg  
Management Analyst  
Village of Schaumburg  
Engineering & Public Works  
714 S. Plum Grove Road  
Schaumburg IL 60193  
847-923-6672  
Mtinberg@Schaumburg.com

Congratulations to **Mark Peterson** who is retiring after 30 years with the Town of Normal. He was hired as assistant city manager in 1988 and became city manager in 1998.



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## Corporate Partner Spotlight

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

### When is it Time to Partner with a Fleet Management Company?

By Christine M Cortina, Account Executive, Enterprise Fleet Management

Professional fleet management can be a smart choice for many government entities. Here are a few things to consider before deciding whether to partner with a fleet management company.

#### Finances and Cash Flow

Many municipalities that own their fleet pay cash for light-duty vehicles out of their capital budget, which typically allows them to replace only 5–10 percent of their fleet annually. This method leads to vehicles remaining in fleet for at least 10 years (though many elect to cycle police patrol units much faster due to high usage rates). Keeping vehicles for that length of time significantly increases the operating budget needed to maintain and fuel older vehicles.

By leasing these vehicles through a professional fleet management company, a municipality can replace as many 20–25 percent of its fleet on an annual basis. This allows a municipality to run a newer, safer fleet, while often reducing its total cost of fleet operation.

#### Size of the Fleet

In general, fleets with 20 or more vehicles benefit the most from engaging with a professional fleet management company, as fleets of this size start to have opportunities to improve efficiencies and lower the overall cost of ownership. Engaging with a fleet management company can help an organization determine a custom solution based on the many variables that are unique to its situation – and desired budget. After an analysis of an existing fleet, an organization may find that there are ways to adjust their fleet composition and save money.

#### Maintenance and Safety

Most municipalities are accustomed to owning their own fleet. But it's also no secret that older, high-mileage vehicles can be more trouble than they are worth. Vehicles that are past their prime may prove more expensive in terms of higher and more frequent maintenance and fuel costs, as well as opportunity costs due to lost productivity. Most importantly, downtime for vehicles used in a public safety capacity can negatively impact public trust if vehicles aren't "road ready."



Government agencies across the country are also starting to be more mindful of the impact their fleets have on the environment, and their constituents are too. Newer, more fuel-efficient vehicles have better fuel economy and lower emissions than older vehicles that have accumulated wear and tear.

Unfortunately, keeping a fleet fresh by replacing vehicles every few years can be a major capital expense. A fleet management company can help organizations manage that cost and give them peace of mind that their fleet is well-maintained and cost-efficient.

Full-service fleet management companies can also provide maintenance, vehicle registration and use reporting, licensing and registration, aftermarket coordination, telematics and fuel cards that automatically monitor fuel purchases and miles for each vehicle.

#### Remarketing

The vehicle replacement process often presents challenges for municipalities as there are a variety of vehicles and usages. For example, a municipality may have patrol, undercover, public works, code enforcement vehicles, among others. Many of these vehicles have intricate and extensive aftermarket equipment which typically can't be moved from a vehicle to its replacement.

A fleet management company can ensure that vehicles are replaced after they have reached the optimum point in their life cycle, as well as help achieve maximum resale value. A proper cycling and remarketing program considers many factors, including time of year, mileage, vehicle type, age, maintenance history and the current used vehicle market.

#### The Final Choice

In the right situation, utilizing professional fleet management programs can free up time and financial resources, while offering government agencies new, well-maintained vehicles that use cleaner vehicle technology.

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### In the words of last year's Nobel Laureate in Literature, "The Times They Are a Changin..."

Stephen B. Friedman, FAICP, CRE, President and Ranadip Bose, AICP, Senior Vice President, SB Friedman Development Advisors.

Our suburban municipalities and smaller cities are facing a sea-storm of changes in demography, economics, technology, values and preferences. These changes pose a fundamental threat to the tax base because they are leading to major shifts in land use and development patterns. Suburbs and small cities are facing higher levels of retail and office vacancy and a growing need for housing diversity, in terms of both housing type and price. Communities need to take the opportunity of comprehensive, sub-area and strategic planning to question the assumptions underlying their current plans and zoning codes and their effectiveness in responding to these socio-economic changes. Key trends to be considered:

Housing development since the Great Recession has pivoted from the suburban edge to the core and from for sale to rental. Millennials' choice of the city will moderate as they marry and have children, but their desire for mixed-use, rich and lively environments may not. Those communities with vibrant town centers – transit-oriented or not—will have a better chance to attract this cohort to replace aging baby-boomers moving downtown, out of state, or to suburban condos/apartments.

Housing product diversity is critical. Housing planning needs to focus on life cycles and distinct types of dwellings to address different age cohorts as needs change through their lives.

Retail is likely to be fundamentally changed. Even if Amazon falters, the shift to online purchase of commodities is inexorable. Restaurants, "guideshops" (try on a sample and order online), recreational establishments, kid activities, pet activities, and spa and beauty services are among the next generation of "retail." It doesn't fit empty big boxes. Illinois' sales tax is not applied to a lot of it. Retail areas need to be fundamentally re-planned as mixed-use, with housing as a key component, to find new life and provide customers with the "new retail," much of which draws on local and walkable trade areas.

Office has evolved as worker and company preferences have shifted towards walkable, mixed-use, dynamic places incorporating retail and residential in a "town center" environment. Areas with these characteristics have or will have substantially lower vacancies preserving at least property tax and utility tax base.



Industrial has been the fastest growing land use – driven by the growth of e-commerce and distribution centers. With projected double-digit growth, e-commerce is likely to continue to fuel industrial demand both in 1,000,000-square-foot e-fulfilment and distribution centers and the last-mile 200,000- to 500,000-square-foot warehouses. Manufacturing is also resurgent with growing global consumer demand and new digital technologies and data analytics, although trade policy shifts are likely to result in winners and losers in manufacturing sectors. Most of the industrial development will be near intermodal transportation hubs to be proximate to labor force, suppliers and customers.

Transportation infrastructure obsolescence and state of disrepair may become a barrier to economic growth. Local governments will need to participate in innovative financing structures and public-private partnerships to compete for decreasing shares of federal funding for rehabilitating and building infrastructure. Over the longer term, disruptive technologies like self-driving cars combined with ride sharing could radically change our communities, on the one hand leading to automation-induced sprawl, and on the other leading to reduced parking needs and densification. Communities that avail themselves of hard-headed planning and the various tools available (TIF, Business Districts, Special Service Areas, etc.) to reimagine and restructure land use will be competitive for the next cohorts. The next generation of community planning is central to the prosperity of the place as well as its quality of life. It is not to be left only to the planners: managers, finance directors and economic development officials must all be engaged to shape communities to adapt to these trends and challenges.

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### Five Risk Management Tips for Elected Officials

Whether you're a newly elected or experienced official, one of the more challenging duties is to understand the risks your community faces each day. These tips will help you understand how risk and proper risk management affect your operations and citizens.

#### 1. UNDERSTAND THE RISKS YOU FACE

All local governments have risks and exposures. The degree of risk may change with the size of government and the services you provide but you still have risk. If you have employees, they can be hurt or fatally wounded on the job. If you own property, that property can be destroyed by events like fires, floods and tornadoes. If you own vehicles and mobile equipment, you have a risk of others being injured by employees using those autos and equipment. If you provide services like public works, water/sewer, fire or police, parks and playgrounds, you have liability exposure because of potential injury to others or to their property. If your government holds special events, especially if they include hazardous elements like fireworks, you face liability exposures from property damage or injuries that could occur. Contracts or agreements you enter into could increase your risk exposure or protect you from risk. And as an elected or appointed official, you face the risk of being sued because of decisions you make or don't make.

#### 2. UNDERSTAND WHAT RISK MANAGEMENT IS

Risk management is a process of steps: 1) Identifying risks; 2) Evaluating risks; 3) Identifying and selecting the best options to deal with those risks; 4) Implementing your risk management program or decisions; and 5) Monitoring the program and making changes as needed. Risk management isn't a one-and-done process. The risks you face change over time so you need to go through the process annually to identify new risks and change how you address existing risks when needed.

#### 3. AVOID OR MINIMIZE RISK AS MUCH AS POSSIBLE

When you're looking at your alternatives for dealing with the risks your government may face, try to avoid risk if you can. For example, decide to avoid risk by not sponsoring hazardous activities such as fireworks. If you can't avoid



risk, then minimize it as much as possible by implementing proper policies and procedures. Inspect buildings and facilities routinely and make needed repairs. Inspect parks, playgrounds, sidewalks, and other areas where the public could be injured and make needed corrections. Contain workers' compensation losses by implementing return to work procedures to bring injured employees back to work as soon as possible. Establish written policies and procedures and train employees to follow them - especially ones that could minimize liability exposures (such as motor vehicle policies) and ones that are required by state or federal law (such as those required by the Illinois Department of Labor/ OSHA).

#### 4. LEARN LESSONS

Sometimes despite your best efforts to avoid or prevent risks, incidents happen. When they do, make sure you learn from it so you can avoid a repeat in the future. Establish a Safety Committee and/or Accident Review Board to review incidents and determine the root causes of injuries and accidents. Train department heads and supervisors to perform initial supervisor reviews of all incidents and near misses then conduct refresher trainings with employees as needed.

#### 5. TAKE ADVANTAGE OF RISK MANAGEMENT EXPERTISE OF OTHERS

It's likely that one of the risk management techniques you implement is financing your risks through the purchase of coverage from a self-insured pool or insurance from commercial carriers. Ask your coverage carrier(s) for information and services they provide that can help you implement appropriate risk management policies and procedures.



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### Will your employees be ready for retirement?

By AXA

According to the 2015 Retirement Confidence Survey<sup>1</sup> employees who participated in a retirement plan are much more likely to feel very confident about having enough money for retirement.

As an employer, you can't force your workers to contribute to your retirement plan. But you can encourage them to participate by offering an effective savings plan. Here are a few ways you may be able to enhance yours:

- Offer your employees multiple ways to enroll – in person, over the phone or online – so they can find a way they're comfortable with.
- Provide investments that are automatically diversified, like asset allocation portfolios. Putting the decision-making in the hands of professionals can help put your employees on the path to retirement readiness.
- Add an option to your plan that lets your employees generate retirement income. Saving for retirement is not enough. Your plan participants need to turn their savings into lifetime income once they retire.
- Segment your education efforts and messages, so that you can reach employees who are in different phases of their lives.
- Offer access to financial professionals. According to a recent survey<sup>2</sup>, plan participants who work with a financial professional save more, are better diversified and feel more confident in their financial futures.

<sup>1</sup> Source: Employee Benefit Research Institute

<sup>2</sup> Source: AXA Enhancing Outcomes Advisor Value Study, 2015

GE-112080(3/16) (Exp. 3/18)



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## IML Managers Monthly Column

*By Mark Peterson, former city manager, Town of Normal and IML Managers Committee Member*

By the time that this column is published, I will have retired as the City Manager of Normal. I leave this wonderful profession with no regrets and a tremendous sense of appreciation for having had the opportunity to serve the public for the past 35 years. With my retirement, I also concluded several years of service on the IML Managers Committee.

Throughout my 30 years in Illinois, I have watched the evolution of the relationship between the IML and the ILCMA. As many will remember, up until the early 90's, that relationship was plagued with acrimony and dissention. Neither side was blameless. Beginning in 1990, a group of forward-thinking members of the ILCMA successfully persuaded both the Association and the League to put aside past differences and to collaborate on a common agenda. That effort resulted in the formation of the IML Managers Committee in 1991.

In its early years, the Committee was satisfied with "baby steps" as the relationship between the ILCMA and the IML began to thaw. Over the ensuing years, the bond between the two organizations continued to strengthen. Today, I am proud to declare that the relationship between the two organizations has matured into a true partnership.

I believe that the IML Board and staff truly appreciate the many contributions to its mission provided by local government professionals via the Managers Committee. It is apparent that they respect and value the insights and knowledge of municipal managers and administrators.

I give tremendous credit for this evolution to the members of our Association who have capably served on this important Committee over the past 25+ years. The Managers Committee has always endeavored to be responsive to any and all requests by the League for assistance. Further, the Committee members and past Chairs consistently demonstrated respect and professionalism in their interaction with the IML Board and staff.

I also credit the leadership of the IML for nurturing the relationship between our two organizations. Executive Director Brad Cole has worked diligently ever since his arrival at the IML in 2015 to cultivate and enhance the



partnership between his organization and the ILCMA. I would be grossly remiss if I did not also recognize the outstanding service to the Managers Committee provided by IML Legislative Director Joe McCoy over the past 10 years. Joe has probably done more to bridge the gaps between the IML and the ILCMA than anyone in recent history. Through his efforts, the Managers Committee today plays a more active and meaningful role in the affairs of the Municipal League than ever before. The ILCMA owes a great debt of gratitude to Joe for all that he has done to solidify our partnership with the IML.

Finally, I would also like to recognize and thank our own Dawn Peters for the important role that she has played to advance the level of collaboration and cooperation between the ILCMA and the IML.

The work of the Managers Committee is more important today than ever before. The growing polarization of our society, which is being reflected in our state legislatures and the United States Congress, has spawned an anti-government mind-set that crosses all political and ideological boundaries. This phenomenon will require all of us to work harder and smarter to protect and advance the causes of local government.

Fortunately, the partnership between the IML and the ILCMA has become a powerful and resilient alliance. One that will be needed to thwart the many attacks that are being made on local government authority and financial security. We should all be thankful for those of our colleagues who, nearly 30 years ago, had the wisdom, courage, and foresight to blaze the trail that resulted in this dynamic and auspicious partnership between our Association and the Illinois Municipal League.

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## Why Volunteer?

What have you done for the profession lately? ICMA offers several ways to contribute. The 2018 call for volunteers is open for committees, task forces, advisory boards, coaching, mentoring, hosting, and more! Volunteers are the real heart of any organization: their passion, energy, and effort can change an organization for the better. Volunteers can make a difference!

### What Makes a Good Volunteer?

Anyone can be a volunteer – from senior executives to mid-career professionals to students – but a good volunteer exemplifies key characteristics that make them truly impactful.

#### Are you:

- Enthusiastic, energetic, and eager to learn?
- Willing to share what you know?
- Ready to lend your time and fresh perspectives to help enhance ICMA?
- Faithful to your commitment to serve?
- Passionate about the profession?

### What Are the Benefits of Volunteering?

There are many opportunities to volunteer for a variety of activities. As you decide where you want to share your most precious commodity – TIME – consider the following benefits.

#### As a volunteer, you can:

- Gain a feeling of satisfaction and sense of accomplishment.
- Demonstrate your commitment to ICMA's mission.
- Share your expertise with fellow members of the ICMA community.
- Develop and strengthen your relationships within your professional community.
- Increase your knowledge and hone your skills through participation in a broad range of ICMA activities.
- Implement a skill set not applied in your current job position.
- Give back to a profession that has served you well.

### Call to Serve! Which Committee Will You Support?

Committees draw on the skills and interests of a broad cross-section of the ICMA membership to study issues of interest and importance to the organization or to local government in general. They also provide an opportunity for member connection and networking. We hope you'll consider lending your time and talent to one of the following groups or activities:



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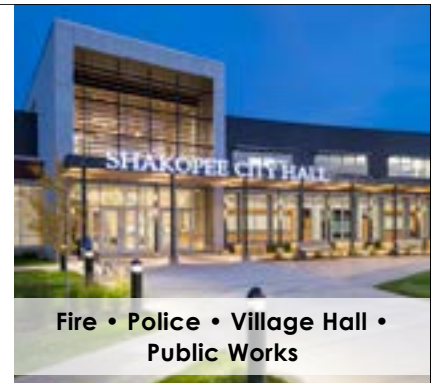
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continued on next page

Volunteer, continued from page 12

- Advisory Board on Graduate Education
- Awards Evaluation Committee
- 2018 Annual Conference Evaluation Committee
- 2019 Annual Conference Planning Committee
- Governmental Affairs and Policy Committee
- ICMA Welcome Ambassadors
- International Committee
- Digital Strategies Advisory Board
- Research and Policy Editorial Advisory Board
- Smart Communities Advisory Board
- Sustainable Communities Advisory Committee
- Task Force to Update and Revise the ICMA First Time Administrator's Guide
- Task Force to Update and Revise the ICMA Model Employment Agreement

To apply for a volunteer opportunity, please log into your ICMA profile and click on 'My Volunteer Opportunities'.

Other Ongoing Volunteer Opportunities

- Become a Coach
- Become a Legacy Leader
- Become a Mentor
- Host A Southeast Asian or Local Government Fellow
- U.S. and International PRO-BONO Opportunities



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## ILCMA NOMINATING COMMITTEE REPORT & RECOMMENDATION TO THE MEMBERSHIP

March 20, 2018

It is with great enthusiasm that the ILCMA Nominating Committee recommends the following slate of candidates for the 2018-19 Association Board:

### **President-Elect (1-Year Term)**

Ray Rummel  
Village Manager  
Elk Grove Village

### **Vice President (1-Year Term)**

Ken Terrinoni  
County Administrator  
Boone County

### **Secretary / Treasurer (1-Year Term)**

R. Drew Irvin  
Village Administrator  
Village of Lake Bluff

### **At-Large Board of Director (3-year term)**

Tim Gleason  
City Manager  
City of Decatur

As outlined in the Association's Bylaws (<https://www.ilcma.org/about-ilcma/bylaws/>), any corporate member wishing to add their name in nomination may do so by submitting a petition bearing the genuine signatures of at least ten (10) corporate members of the Association who are in good standing. The petition must be submitted by May 1, 2018. Submittals can be sent to my attention, Mike Baker at the Village of Downers Grove, 801 Burlington Avenue, Downers Grove, IL 60515 or [mbaker@downers.us](mailto:mbaker@downers.us).

The quality and number of applicants made this year's selection process particularly challenging. I appreciate the thoughtful work and consideration exercised by the ILCMA Nominating Committee Members, which includes the following members:

Randy Recklaus (ILCMA President's Designee)  
Andrew Lichterman (IAMMA)  
Scott Hartman (IACA)  
Kevin Barr (Metro Managers)  
Nancy Hill (Legacy Project)

Respectfully Submitted,

Mike Baker, Deputy Village Manager, Downers Grove, IL  
ILCMA Immediate Past President / Chairman of the  
Nominating Committee



## Advancing Civic Leadership

### CLA Courses Qualify for ICMA's Voluntary Credentialing Program

**April 24, 2018 – NIU-Naperville**

*The Lost Art of Listening*

**April 25 2018 – NIU-Naperville**

*Constructing Performance Measures*

**May 10, 2018 – NIU-Naperville**

*Employment Law – Nuts & Bolts: Common Pitfalls and Ways to Minimize Liability Wage/Hour & Benefits Law*

**May 16, 2018 – NIU-Naperville**

*Strategic Planning-The Basics*

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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
David Nord	dave3441@yahoo.com	815-520-9757

**2nd Quarter  
2018 Legacy  
Project  
Luncheons**



**2nd Quarter Luncheons**  
Brown Bag (bring your own)

**Wednesday, April 4**  
Libertyville Village Hall  
118 W Cook Ave  
Libertyville, IL 60048  
[RSVP for Libertyville](#)

**Wednesday, May 2**  
Elk Grove Village Hall  
901 Wellington Ave  
Elk Grove Village, IL 60007  
[RSVP for Elk Grove](#)

**Wednesday, June 6**  
Sikich Office in Naperville  
1415 W Diehl Rd #400  
Naperville, IL 60563  
[RSVP for Naperville](#)

*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.*

## **The “Me Too” Movement**

### **Defining the Line Between Consensual Flirting and Unwelcome Harassment**

Join us for a luncheon conversation about gender harassment in the workplace with Jill O’Brien of Laner Muchin, Ltd.

Jill O’Brien has worked in the area of labor and employment law for nearly 30 years and has previously served on the Adjunct Faculty of the Loyola School of Law where she taught Employment Discrimination law. She is a frequent speaker on recent developments in the law relating to issues of unlawful harassment, sexual harassment and bullying.

To help address your specific questions about our topic, you can email your questions or comments to Yordana at [ywysocki@hcbattorneys.com](mailto:ywysocki@hcbattorneys.com) to be compiled confidentially. At the luncheon, Jill will hold an open dialogue, while discussing real life scenarios and addressing questions or concerns raised via email or at the luncheon.

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

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



## 2018 ICMA Annual Conference

*Baltimore, Maryland | Talking Points*



### Preliminary Program and Registration Opening:

In keeping with ICMA's commitment to environmental sustainability, the preliminary program will be provided in the **June issue of *PM*** magazine. Complete details will be available on the conference website ([icma.org/conference](http://icma.org/conference)), where **online registration and the conference housing bureau will open on Wednesday, June 6 at 12 Noon EDT.**

### Educational Program:

- Four outstanding keynote sessions: TBD
- Two inspiring afternoon featured speakers: TBD
- Dozens of **concurrent educational sessions** in six theme tracks and four career tracks developed by the 2018 Conference Planning Committee:
  - Creating Communities That Last
  - Equity and Social Inclusion
  - Not Your Grandparents' Workforce
  - Redefining Community Engagement: From the Couch to Town Hall Meetings
  - Smart Communities: What Are They?
  - The Challenges—and Responsibilities—of Putting Your Well-Being First
  - Assistant/Deputy Managers
  - County Managers
  - Small-Community Managers
  - Senior/Credentialed Managers
- ICMA University forums and workshops, special sessions, and events
- Inspirational Breakfast with a featured speaker (TBD)
- Lunches for women and assistants in local government management
- Educational exhibits and solutions track sessions
- Roundtable discussions
- Field demonstrations highlighting the best of Baltimore and Maryland

continued on next page

## Social Program:

- The Conference Host Committee is planning a variety of social events that make the most of the Baltimore area including:
  - **Saturday Evening Reception: Maryland Science Center**  
Situating in Baltimore's Inner Harbor, the Maryland Science Center is one of the original structures that drove the revitalization of the Inner Harbor from its industrial roots to a thriving downtown destination. Three levels of modernized hands-on exhibits focus on physical science, space, Earth science, the human body, and the Chesapeake Bay's native blue crabs. Catch up with colleagues and enjoy drinks and hors d'oeuvres while exploring this fascinating venue and great views of the Inner Harbor.
  - **Tuesday Evening Social Event: B&O Railroad Museum**  
Designated as a U.S. National Historic Landmark and part of the Smithsonian Institution, the B&O Railroad Museum has one of the most significant collections of railroad treasures in the world and the largest collection of 19th-century locomotives in the U.S. A major restoration following a snow-related roof collapse in 2003 allowed the museum to upgrade many of its facilities, which are now also used as an event venue, where ICMA attendees will enjoy food, drink, and entertainment.

## Location and Hotels:

- **Baltimore/Washington International Thurgood Marshall Airport (BWI)** is just 12 miles from downtown Baltimore.
- **All conference hotels** are within walking distance of the **Baltimore Convention Center**, where most conference sessions and events will take place.

## About Baltimore:

Discover the Charm of Charm City by visiting [icma.org/about-baltimore](http://icma.org/about-baltimore).

## Baltimore Host Committee Video Shown at the San Antonio Annual Conference



YouTube URL: <https://youtu.be/5a3gtNpoCw8>







## 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.

continued on next page

## 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.

continued on next page



## 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.



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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.



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22<sup>ND</sup> ANNUAL IAMMA CONFERENCE

APRIL  
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2018

## CONFERENCE TOPICS

- Population Growth & Changing Demographics
- Big Data
- Diversity and Communication Engagement
- The Future of Local Government HR
- Adaptive Reuse
- Automaton in Local Government
- Keynote – Christine Quinn

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# CITIES OF THE FUTURE

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# ICMA Conference Scholarships

Applications for 2018 ICMA Conference scholarships will be accepted from March 22-May 14.



Many ICMA members are challenged by limited resources in their pursuit of gaining the very resources they need to better manage their communities.

To help members experience the difference the ICMA Annual Conference has made for so many others, ICMA offers Conference Assistance and scholarships.

Scholarship Recipients receive:

- complimentary conference registration
- stipend to offset travel costs, in some cases

## Conference Assistance Scholarships

**ICMA's Conference Assistance Scholarships are divided into three categories:**

1. **The Young Professional Scholarship** is open to any ICMA member with three years' or fewer experience as a full-time local government employee. There is no minimum salary requirement, although salary may be considered during the evaluation process.
2. **The Workplace Diversity Scholarship** is open to women and minorities, who are members of ICMA. It is the applicant's responsibility to demonstrate (through additional information included in a required essay) how his or her background merits receipt of a diversity scholarship and how the local government and the community served will benefit from the individual's conference attendance. There is no minimum salary or tenure cutoff for the Workplace Diversity Scholarship, although those factors may be considered during the evaluation process.

continued on next page



3. **The Small Community Employee Scholarship** is open to any member serving in a small community with limited financial resources. Applicants may self-select to apply for this scholarship. There is no minimum salary requirement, although salary may be considered during the evaluation process.

## Conference Assistance Scholarship Eligibility

To be eligible for any of ICMA's Conference Assistance Scholarships, applicants must meet the following criteria:

- Be a member of ICMA at time of application
- Be a first-time ICMA Annual Conference attendee (this requirement is not applicable to persons who attended a past conference as a student member)
- Be a full-time local government employee (no part-time interns please)
- Submit a completed application (see below)
- Demonstrate through an essay an avid interest in a career in local government management

Recipients of the Young Professional, Workplace Diversity or Small Community Employee Conference Assistance Scholarships receive complimentary registration to the ICMA Annual Conference and may receive limited travel/hotel assistance based on distance traveled.

Eligible candidates may apply to multiple categories, if they meet the eligibility requirements.

Candidates for scholarships must be ICMA members at time of application. To get a membership application, contact ICMA's Membership Services Department at 202/962-3680; [membership@icma.org](mailto:membership@icma.org), or visit the [website to join](#).

## How to Apply for the Conference Assistant Scholarship

1. You must be an ICMA member and logged into the ICMA website to submit an application.
2. Once you are logged into the website, go to "my account". You will see "Awards" on the top blue menu bar. Hover over the "Awards" tab and you will see the link to apply for a conference scholarship.
3. Alternately, if you are logged into the website you may go directly to the [nomination form](#). (link will activate on March 22)
4. Follow the online prompts and be sure to fill out all information. Do not forget to upload the essay. (essay must be named with NO SPACES in the name of the document- example- MyEssay.doc)
5. **ALL APPLICATIONS MUST BE SUBMITTED BY MAY 14, 2018**

continued on next page

**Late applications will not be accepted.** Questions regarding ICMA's Annual Conference Scholarship Program should be directed to [flittky@icma.org](mailto:flittky@icma.org) or (202) 962-3656.

*\*Members in Transition: MITs are granted complimentary registration to the ICMA Annual Conference. As well, there are a limited amount of funds available to provide travel stipends to our MIT members. Interested parties should contact Rosalyn Ceasar at [rceasar@icma.org](mailto:rceasar@icma.org) or via phone at (202) 962-3544.*

## Stene Academic Scholarship Program

Each year, ICMA selects a graduate school student as the recipient of its \$1,000 Edwin O. Stene Academic Scholarship, named in memory of Kansas University Professor Edwin O. Stene. As is done for all student members of the Association, ICMA provides the Stene scholarship recipient with complimentary registration to its Annual Conference. Travel and housing expenses are not covered by ICMA; however, the Stene Scholarship stipend may be used by the recipient to cover these expenses.

### Stene Scholarship Eligibility

Students enrolled by September of the year preceding the Annual Conference as **full-time** graduate students specializing in local government at a college or university recognized by the National Association of Schools of Public Affairs and Public Administration are eligible to apply for the Stene Scholarship. Applicants must have had little or no full-time experience in local government, internships excluded.

### Applicants to the Stene Scholarship Program must submit the following:

- A 3-to-5-page personal essay that demonstrates the student's interest in local government and includes relevant professional and personal examples
- A letter of sponsorship from the department head, dean, or director of the public administration/affairs/policy or related program in which the applicant is enrolled. Each graduate degree-granting program is permitted to sponsor only one applicant, and no student may apply without program sponsorship.
- A letter of recommendation from an academic other than the student's program head, dean, or director
- A letter of recommendation from a local government manager, previous employer, or an additional academician
- Copies of original transcripts of both graduate and undergraduate work

Submit scanned copies of all materials to Felicia Littky at [flittky@icma.org](mailto:flittky@icma.org). By submitting letters of recommendation and transcripts, the applicant certifies these documents are accurate and have not been altered.

continued on next page

## Other Scholarship Opportunities

### LGHN

The Local Government Hispanic Network will offer a scholarship to the ICMA Annual Conference in recognition of individuals who are emerging leaders in local government by demonstrating professional excellence and leadership skills in their organization and their community.

### NACA

Again, this year, the National Association of County Administrators (NACA), will offer the J. Thomas Lundy Scholarship to the ICMA Annual Conference. The scholarship includes complimentary registration and up to \$1,500 for travel and lodging expenses. Applicants must be NACA members and also must be first time conference attendees.

## ILCMA Offers Scholarship to ICMA Conference

To encourage attendance at the ICMA annual conference, ILCMA and ICMA are pleased to announce they will provide financial assistance to ILCMA members, who are also members of ICMA, wishing to attend their first ICMA conference. ICMA will waive conference registration fees to the annual conference for two ILCMA members. ILCMA will in turn match the dollar amount of those fees to help defray transportation and housing fees. This is an excellent opportunity, particularly for members from communities that do not have the resources to allow their staff to travel to national conferences.

To qualify, applicants must be a full (corporate/voting) member of ILCMA and be attending their first ICMA conference.

If you are not an ICMA member, ICMA is offering a 50% 1st year's dues discount to state scholarship recipients. To apply, send a brief letter explaining how you and your community would benefit from receiving this award. Along with the letter, please enclose an up-to-date resume. Applications are due in the Secretariat office no later than June 7. The ILCMA Awards and Scholarship Committee will make a final decision on award recipients around the first week of July. ILCMA will notify ICMA of the names of award recipients indicating they are entitled to a waiver of the conference registration fee.







## *The ILCMA Professional Development Committee Presents* **Managing Your Police Department: Lessons from the Field**

Police chiefs and city managers are both responsible for the safety of their communities. Panelists will present upon key risk issues and reflect on lessons learned in regard to the relationships between city managers and their police chiefs. Focus will center on developing a shared management framework, methods of communication and accountability. Panelists will also discuss the importance of understanding threats to the community and how to leverage resources to address those threats. This session will be interactive, seeking to discuss and bring forward the key concerns and issues arising out of the city manager/police chief relationship. Issues addressed will include:

- What should a city manager know about police processes? How does a city manager gain an understanding of the police process?
- How does a police chief understand the concerns of a city manager? What should a police chief know about the city manager's job?
- What is the appropriate focus and role for a city manager regarding the day-to-day work of the police department?
- What are the key risk issues for city managers regarding the police department? What is the appropriate amount of oversight?
- How can a city manager help the police department in identifying public safety threats to the community and leverage community resources to address/mitigate the threat?
- How can the city manager and police chief effectively communicate, both on a routine basis and during a crisis? How should crisis communications be structured?
- What standards should be used by the city manager to assess the performance of the police chief and the police department?
- How to improve community engagement and provide effective support for both community concerns and the police department?
- What proactive efforts can a chief and city manager take to support each other's efforts?

**MODERATOR:** Ken Bouche, Chief Operating Officer, Hillard Heintze

**PANELISTS:** Deb Kirby, Chief Legal Officer, Hillard Heintze  
Robert Boehmer, Vice President, Law Enforcement Consulting, Hillard Heintze  
Frank Kaminski, Police Chief, Park Ridge, Illinois  
Paula Hewson, Assistant Village Manager, Village of Schaumburg  
Matt Doherty, Senior Vice President, Threat + Violence Risk Management, Hillard Heintze



***ILCMA Professional  
Development Committee  
Presents  
Managing Your Police  
Department: Lessons from the  
Field***

**Date:** Thursday, April 19, 2018

**Time:** 8:30 a.m. Registration and Continental Breakfast  
9:00 – 11:30 a.m. In-depth panel discussion

**Location:** **Harry Caray's (in Westin Hotel)**  
70 Yorktown Center  
Lombard, IL

**Cost:** \$35 for Professional Development Only  
\$15 for GoTo Meeting Access  
\$55 if also attending the Metro Manager Luncheon (\$5 discount)  
Metro Luncheon Topic: "Building Social Capital through Social Media"

Members in Transition – please e-mail or call Alex below to register

**RSVP:** Online Registration (**no credit card required**): <https://www.ilcma.org/?p=7075>  
**By April 16** Phone in Registration 815-753-5424  
Email registration to Alex Galindo at [agalindo@niu.edu](mailto:agalindo@niu.edu)

*Cancellations must be made by April 16, 2018  
Any cancellations after that date will require full payment.*

Addresses ICMA Practice Areas:

2 - Community Engagement; 3 - Equity and Inclusion; 4 - Staff Effectiveness; 6 - Strategic Leadership;  
8 - Policy Facilitation and Implementation; 9 - Community and Resident Service; 10 - Service Delivery;  
14 - Communication and Information Sharing

**Metro Managers Association  
Annual Golf Outing  
Thursday, May 17, 2018**

**Village Links Golf Club**  
485 Winchell Way  
Glen Ellyn, IL 60137  
630.469.8180



**11:00 AM** Shotgun Start (Lunch on the course during play - Hot Dog or Brat, Chips and Drink)

**4:00 PM** Golf contest winners, raffle prizes, appetizers and 19<sup>th</sup> hole refreshments

**Cost \$75.00 per person (payable online through ILCMA at <https://www.ilcma.org/events/metro-golf-outing> by April 26<sup>th</sup>)**

Please Print:

Name: \_\_\_\_\_

Municipality/Company: \_\_\_\_\_

Phone: \_\_\_\_\_

Email: \_\_\_\_\_@\_\_\_\_\_

Others in foursome:

_____	_____	_____	_____
Name	Organization	Phone	Email

_____	_____	_____	_____
Name	Organization	Phone	Email

_____	_____	_____	_____
Name	Organization	Phone	Email

**Note: Limited availability not to exceed 80 golfers. First-come first-serve basis.**

*Metro  
Managers*



Please send completed form to:  
Carol Bauer  
Village of Lombard  
255 E. Wilson  
Lombard, IL 60148



## April Luncheon

### *Building Social Capital through Social Media*

As social media has an ever-increasing presence in the lives of many of our citizens, law enforcement has an opportunity to connect in ways not possible before this ever-evolving format existed. Unfortunately, a law enforcement presence on social media requires more than just creating an account. This presentation will cover the unique challenges and legal requirements government agencies face in using social media, while also demonstrating how effective social media can be in creating connections with those we serve.

Speaker: Christopher Mannino, Park Forest Chief of Police

<b>Date:</b>	Thursday, April 19, 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 Areas 2. Community Engagement; 6. Strategic Leadership; 8. Policy Facilitation & Implementation; 9. Community & Resident Service; 10. Service Delivery; 14. Communication and Information Sharing
<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: <i>Managing Your Police Department: Lessons from the Field</i>	
<b>RSVP:</b>	Online Registration: <a href="https://www.ilcma.org/?p=7075">https://www.ilcma.org/?p=7075</a>	
<b>By April 16</b>	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 April 16, 2018. Any cancellations after that date will require full payment.*



# Legacy Project

ADVANCING WOMEN IN LOCAL GOVERNMENT

## **7<sup>th</sup> Annual Women's Legacy Conference**

*Making Change Happen!*

**May 18, 2018**

NIU Naperville Campus\*

Register at <https://tinyurl.com/Legacyconf2018>

**REGISTRATION DEADLINE: MAY 14, 2018**

\*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)



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*Thrive in local government!*

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➤ **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 REBOUNDING  
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)

## Job Mart

**Click here to see job listings**

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A publication of: Illinois City/County Management Association, Illinois Association of Municipal Management Assistants, Metropolitan Managers Association, Downstate City/County Management Association, Southwest Illinois City Management Association, The Legacy Project

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.

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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  
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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.**