

City/County Management IN ILLINOIS

Volume 13 No. 10

Strengthening the quality
of local governance through
professional management

JUNE
2018



Calendar of Events

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

June 6
Legacy 2nd Quarter Luncheon
Naperville, IL

June 7
SWICMA Luncheon
Location - TBA

June 13 – 15
ILCMA Summer Conference
Collinsville, IL

July 11
Legacy 3rd Quarter Luncheon
Libertyville, IL

August 1
Legacy 3rd Quarter Luncheon
Elk Grove Village, IL

September 5
Legacy 3rd Quarter Luncheon
Naperville, IL

September 23 – 26
ICMA Conference
Baltimore, MD

In this issue

President's Column	2
Welcome New Members	2
Who's Who	2
ILCMA Summer Conference	3
Corporate Partner Spotlights	5
IML Managers Monthly Column	10
Call for Volunteers	13
Senior Advisor Report	14
Managers in Transition	16
Legacy Project Luncheons	17
ICMA Annual Conference	18
Nominate Fire Chief of the Year	21
Open Access Benchmarking	22
IL Dept. of Revenue Workshops	22
ILCMA Scholarships	23
Letter to Rep. Al Riley	24
Legacy Project Seminar	26
Ferguson: Can Happen Anywhere	27
ILCMA Affiliate Board Members	28
ICMA Coaching Program	29
Downstate Meeting	30
Job Mart	32

Membership Dues!

For those of you who have not yet renewed, membership dues notices will be arriving in your mailboxes in the near future. The Secretariat's office hopes to have new directories out to members by mid-September. Your timely response in returning your dues is much appreciated and will facilitate us meeting this goal.

Thank you for your support and the opportunity to serve you!

Important Notice – No Newsletter in July

Due to the ILCMA Summer Conference, City/County Management in Illinois will not be published in July. August 1 is the next publication date.

DISCLAIMER. Statements or expressions of opinions appearing herein are those of the authors and not necessarily those of the Association or its editor. The publication of any advertisement is not to be construed as an endorsement of the product or service offered.

President's Column

Pause and ask yourself these questions:

- Do you pay it forward?
- Do you look for those superstars in departments that could make a great manager if they were only exposed to our world?
- Do you actively engage young professionals to take on projects to help them learn and grow and give them opportunities to shine?

I ask myself that all the time. It's hard because we have full plates and we need staff to execute on their priorities. But, then ask yourself this — "What will happen when we don't find the right talent ready to step in?" Ideally, we should all have solid succession plans, so our council has tough choices to make among several outstanding candidates. So, how do we get there?

We have discussed Next Gen strategies for years and how to attract those talented, young individuals to our profession who will serve as the next generation of leaders to our communities.

As the cynicism toward government grows at the state and national levels, we must double down on strategies to reach future talent and differentiate ourselves. As our recently adopted Strategic Plan outlines, it will take a variety of strategies to maximize this talent pipeline. One strategy I would like to touch on in this article is on non-traditional managers, and how we all must take an active role in developing those individuals, if we're going to be successful.

Many of you received your MPA, earned an internship at a Village, hired as an Analyst or Assistant and the rest is history. For me, I received my undergraduate degree in Urban Administration. Hired by the City of Cincinnati as an intern (I know today that wouldn't happen without an MPA) and then hired by Hamilton County, OH, as a Budget Analyst. I completed my MPA at night school over the next three years. Former ICMA President, David Krings, was the County Administrator. He mentored me, encouraged me to grow and promoted me to be the

Director of Environmental Services. It was a tremendous opportunity, but now I was in a very technical field. Luckily, Dave never stopped keeping me engaged as a generalist and encouraged my participation on OCMA and ICMA. Had it not been for him, I very easily could have stayed in that field and not looked for the opportunity to be a County Administrator.

For current Assistant Managers, this is certainly not a reflection on your path. In fact, your opportunities are abundant as many of us reach retirement age. As managers, we just need to take a more active role in creating and advancing opportunities for our Next Gen leaders to assume leadership roles, be it traditional managers or non-traditional.

Barry Burton
ILCMA President
County Administrator, Lake County

Who's Who Directory Update

Kelly Amidei has been appointed as the permanent village administrator in Libertyville. She was the deputy village administrator and was serving as the interim in Libertyville.

Randy J. Bukas, finance director, Freeport, IL, since 2017, has been appointed deputy city manager of Freeport, IL.

Welcome New Members

John Bannon, AmeriCorps Graduate Assistant/
Peace Corps, City of Macomb

Joe Bozek, Student Intern

Anthony Carson, City Manager, City of Pekin

Scott Coker, Public Works Director, City of Macomb

Ralph Czerwinski, Village Administrator, Village of
Morton Grove

Kathleen Dunne, Director of Human Resources,
Village of Lombard

Spiro Hountalas, Senior Managing Consultant, PFM

Greg Milos, Student

Bill Moline, Administrative Manager, City of Minonk
Amanda Pazdan, Assistant to the City Administrator,
City of Lockport

Alicia Schueller, Administrative Intern, McHenry County

Terry Summers, City Administrator, City of Monticello
Dalena Welkomer, Senior Vice President, Baird
Public Finance



ILCMA 2018 SUMMER CONFERENCE

JUNE 13–15 in COLLINSVILLE, IL!

The DoubleTree Hotel and Gateway Center



Featuring Keynotes



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

Jan Hargrave,
Body Language Expert
“Actions Speak
Louder than Words”

Dr. Nalbandian will also present a session Thursday afternoon!

Plus great breakout sessions and fun networking opportunities!

\$20/Person
Includes ticket, food,
beverages, and
transportation!

Join Friends and Colleagues
Wed., June 13
Cardinals v Padres





State and local government advisory services
 Strategy and operations | Risk and compliance | Information technology

Caitlin Humrickhouse
 312 729 8098 | bakertilly.com



Baker Tilly refers to Baker Tilly Virchow Krause, LLP, an independently owned and managed member of Baker Tilly International. © 2017 Baker Tilly Virchow Krause, LLP



MIT Lifesaver Award

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

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

Apply Here

ILCMA Members who have been awarded the ILCMA Lifesaver Award:

- Matt Fritz, City Administrator, Coal City
- Jim Grabowski, City Manager, Elmhurst
- Cara Pavlicek, City Manager, Oak Park

With more than 100 municipal clients in the state, Gallagher will consult with your entity on the following:

- Medical
- Vision, Dental, Life
- Other Voluntary Benefits
- Long-Term Care
- Flexible Spending Accounts
- Healthcare Reform
- Compliance
- Property & Casualty
- Workers Compensation
- Municipal Retirement/ Executive Consulting
- Cooperative Purchasing
- HR Consulting

Arthur J. Gallagher & Co.
 BENEFITS | COMPENSATION | RETIREMENT | RISK MANAGEMENT
 To learn more, visit www.ajg.com or contact:

Gregg Aleman
 Area Senior Vice President
 630.285.3637 | gregg_aleman@ajg.com

Shawn Hamilton
 Area Vice President
 630.438.1680 | shawn_hamilton@ajg.com



HRGreen

▷ Evanston | New Lenox | McHenry | Yorkville

▷ HRGREEN.COM

TRANSPORTATION + WATER + GOVERNMENTAL SERVICES
 LAND DEVELOPMENT + ENVIRONMENTAL + CONSTRUCTION



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.

Small Wireless Facility Deployment Act: What Can We Still Regulate?

By Adam Simon, Partner, Ancel Glink

On June 1, 2018, the Small Wireless Facilities Deployment Act (the "Act") became effective. As a result, the power for municipalities to control the attachment of "small cell" antennas to right-of-way infrastructure, and the installation of new infrastructure to support small wireless facilities, will be limited. However, you should not get the impression that your regulatory authority has been completely eliminated. There are still important rules which your community can enact and enforce. This article provides only a snapshot of the most significant amendments adopted by the Act and explains the regulatory authority your community still can exercise over the right-of-way.¹ Please keep in mind that a separate review of your zoning ordinances will also be needed since the Act designates small wireless facilities located on property zoned for commercial or industrial uses as permitted uses.

First, it is important to recognize that the Act provides specific dimensions for what can be considered a "small wireless facility." Hence, your ordinance may not require a small wireless facility to be any smaller than what is required by the Act, but it can make those dimensions the maximum size allowed. To qualify as a small wireless facility, the new antenna attachment may be no greater than 10 feet above the height of the pole to which it is attached. New poles may not exceed 45 feet in height or 10 feet taller than the height of the tallest existing pole located within 300 feet along the same road, whichever is higher.

The Act permits the community to require specific application materials as part of a complete permit application. Importantly, you may require a site specific structural analysis and engineering drawing for each proposed small wireless facility covered by the application that has been prepared and stamped by a licensed engineer. Much like with other cellular applications, the Act creates a shot clock for how long you may review an application. The Act expresses that an application to collocate a small wireless facility on an existing pole shall be deemed approved if no action is taken within 90 days from when it is submitted. The deadline is extended to 120 days for new poles. It is very important to promptly determine if each application is complete because the community may toll the shot clock only if it gives notice to the applicant within the first 30 days that the application is incomplete.

If your permit officer determines the application should be denied, the decision must be communicated to the applicant

Ancel Glink | DIAMOND BUSH
DI CIANNI
& KRAFTHOFER

Representing local governments and public officials.
Contact Stewart Diamond or Adam Simon.

312-782-7606 | ANCELGLINK.COM

FOR LOCAL GOVERNMENT LAW, THINK ANCEL GLINK

in writing with citations to the specific code requirements that the application fails to satisfy. A denied application may be resubmitted, in response to which the community must decide within only 30 days. A permit to install a small wireless facility is only valid for 180 days, after which it will expire, and the applicant must start from scratch.

You may not require the placement of small wireless facilities on a particular utility pole. However, should the application necessitate the installation of a new utility pole, you may propose that the small wireless facility be collocated on an existing utility pole or existing support structure within 100 feet of the proposed collocation.

It is very important to recognize that the Act grants authority to apply generally applicable design and appearance standards to facilities located in the right-of-way. As a result, aesthetic regulations should be created – especially for (1) residential zones, (2) areas identified in your comprehensive plan as having special aesthetic or economic significance to the community, and (3) historic districts and landmarks. There are many examples available of widely used stealth of camouflage designs which can be adopted by your community.

Overall, it is important to remember the Act emphasizes the availability of variance procedures to avoid the strict enforcement of your rules in a way which would result in a de facto denial, even where the rules do not represent a ban on the facilities. Because the State has declared that small wireless facilities are a permitted and intended use of the right-of-way, you will develop a better relationship with wireless providers, and perhaps receive more cooperation in return, if you administer your rules as a partner rather than an enemy combatant.

¹Please be advised that the article is explicitly based on the model right-of-way ordinance published by the Illinois Municipal League in response to the enactment of the Cable and Video Competition Law of 2007 (the "IML Ordinance").

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.

Achieve Open Data with Lower Cost, Higher Security and Cutting-edge Innovation

By Michelle Cooper, eGovernance Specialist, BoardDocs

In Chicago, recent suspicion cites suppression of governmental documents relating to climate change. Open Data legislation (Executive Order 15-10) makes the time ripe for Chicago to show its true colors. In seizing this opportunity, Chicago has set the bar low for smart compliance with transparency laws. Software-savvy cities will follow the lead of Carbondale, IL, surpassing the requirements of Open Data laws for less money while getting cutting-edge features and the maximal level of security that governmental data requires.

In Illinois today, "transparent" means "digital." Its many municipalities are bolstering community trust with less paper. Whereas sunshine laws once required governmental bodies to print and post copies of the agenda packet and the official minutes outside meeting chambers, today, state agencies can broadcast that information (and much more) digitally.

As a result, online portals are the new town criers. Acting Secretary of the Illinois Department of Innovation and Technology Kirk Lonbom attests that "new open data portals are the key component to the overall digital transformation of the state." In Illinois, that portal is known as ITAP, the Illinois Transparency and Accountability Portal. The good-looking site gives the ordinary citizen access to records such as progress reports on corporate accountability, analyses of large tax breaks, state expenditures and state employment data.

What makes Chicago a cautionary tale? The Socrata software used in the Windy City promises to make all required datasets downloadable in compressed, time-stamped files to any user's hard drive. That's no small feat, but there is a better way. In its haste to make up for lost time by complying as quickly as possible with new statewide legislation, Chicago implemented an arcane software system that gobbles up staff time, requires in-house expertise in a statistical programming language, neglects the overwhelming security threats facing governmental entities since the Atlanta hacking, and lacks cutting-edge features such as document searchability.



Security and Staffing

For cybercrime prevention that, government datasets need to be hosted on a secure server. Atlanta learned that lesson the hard way. Deferring updates to its software cost the city \$2.6 million this spring after cybercriminals held its data hostage. It would have cost roughly a third of that amount to have pre-emptively updated the software's security features, rather than scrambling to update systems in response to the attack. (Lily Hay Newman, "Atlanta Spent \$2.6M to Recover from a \$52,000 Ransomware Scare," Wired, April 23, 2018)

Additional Capacities

While low security and high staffing requirements make Socrata a laggard in the race, the availability of cutting-edge features on competing software puts it out of the running altogether for Open Data needs. Its robust statistical and charting capacities are useful for other applications, but its limitations become devastating when it is used to generate a public gateway to data. Rival software such as BoardDocs can accomplish all of this with the required needs.

Look to smaller Illinois towns for leadership on Open Data software implementation. The Village of Waukegan and the Town of Elmhurst are just two of many smaller municipalities meeting the state's Open Data regulations with greater success because they researched software specs. These humbler hamlets have use software that gives them the security of a web portal hosted offsite, freedom from internal staffing programming requirements and full searchability to instantaneous version updating. When it comes to transparency, software matters.

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.

Protecting your Government's Deposits

By Sofia Anastopoulos, CFA

In the realm of investing public funds, safety is always the foremost objective. Bank deposits may be considered among the safest in terms of principal preservation for the deposit of a government's funds. Typically, public funds are protected in a variety of ways, including: Federal Deposit Insurance Corporation insurance coverage, collateralization through high quality marketable securities, support by a Letter of Credit, other types of insurance protection and various newly developed insurance structures.

FDIC Insurance

One of the most common methods of securitizing or supporting public funds is to keep deposits below the Federal Deposit Insurance Corporation insurance limit. Time and savings deposits, demand deposits held at a bank within your state are insured for up to \$250,000 for the combined total of deposits at that bank. This includes certificates of deposit (CDs), savings deposits, Negotiable Order of Withdrawal (NOW) accounts, and money market accounts.

National Credit Union Share Insurance Fund Insurance

Like the FDIC, the NCUSIF provides all members of federally insured credit unions with \$250,000 in coverage for their accounts. Also, like the FDIC, the NCUSIF is backed by the full faith and credit of the U.S. government.

Collateral

For governments with deposits in excess of FDIC limits, many banks may be willing to collateralize public deposits through the pledging of securities. Keep the following in mind when obtaining collateral from your bank:

The pledge agreement should:

- be in writing
- have been approved by the board of directors of the bank or its loan committee
- have been, continuously, from the time of its execution, an official record of the bank

The pledged collateral should:

- comply with the government's investment policy or state statute, whichever is more restrictive
- be held at an independent third-party
- require that any substitutions of collateral meet the requirements of the collateral agreement
- require reporting to come directly from the custodian, preferably monthly

Letters of Credit

In addition to the common means of securing deposits with collateral, some banks may enter into an Irrevocable Letter of Credit with an institution, such as the Federal Home Loan



Illinois Metropolitan Investment Fund

Sofia Anastopoulos, CFA
Executive Director
630-571-0480, ext. 229

Deb Zimmerman
Associate Director
618-665-4638

Investing together for our communities

www.investIMET.com

Bank of Chicago or one of the others, in which they name the government as beneficiary. In this case, where the bank in which the deposits have been placed fail, procedures are in place to draw down funds under the letter of credit, affording the government protection in this manner.

Other Mechanisms

Some banks have programs to spread funds among several banks or institutions to ensure that they are all covered by FDIC insurance coverage.

– FDIC Insurance

Promontory Interfinancial Network®, American Deposit Management®, and Wintrust® are firms that offer structures of mechanisms that spread deposits in a way that ensures FDIC protection in a manner that may make sense for certain governments in placing their public deposits.

– State Insurance Coverage

Some states offer state insurance programs. In the State of Wisconsin, as an example, coverage above the FDIC coverage limit is provided by the Public Deposit Guarantee Fund of the state. Coverage under state law is limited to \$400,000. Other states may offer similar protection.

Your Own Due Diligence - Know Your Banks

Above all, a fundamental safeguard for government deposits is having a due diligence process in place that helps evaluate the banks in which a government places its deposits.

Because banks and similar financial institutions are heavily regulated, there is a wealth of publicly available information and data available to help with the due diligence process. Call and Uniform Bank Performance Reports are available in a timely fashion on the FDIC website.

As well, firms such as IDC Financial Publishing and Bauer Financial both rate and/or rank banks throughout the country for a modest fee or for free. Governments may choose to use their research to assist their own due diligence process.

To conclude, a number of methods are available for governments to protect their deposits, starting with a sound due diligence process to know who they are banking with.

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.

Building Your Cybersecurity Plan One Step at a Time

By Lisa Durrett, Marketing Consultant, InterDev

Ransomware attacks are not new, but attacks on municipalities of all sizes are becoming more prominent. Earlier this year, the City of Atlanta, as well as the Baltimore 911 dispatch center, were crippled by cyber-attacks.

In Atlanta, multiple systems and departments were incapacitated when the attackers encrypted files, locked access to services and blocked the city from processing court cases and warrants. To release the city from its virtual shackles, the hackers demanded a ransom of \$51,000 in Bitcoin. At present, it is estimated the city will spend more than \$2.7 million to repair the damage and still may never be able to recover some data files.

In 2017, the financial impact of ransomware attacks grew from approximately \$325 million in 2015 to more than \$5 billion just two years later. In that same time, there have been 184 documented attacks against public safety agencies.¹

What counties and municipalities need is an Information Security plan that includes Cybersecurity. Information Security refers to the discipline of, and processes for protecting the confidentiality, integrity, and availability of all your information, regardless of form. So where to begin?

Governance is the First Step

Information Security and Cybersecurity should be components of an overarching Information Governance (IG) program. The purpose of an IG program is to map, understand and manage your entire information universe. The map you create will serve as the foundation for your information security programs.

Think Strategically

If you're thinking of cybersecurity in terms of technology, it's time to shift to a strategic mindset. There is no such thing as a technology problem; there are only business or operational problems. Identify and solve those problems and the appropriate technical solution will reveal itself.

Break Down the Silos

Many times, municipalities have a distributed management structure that functions in silos rather than as a cohesive team. In some states, elected officials manage some departments and may not be accountable to a central leadership. As a result, the IT department may not have global control of IT and information security.

Municipal IT Outsourcing
Efficient • Innovative • Cost Effective
IT Strategic Planning • Outsourcing • Network & Security Assessments
ProActive™ Managed Security • IT Monitoring, Management & Help Desk
Geographic Information Systems (GIS) • IT for Police Departments
877.841.8069 • www.interdev.com
INTERDEV
Managed IT | Security

Look Inside

Be aware of where the real threats lie. Nearly all breaches occur because of an internal mistake and more than half are a result of internal attacks. Unfortunately, many municipal information security programs are often under the assumption that outside threats are the problem instead of focusing on the more probable internal threats.

Budget

A limited or Insufficient budget is often the top reason given for low-quality IT services and lack of security in public-sector organizations. In reality, there is little correlation between budget and quality. Small, low-budget municipal organizations can build excellent security programs just as large organizations with large budgets can fail to establish even the most basic security program. A cybersecurity program will cost money, but it doesn't have to break your budget.

Address the Elephant

A lack of skilled personnel is a challenge at federal, state, and local organizations. Many public-sector IT directors and CIOs don't have the knowledge, training, and background to plan and deliver a standards-based comprehensive information security program. Expertise in information security should be a major component of your CIO's toolkit.

Experts in Demand

According to the Bureau of Labor Statistics, cybersecurity experts are in increasingly high demand. One advantage that governments and public agencies have is they can partner with private sector experts in a Public-Private Partnership and have immediate access to true IT experts. A trusted vendor can be invaluable in helping to build your organization's security program.

¹Source: The Hill, 4/4/18, "A ransomware attack brought Atlanta to its knees — and no one seems to care"



ILCMA
COMMUNITY
Resource Network

INTRODUCING
ILCMA Community
THE NEW AND IMPROVED ILGNet!

ILCMA Community provides a more customized, user-friendly interface to enhance members' information and knowledge-sharing experience!

FEATURING:

- Easy-to-use, engaging platform
- Pre-defined categories to filter & streamline the search process
- "Recent Discussions" feature to view recent inquiries
- "Remember Me" allows users to follow messages without having to login

Visit ILCMA.org and log-on today!



K T J

KLEIN, THORPE & JENKINS, LTD.
Attorneys at Law

Finding creative solutions for the needs of units of local government for over 80 years.

Chicago Office 20 N. Wacker Dr., Ste. 1660 Chicago, Illinois 60606 T 312.984.6400	Orland Park Office 15010 S. Ravinia Ave., Ste. 10 Orland Park, Illinois 60462 T 708.349.3888
--	---

www.ktjlaw.com



Comprehensive, Turnkey, Energy Services Solutions

- Comfortable Energy Efficient HVAC Systems
- Building Controls & Automation
- Energy Improved Lighting Fixtures
- Building Envelope Improvements
- Renewable Energy & Power Solutions
- Energy Procurement Services

Jennifer Gray, Account Manager - Government
jennifer.gray@trane.com • 314.374.9233



Municipal Bond Underwriter and Advisor

Put our public finance expertise and capabilities to work for your community.

800-686-4346
rwbaird.com/publicfinance



©2018 Robert W. Baird & Co. Incorporated. Member SIPC. MC-141381.



W.B. OLSON, INC.
The Construction People
www.wbo.com

PARAMEDIC SERVICES
of Illinois, Inc.



A LEADING PROVIDER OF CONTRACTURAL PARAMEDIC & AMBULANCE BILLING SERVICES

9815 W. LAWRENCE AVE.
SCHILLER PARK, IL 60176
PHONE: (847) 678-4900
FAX: (847) 678-2854

www.paramedicservices.com



DLR Group
Architecture. Engineering. Planning. Interiors

Jake Davis, AIA, LEED AP
333 West Wacker Drive | Suite 400 | Chicago, IL 60606
jdavis@dlrgroup.com | 312/780-1020 | dlrgroup.com

listen.DESIGN.deliver

IML Managers Monthly Column



Small Cell Wireless Is Coming To Town! Be Prepared for the Newest Communication Platform Coming to Your Rights of Way

By Bob Barber, Village Administrator, Beecher and IML Manager
Committee Member

In fall 2017, SB 1451 was approved by the Illinois General Assembly and became Public Act 100-0585 when signed by the Governor on April 12, 2018. This new law has become commonly known as the **Small Wireless Facilities Deployment Act**, and contains 36 pages of technical information not intended for reading by users of flip phones. However, this new law will become the enabler for a whole new platform of how we communicate and increase the competition among communication and internet service providers. Video streaming, wireless phones, internet access at blinding speeds, and reliability of service will all be improved. The days of cable television may be numbered similar to the current slow death of the copper wire phone line. Satellite providers will also have to compete in this new market even in many rural locations.

That is the good news. The bad news is that in order to build this new network, private carriers need unfettered access to our rights-of-way to locate their hot spots, which have an average range of about 250 feet. For example, if there are four vendors installing this platform in your community, you could have as many as eight of these wireless routers per 500 feet of right of way, or at least four per street corner. This new law provides the access that these carriers will need, by allowing them to co-locate on any existing utility structure in the right of way, including municipally-owned street light poles, as long as the size of the box meets the new regulations and the height does

not exceed 10 feet higher than any existing pole along the street. If there are no poles in a neighborhood, the carriers are permitted to install their own poles and there are height and location restrictions. Will you collect a franchise fee for the use of your rights of way? Nope. All of the initial permit and review fees are set by this law. Co-location on existing utility poles is regulated by the Illinois Commerce Commission (ICC). Co-location on municipal poles can be regulated by the municipality as long as these rules are within the parameters established by the new law. Home rule communities are not exempt from this law.

The law becomes effective June 1, 2018, but local governments with rights-of-way (including counties and some townships) have until August 1, 2018, to adopt rules and procedures for permitting these facilities. The Illinois Municipal League (IML) has prepared a model ordinance establishing rules and procedures for municipal regulation of these facilities. An informational brochure and an FAQ will also be available. By the time this article goes to print these materials should be available on the IML website (www.iml.org). Please review this information and have your governing bodies consider the model ordinance before August 1. Depending on where you are, the tidal wave is coming, so be prepared!





tel (312) 424-4250
fax (312) 424-4262
www.sbfriedman.com

Public-Private Partnerships
Public-Private Development Finance
Market and Economic Feasibility
Impact Analysis
Community and Economic Development
Urban Economic and Policy Studies

VISION | ECONOMICS | STRATEGY | FINANCE | IMPLEMENTATION



Leopardo

Becky Werra
Director, Business Development
847.393.5438
rlwerra@leopardo.com

www.leopardo.com

Searching for Water and Energy Savings?

Saving water also means saving energy. Our engineering audit will uncover improvements, and the savings will be used to offset the costs. Let us help you find the answers.



For more information, call (847) 207-7268 or visit www.johnsoncontrols.com/water.



GOVERNMENT MANAGEMENT, OPERATIONS CONSULTING & FINANCIAL PLANNING



ACCOUNTING TECHNOLOGY ADVISORY
877.279.1900 SIKICH.COM

FGM exists to enhance communities by creating quality environments. Since 1945



Oak Brook 630.574.8300
Chicago 312.942.8461
O'Fallon 618.624.3361

fgmarchitects.com

FGM ARCHITECTS

Different by CHOICE
& leading the way in Risk Management



Illinois Municipal League Risk Management Association
RMA

Contact us for a quote at 217-525-1220 or online at www.imlrma.org

ComEd
Energy Efficiency Program

SPECIAL SAVINGS FOR THE PUBLIC SECTOR

ComEd.com/PublicSectorEE

© Commonwealth Edison Company, 2018
The ComEd Energy Efficiency Program is funded in compliance with state law.

Leading clients to a **higher level of performance.**

Mike Wojcik MBA, CLU, CFP®
Senior Vice President / Employee Benefits
mike.wojcik@thehortongroup.com
(708) 845-3126

Les Peach
Vice President / Business Insurance
les.peach@thehortongroup.com
(708) 845-3656

Insurance / Risk Advisory / Employee Benefits
HORTON

**Our purpose is simple:
to help provide financial
security for our clients and
their families**

John Passananti, CLU
 Founder & Senior Managing Partner
 The Business Strategies Group of IL
 A Division of AXA Advisors, LLC
 Tel: (630)575-5000
 John.Passananti@axa-advisors.com
 www.axa.com

AXA Advisors, LLC.
 1515 W. 22nd St., Ste. 300
 Oak Brook, IL 60523

AXA Advisors, LLC (member FINRA, SIPC).
 1290 Avenue of the Americas, NY, NY 10104.
 GE-80880 (10/12) (Exp. 10/14)

AXA ADVISORS
 redefining / standards®

GovHR USA
 GovTemps USA

**Executive Recruiting
 Interim Staffing
 Human Resource Consulting
 Management Consulting
 Professional Development**

info@govhrusa.com GovHRusa.com info@govtemps.com

enterprise
FLEET MANAGEMENT

Christine Cortina
 Account Executive

Enterprise Fleet Management
 395 Roosevelt Rd.
 Glen Ellyn, IL 60137
 USA
 630-942-5900

Christine.M.Cortina@efleets.com
 630-534-7726 tel
 630-335-7663 cell
 630-364-4803 fax

efleets.com

RoadBotics

**Advanced
 Automated
 Affordable**

Road Condition Assessments using smartphones and AI

www.roadbotics.com sales@roadbotics.com

**Complete IT Services
 for Municipalities**

- Experienced, on-site engineers
- 24x7x365 remote monitoring and Helpdesk services
- IT services tailored to your needs and environment

Prescient Solutions

Schaumburg Corporate Center
 1515 Woodfield Rd., Suite 880
 Schaumburg, IL 60173
 847-240-3900

www.prescientsolutions.com/municipal

B K V
 GROUP

Architecture
 Engineering
 Interior Design
 Landscape Architecture

Henry Pittner, AIA
 p: 312.525.3367
 www.bkvgroup.com

SHAKOPEC CITY HALL

**Fire • Police • Village Hall •
 Public Works**

Call for ILCMA Committee Volunteers

Have you wanted to get more involved with ILCMA, but just haven't gotten around to it? Well, now's your chance as the following 2018-2019 Committees need members:

Professional Development Committee

2018-19 Chair – Sharon Tanner, Assistant Village Manager, Glencoe

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

Membership Services Committee

2018-19 Chair – Peggy Halik, Assistant Village Administrator, Woodridge

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

Promote the Profession Committee/

Communications Committee – this committee is under review because of the adoption of the new strategic plan. It is proposed that it become a Communications Committee and encompass Promote the Profession activities as well as communication about the profession. 2018-19 Chair – TBA

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

Committee on Professional Conduct (based on vacancy per term requirements and regional representation) 2018-19 Chair – Jim Norris, Village Manager, Hoffman Estates

The Committee on Professional Conduct is responsible for:

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

If you are interested in serving on any of the above committees, please contact Dawn S. Peters by June 18, 2018 at dpeters@niu.edu or call her at 815-753-0923.



MAXIMIZING REVENUES
for local governments

AZAVARAUDIT.COM
(312) 583-0100

AZAVAR
AUDIT SOLUTIONS, INC.

SERVING COMMUNITIES THROUGHOUT ILLINOIS.
Please contact Jason Perry or visit our website to learn more about how we can maximize your revenue.



IRMA Intergovernmental Risk Management Agency

IRMA is a member-owned, self-governed public risk pool. For nearly 40 years, IRMA has provided municipalities a full range of comprehensive insurance coverage, risk management consultation, claims administration and trainings.

By becoming a member, your organization can benefit from:

- Broad coverage customized for municipal needs
- Grant programs to reduce your risks and losses
- Stabilized, transparent contribution formula
- In-house risk management consulting services
- Comprehensive loss prevention and training services
- Excellent return on investments, averaging 7% annually
- Professional, public-entity, specific claims and litigation management

To learn more, visit chooseIRMA.org or contact us:
Margo Ely • Executive Director
(708) 236-6333 margoe@irmarisk.org



Your Partner In Service

MUNICIPAL MANAGEMENT SERVICES

Ph. (630) 530-2991


**Designing Customized Financial Solutions
for Outstanding Communities.**



EHLERS
LEADERS IN PUBLIC FINANCE

www.ehlers-inc.com

Strengthening
Communities
Together



**Green
by design.**

ctsgroup.com
636.230.0843

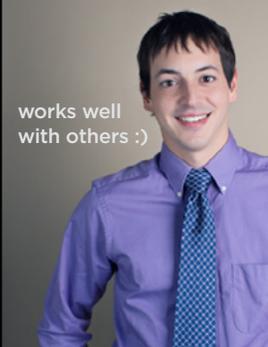
**Turn-key Solutions for
Energy Efficiency**

- / Engineered solutions improve energy & operational savings
- / Maximize economic and environmental impact
- / Provide safe, comfortable and productive environments
- / Guaranteed price, savings and performance



powering lives

An Exelon Company



works well
with others :)

**PERSONAL
APPROACH
TO CIVIL
ENGINEERING**



**GEWALT HAMILTON
ASSOCIATES, INC.**

847-478-9700
www.gha-engineers.com



PROFESSIONAL SERVICES

More ideas. Better solutions.®

Champaign: (877) 352-0081
www.msa-ps.com

ENGINEERING • SURVEYING • ARCHITECTURE • ENVIRONMENTAL • PLANNING • FUNDING

Senior Advisor Column

Looking Through the Rear-View Mirror



By Bob Kuntz, ICMA/ILCMA Senior Advisor

For 42 years, I did what you do. I've had a variety of duties and held a variety of job titles, such as intern, Assistant to the City Manager, Personnel Director, acting Public Works Director, Borough Administrator, Assistant City Manager, City Clerk, Treasurer, and City Administrator.

All these experiences have taught me two valuable lessons that have enabled me to survive and succeed in this pressure packed environment that we call city management.

- 1) Be a good listener. Listen carefully to what others have to say and then take it into serious consideration before acting.
- 2) Always say what you will do and then do what you say.

Listening is a lost art. It takes time and it takes discipline to concentrate rather than give into multitasking distractions. It is important to remember that we are in the people business. It is the ultimate sign of disrespect if you do not give your undivided attention to the person who is talking to you.

We have all been put on the spot when we are expected to resolve a problem or authorize an immediate action to address a situation. Resist the temptation to make a snap decision or promise to do something that cannot be accomplished. If you cannot do something, say so. Don't sugar coat it. Clearly state your position in terms of limitations/justifications. If you do agree to act, clearly state your plans/intentions and then be sure to follow-up to make sure that it gets done as promised. Nothing leaves a more bitter taste than promises that are made but not kept or fulfilled.



www.hlplanning.com

Industry leaders in **innovation**

Nationally recognized **plans and graphics**

Effective and engaging community **outreach**



community planning
urban design
economic development

Advancing Civic Leadership

CLA Courses Qualify for ICMA's Voluntary Credentialing Program

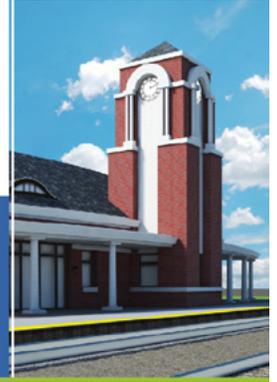
June 20, 2018 – NIU-Naperville
 Improving Intergovernmental Relations/Partnerships
 with Local, Regional, State and Federal Agencies

The new lineup for 2018-19 will begin in September.

www.cgs.niu.edu



BUILDING A FOUNDATION FOR LOCAL GOVERNMENT SUCCESS



TAILORED SERVICES
CREATIVE SOLUTIONS
PERSONAL ATTENTION

James A. Petrakos
 Principal Architect
 Daniel J. Peck
 Business Development
 630.455.4500
 TriaArchitecture.com



Document Transparency • Agenda Item Workflow • Software Subscription

Affordable Solutions to empower
 Civic Governments and Communities through
 Shared Documents, Agendas, Minutes and Videos

Ruekert • Mielke

Let Ruekert & Mielke, Inc. focus on your infrastructure so you can focus on your community!

WAUKESHA, WI • KENOSHA, WI • MADISON, WI • CHICAGO, IL
 GLOBAL WATER CENTER, WI • FOX VALLEY, WI
www.ruekertmielke.com



thomas a. thomey
 tthomey@mgpinc.com
 847-656-5698 Ext. 704
 mobile: 847-366-6235
www.mgpinc.com

Proud service provider for:



ILLINOIS PUBLIC RISK FUND
Cost Control Through Cooperation Since 1965

IPRF is the premier and preferred provider of Workers' Compensation Insurance in Illinois. We lead by example and set our standards high for others to follow.

For more information, please visit www.iprf.com



Manage Costs by Maximizing Your Tax Savings

We offer expense management services for you and your employees.

Kathleen Weisenbach
 800-654-8489, ext. 5945
americanfidelity.com

AMERICAN FIDELITY
 a different opinion



ESB-3222-0214

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 hi-weekly) contact with the MIT, encourage others to contact the MIT, and will keep the ILCMA Secretariat aware of the MIT's status. The Board liaison will coordinate closely with the Senior Advisors and between the two entities should provide the MIT with the support services available through the ILCMA and the ICMA.

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

John Kolata	jdkolata@hotmail.com	309-525-2359
Janet Matthys	janetmatthys@gmail.com	708-698-1523
Kathy Katz	knelake@gmail.com	847-721-7602
David Nord	dave3441@yahoo.com	815-520-9757
Austin Edmondson	aedmondson4@roadrunner.com	901-299-6967

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.

3rd Quarter
2018 Legacy
Project
Luncheons



On May 23rd, Rebecca Buckwalter-Poza, a writer and legal analyst, tweeted “I sued the President, and I won” after a Court ruled that President Donald Trump violated her First Amendment rights by blocking her on Twitter. The District Court had found that the Constitution applies to social media platforms of public officials and that the president’s Twitter feed is a public forum.

Join Attorney Yordana Wysocki to discuss what this means as government officials and employees, when a private social media account is considered “public” and how this intersects with employee relationships and discipline.

Ms. Wysocki has represented and defended local governments and their employees for the last ten years with Hervas, Condon & Bersani, P.C. in Itasca, Illinois.

3rd Quarter Luncheons
Brown Bag (bring your own)

Wednesday, July 11
Libertyville Village Hall
118 W Cook Ave
Libertyville, IL 60048
[RSVP for Libertyville](#)

Wednesday, August 1
Elk Grove Village Hall
901 Wellington Ave
Elk Grove Village, IL 60007
[RSVP for Elk Grove](#)

Wednesday, September 5
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.*

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

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), 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***
Situated 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.

Baltimore Host Committee Video Shown at the San Antonio Annual Conference



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



SENECA SYSTEMS

Innovators of
Online Government



Adam Isern
Regional Sales Manager

P + 310.656.3100 ext. 396
C + 913.967.9978
F + 310.656.3103

aisern@visioninternet.com



500 Park Blvd. | Suite 800
Itasca, IL 60143
p 630 221 1212
www.williams-architects.com

ARCHITECTURE | PLANNING | INTERIORS



ClarkDietz

CIVIL/ENVIRONMENTAL
TRANSPORTATION
STRUCTURAL
MECHANICAL/ELECTRICAL

ILLINOIS • INDIANA • WISCONSIN
Champaign • Chicago • Elmhurst • clarkdietz.com

SIEMENS

Becky Werra, LEED® AP
Energy and Environmental Solutions
Becky.Werra@Siemens.com • (847) 493-7764

Siemens Industry, Inc. - Building Technologies Division
usa.siemens.com/buildingtechnologies



NORTHERN ILLINOIS UNIVERSITY
**Center for
Governmental Studies**
Outreach, Engagement, and Information Technologies

BUILDING STRONGER REGIONS THROUGH INNOVATION AND COLLABORATION

SERVICES TO LOCAL GOVERNMENT:

- Strategic planning
- Comprehensive survey research
- Community and economic development
- Demographics and mapping
- Economic impact analyses
- Professional development
- Digital financial reporting

Contact:
Dawn S. Peters
Assistant Director
Public Management and Training
815.753.0923
dpeters@niu.edu

www.cgs.niu.edu



Building & Fire Construction Codes

2420 Vantage Drive | Elgin, IL 60124

Richard A. Piccolo
President
Master Code Professional

Website: Constructioncodes.com

Phone (847) 428-7010 | Fax (847) 428-3151 | Email rpiccolo@bfccs.org

THE ILLINOIS FIRE CHIEFS ASSOCIATION NEEDS YOUR HELP...

DO YOU KNOW AN ILLINOIS FIRE CHIEF OR A CHIEF OFFICER WHO HAS MADE SIGNIFICANT AND ONGOING CONTRIBUTIONS TO THE FIRE SERVICE IN ILLINOIS?

DO YOU KNOW AN ILLINOIS FIRE CHIEF OR CHIEF OFFICER WHO HAS MADE OUTSTANDING CONTRIBUTIONS TO THE FIRE SERVICE AT THE NATIONAL LEVEL?

DO YOU KNOW AN ILLINOIS FIRE CHIEF DESERVING OF RECOGNITION?

CAN YOU PROVIDE INFORMATION ON A CHIEF OFFICER THAT DEMONSTRATES EXCELLENCE...

- ❁ **PUBLIC EDUCATION AND LIFE SAFETY ADVANCEMENTS**
- ❁ **INNOVATIVE AND ENTREPRENEURIAL EFFORTS**
- ❁ **EDUCATION AND CREDENTIAL PORTFOLIO**
- ❁ **PUBLIC-PRIVATE SECTOR CONTRIBUTIONS**

PLEASE CONSIDER NOMINATING A CHIEF OFFICER FOR RECOGNITION AS

ILLINOIS FIRE CHIEF OF THE YEAR

OPEN TO ALL ILLINOIS CHIEF OFFICERS - ANYONE MAY SUBMIT A NOMINATION

THERE ARE FOUR CATEGORIES OF AWARDS:

- ❁ **CHIEF OFFICER OF A FULL TIME FD WITH A POPULATION OF 25,000 OR MORE**
- ❁ **CHIEF OFFICER OF A FULL TIME FD WITH A POPULATION UNDER 25,000**
- ❁ **CHIEF OFFICER OF A PART TIME FD OF ANY SIZE POPULATION**
- ❁ **CHIEF OFFICER OF A VOLUNTEER FD OF ANY SIZE POPULATION**

FOR MORE INFORMATION AND TO OBTAIN AN APPLICATION VISIT

WWW.ILLINOISFIRECHIEFS.ORG/FCOY

APPLICATION DEADLINE IS AUGUST 10, 2018

DON'T DELAY, NOMINATE TODAY!

FOR QUESTIONS ABOUT CHIEF OF THE YEAR RECOGNITION EMAIL CHIEF JOHN BUCKLEY AT JBUCKLEY@PLVW.ORG

Open Access Benchmarking

“Tools that facilitate professional management should be widely available—not limited to just a few. So ICMA is proud to launch Open Access Benchmarking for the entire local government community.”

—Marc A. Ott, ICMA Executive Director

ICMA introduces a benchmarking initiative that's open to *everyone*:



NO Fees for Participation



NO Reporting Deadlines



NO Software Requirements

BENCHMARKING MADE EASY

You know that a sound performance management system lays the groundwork for assessing and improving public service delivery. And you've probably taken steps to compare your performance metrics with those of other cities or counties—at least informally.

ICMA now provides a forum for comparative benchmarking with a new, streamlined approach that minimizes staff effort and provides access to performance data from jurisdictions of all sizes.

This new approach is simple, software-neutral, and led by participants, not by any single organization. So you can reap the benefits of benchmarking in the way that works best for you and your community without a significant investment of staff time or budget dollars. You can:

- Compare on 80 key performance indicators defined by consensus (plus 54 specific to counties)
- Zero in on the metrics that are useful to you
- Use the reporting and analysis software of your choice
- Download the data from all participants for use as you see fit

Data collected from pilot jurisdictions and prior ICMA benchmarking efforts is already available online. No need to enroll. Just download at:

icma.org/benchmark

ICMA Conference Scholarships



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.

**ILCMA ENGAGES ICMA
IN LEGISLATION OF
CONCERN TO ILCMA
MEMBERS REGARDING
ILLINOIS SENATE BILL
SB3604**

At it's May ILCMA Board Meeting, the ILCMA Board discussed the impact that SB 3604 which creates the Government Severance Pay Act. According to the Illinois General Assembly website, "this Act provides that a unit of government that enters into a contract or employment agreement, or renewal or renegotiation of an existing contract or employment agreement, that contains a provision for severance pay with an officer, agent, employee, or contractor must include specified provisions in the contract. Provides that nothing in the Act creates an entitlement to severance pay in the absence of its contractual authorization or as otherwise authorized by law. Defines terms."

The ILCMA Board engaged the ICMA in writing a letter to the Honorable Al Riley, Chair of the State Government Administration Committee. The letter is as follows.

May 15, 2018

The Honorable Al Riley
Chairperson
State Government Administration Committee
Capitol Building, Room 115
Springfield, IL 62706



INTERNATIONAL CITY/COUNTY
MANAGEMENT ASSOCIATION
777 N Capitol St. NE, Ste. 500
Washington, DC 20002-4209
202.962.3680 | 202.962.3500 (f)
icma.org

Dear Representative Riley:

Illinois Senate Bill SB3604, which would establish the Government Severance Pay Act, would eliminate severance packages for government employees fired for misconduct and would limit severance packages in other cases to an amount not to exceed 20 weeks' compensation. While it is important to eliminate golden parachutes for individuals who violate the public trust, the members of ICMA believe that limiting the amount of severance available to ethical professionals who work on a day-to-day basis in a highly politicized environment would significantly undermine the ability of Illinois communities to attract and retain talented individuals as appointed professional local government managers. We strongly oppose such a change.

ICMA has long held that the salary and compensation for an appointed city, town, or county manager should be based on the position requirements, the complexity of the job reflected in the composition of the organization and community, the leadership required, labor market conditions, cost of living in the community, and the organization's ability to pay. We also hold that the severance provisions established in an employment agreement must be reasonable and affordable—so that the cost of the severance is not an impediment to fulfilling the governing body's right to terminate a manager's service, if desired—but should be consistent with the role and expectations of the position. The *ICMA Model Employment Agreement* (see attached) recognizes that the organization's ability to pay affects the amount of severance offered. Nationally, according to ICMA's 2017 CAO Salary Survey, 64 percent of respondents indicated that they are eligible for six to 12 months' severance.

Appointed local government managers or administrators are hired by and serve at the pleasure of the elected body and generally do not have guaranteed terms of office or tenure. They are evaluated based on their responsiveness to the elected legislative body and to the community and on their ability to provide efficient and effective services. If the administrator is not responsive to the elected officials, he or she may be terminated at any time. In that sense, the manager or administrator's responsiveness is tested daily.

These at-will executives can be terminated at the next board or council meeting. Many of these highly trained managers and administrators move from out of the state or region to accept a position with a community, and they may be forced to move back out of the area when their employment is terminated. Also, it can typically take six months to a year for an appointed local government manager or administrator to find a new position.

It is for these reasons that employment agreements that provide for six to 12 months or more of severance have become standard practice within the U.S. local government management profession. While eliminating severance for cause or unethical or criminal behavior is appropriate, arbitrarily limiting the potential severance of appointed city, town, or county managers or administrators to 20 weeks seems unnecessarily restrictive.

(next page, please)

continued from page 24

We encourage the members of the State Government Administration Committee to reject SB3604 or to consider eliminating the 20-week cap for professional appointed city, town, and county managers or administrators.

Sincerely,



Marc A. Ott
ICMA Executive Director

Attachment: ICMA Model Employment Agreement

Cc: The Honorable Sam Yingling, Representative, 62nd District
The Honorable Robert W. Pritchard, Representative, 70th District
The Honorable Sara Wojcicki Jimenez, Representative, 99th District
The Honorable David McSweeney, Representative, 52nd District
The Honorable Christian L. Mitchell, Representative, 26th District
The Honorable Kathleen Willis, Representative, 77th District



SAVE THE DATE
#ICMA2018
BALTIMORE

DISCOVER THE CHARM OF
Charm City
September 23-26, 2018



Legacy Project

ADVANCING WOMEN IN LOCAL GOVERNMENT

2018 Seminar

Thursday, October 11

8:15 a.m. to 9:15 a.m.:

Registration, breakfast & book distribution.

9:15 a.m.: Session Begins

11:30 a.m.: Book signing & meet the authors.

Location:

Maggiano's Little Italy
1901 E Woodfield Road
Schaumburg, IL 60173

Registration Fee:

\$60 Members

\$85 Non-Members

\$95 Membership Dues &
Registration

\$20 Intern/Student

[Register Online](#)

A copy of Andrea Kramer and Alton Harris's *Breaking Through Bias* is included with registration.

Breaking Through Bias

Communication Techniques for Women to Succeed in the Work

As the topic of our most recent Legacy Book Club discussions the book, *Breaking Through Bias*, by Andrea Kramer and Alton Harris, was very much enjoyed. So we are now thrilled to announce that Ms. Kramer and Mr. Harris will be our presenters for the Legacy



Project's 2018 Seminar. The seminar will be an interactive session that includes identifying and overcoming the discriminatory effects of gender bias. In addition, Andie and Al will lead an important discussion of realistic career situations and decisions that could be affected by gender bias – and how to minimize the likelihood of this happening.

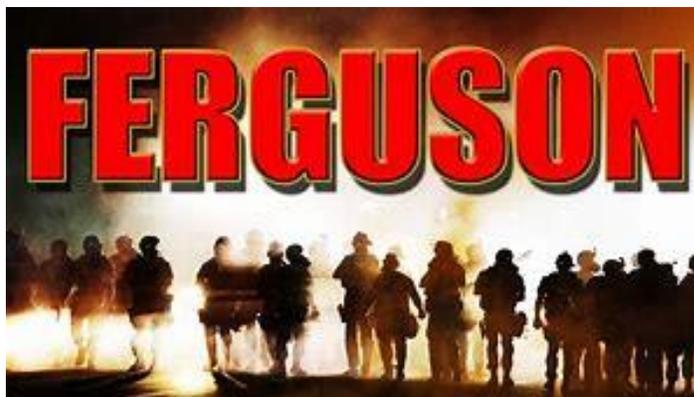
Attendees will gain:

- ⇒ An understanding of the operation of gender stereotypes and workplace bias;
- ⇒ A recognition of the bottom line value of truly diverse leadership teams;
- ⇒ Techniques to use to show how to be effective, and skillful leaders, without triggering stereotype backlash;
- ⇒ An appreciation of the role men and organizations can play in assuring that women can advance as fast and as far as the men while minimizing the gender bias negatively influencing career-affecting decisions.

Register early to reserve your spot! Registrations received before May 5th, will be able to pick up their book at the Legacy Conference on May 18th.

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

www.legacyprojectnow.org



IT CAN HAPPEN ANYWHERE AT ANYTIME!

ARE YOU PREPARED?

IS YOUR COMMUNITY PREPARED?

Social unrest, riots, national (and possibly international) press descends on the community, scared citizens, elected officials put in the spotlight – what do you as an administrator and assistant administrator? Are you prepared? Are you on the same page? It doesn't take long to shift the narrative!

“Ferguson: The Rush to Judgment” - DON'T MISS THIS VERY SPECIAL SESISON AT THE UPCOMING SUMMER CONFERENCE! John Shaw, former city manager, Ferguson, and Pam Hylton, former assistant city manager, Ferguson, will discuss the roles they filled as they navigated through this incredible experience. They will also share the critical lessons learned including the elected officials' role and police and employee preparedness. The final half hour of the session will include round table discussions to bring the issue home and will be led by Dr. John Nalbandian.

For complete information about the summer conference which takes place June 13 – 15 in Collinsville, visit <https://www.ilcma.org/conferences/>.

ILCMA Affiliate Boards Announce 2018-19 Board Members

2018-19 IAMMA Board

President: Andrew Lichterman, Assistant Village Manager, Deerfield

Past-President: Kimberly Richardson, Acting Administrative Services Director, Evanston

President-Elect: Hadley Skeffington-Vos, Deputy Village Manager, Niles

Directors:

Jack Linehan (incumbent), Assistant to the Village Administrator, Gurnee

Brian Southey (incumbent), Management Analyst, Public Works, Elk Grove Village

Sam Barghi, Public Works Analyst, Carol Stream

Evan Michel, Management Analyst, Buffalo Grove

2018-19 Metropolitan Management Association Board

To Be Announced

2018-19 Downstate City/County Management Association Board

President: Scott Smith, City Manager, Charleston

Vice President: Darin Girdler, City Administrator, East Moline

Secretary/Treasurer: Kelsey Lock, City Clerk, Effingham

2017-19 Illinois Association of County Administrators Board

President: Ken Terrinoni, County Administrator, Boone County

Vice President: Scott Hartman, Deputy County Administrator, McHenry County

Treasurer: Colleen Gillaspie, County Administrator, Henry County

Secretary: Sharon Schallhorn, County Administrator, Bureau County

Past President: Peter Austin, County Administrator, McHenry County

2018-2020 Southwest Illinois City Management Association Board

To Be Announced

2018-19 Legacy Project Board

President: Robin Ellis, Assistant Village Administrator/Community Development Director, New Lenox

President Elect: Kimberly Richardson, Acting Administrative Services Director, Evanston

Secretary: Stephanie Dawkins, City Administrator, St. Charles

Treasurer: Jessica Spencer, Project Administrator, Infrastructure Engineering, Inc

Past President: Jennifer McMahon, Human Resources Director, St. Charles

President Elect:

At-Large Board Members:

Denise Burchard, Assistant to the Chair, Department of Public Administration

Robin Weaver, Senior Advisor, ILCMA/ICMA

Paula Schumacher, Village Administrator, Bartlett

Mysi Desantis, Communications and Human Resources Generalist, GovHR USA



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
- Live speed coaching events, talent development resources, and more.

Learn more by visiting us at
icma.org/coaching

Platinum sponsor:



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 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

**Downstate City/County Management Association Meeting
August 9 & 10, 2018
Arcola, Illinois**

Thursday, August 9, 2018

- 4:00 p.m. Tour of Aikman Wildlife Park
- 5:00 p.m. Reception & Dinner at Reclaimed Food and Spirits
(Dinner to follow at 6 p.m. and is not included in registration fee)
125 N CR 425 E, Arcola, IL

Friday, August 10 2018 - Best Western Plus, Green Mill Village, 917 Green Mill Road

- 8:00 a.m. Breakfast at the Best Western Plus, Green Mill Village
- 8:30 a.m. **Douglas County CEO - Lessons learned from a First Year Youth Entrepreneurship Program**
Speakers: Stepheny McMahon, Class Facilitator, CEO & Students TBD
Many lessons were learned after guiding the first year of a youth entrepreneurship program in Douglas County. Learn how 12 students from four different high schools came together to build networks, start businesses, discover industry in their own communities, and teach their facilitator how to let them ask the questions.
- 9:30-9:45 a.m. Break
- 9:45 a.m. **Monticello Bootcamp -Growing Small Business Everywhere**
*Speakers: Callie Jo McFarland, Monticello Director of Community Development
Kerry Redshaw, Former Director Monticello Main Street*
The Monticello Bootcamp Program was created in fall of 2015, with the intention of filling vacant spaces in downtown through a grant-rewarded business plan competition. After 6 rounds completed, and over 130 individuals participating, the result has been an unexpected blessing, creating a strong networking climate for entrepreneurs of all types to feed off each other. The program is adaptable in any setting, and a great way to build and strengthen your business community.
- 10:45-11:00 a.m. Break
- 11:00 a.m. **Are Demographics Destiny? Creating Entrepreneurial Communities in Downstate Illinois.**
Speaker: Chris Merrett, Illinois Institute for Rural Affairs
An examination of population trends in downstate Illinois for the past two decades shows population stagnation or decline. These demographic trends negatively affect local community and economic development conditions. However, there are concrete strategies communities can take to address population decline and promote grassroots community and economic development. This presentation examines several strategies including strategic visioning programs, and local investments in entrepreneurship and community foundations.
- Noon Lunch and Business Meeting

Downstate City/County Management Association

**August 9 & 10, 2018
Summer Meeting
Best Western Plus in Arcola, IL**

Name: _____

Title: _____

Jurisdiction: _____

Address: _____

Phone: _____

E-mail: _____

Registration Fee: \$50 – Includes buffet breakfast & lunch on Friday. Please have registrations in by Friday, August 3, 2018.

Hotel Accommodations: Best Western Plus, Green Mill Village, 917 Green Mill Road, Arcola, IL. Please call 217-268-5000 to reserve your room by **August 1, 2018!** The rate is \$75.00 plus tax per night. The group name is under "Downstate City Managers."

Dinner Reservations: Please indicate if you are planning to arrive in time for dinner at the Reclaimed Food & Spirits. Dinner is "on your own."

Aikman Wildlife Park: The Aikman family would like to welcome you to explore the newest tourist attraction in central Illinois—Aikman Wildlife Adventure. Located between Arthur and Arcola, less than 6 miles west from Interstate 57 exit 203, this is a wildlife drive-through park where you can get up close and personal with animals you've only seen behind fencing at a zoo or on television. You'll have the opportunity to see and take pictures of animals right out of your vehicle while you drive the 1-mile long path through our Drive-thru. Once you have driven through the Drive-thru, you can experience our Walk-thru Adventure, where you'll see kangaroos, cavies, wallabies, lemurs and much more including our large Petting Zoo area.

Yes, I will attend the Spring Meeting at in Arcola, IL on August 9 & 10.

Yes, I will attend the social hour & dinner on Thursday evening at Reclaimed Food & Spirits Restaurant.

Yes, my spouse or partner will attend dinner on Thursday evening.

Yes, I will participate in the tour of Aikman Wildlife Park on Thursday.

Registration Deadline: Friday, August 3, 2018

Make check payable to: Downstate City/County Management Association
Center for Governmental Studies
N.I.U.
DeKalb, IL 60115
Fax: 815-753-7278

Questions: 815-753-5424

Cancellations: To receive a full refund, cancellations must be received by Friday, August 3, 2018. Registrants, who do not attend the meeting but have not canceled, are responsible for the entire fee. Registrants who have not paid will be billed.

Job Mart

Click here to see job listings

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



Speer Financial, Inc.
INDEPENDENT MUNICIPAL ADVISORS

ONE NORTH LASALLE STREET, SUITE 4100
CHICAGO, ILLINOIS 60602
Telephone: (312) 346-3700
Facsimile: (312) 346-8833
www.speerfinancial.com

HELPING CREATE THRIVING, VIBRANT COMMUNITIES

- ✓ Planning and Zoning
- ✓ Plan Review and Inspections
- ✓ Code Enforcement
- ✓ Automated Solutions

CONNECT WITH US:
Steve Nero
Regional Business Development Manager
snero@safebuilt.com
312.339.0436

SAFEbuilt. Learn more at SAFEbuilt.com

Bluestem
ENERGY SOLUTIONS
Providing economic development and rate stability through energy solutions at the local level.
402-933-8291
bluestemenergysolutions.com
info@bstem.biz

AQUA SM | **130 YEARS**

- 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
JPBilotta@aquaaamerica.com
815-614-2042

EEI *Engineering Enterprises, Inc.*

Meeting Municipal Engineering Needs Today

- Water
- Wastewater
- Transportation
- Stormwater
- Land Surveying
- GIS

Planning • Design • Construction

52 Wheeler Road, Sugar Grove, IL 60554 ~ (630) 466-6700 tel ~ www.eeiweb.com

BAXTER & WOODMAN
Consulting Engineers

Specializing in the following services:

- Water
- Wastewater
- Transportation
- Stormwater
- Construction
- Municipal
- Technology
- GIS

815.459.1260 • baxterwoodman.com

McGrath
CONSULTING GROUP, INC.
Fire/EMS/Police Consulting
Human Resources Consulting

Providing over 50 years of public safety and human resources expertise.

815.728.9111
www.mcgrathconsulting.com

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.

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

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 or www.ilcma.org. and follow the instructions.