

Oh, shift!®

FEB
6-8
2019

REGISTER BY FEBRUARY 1

MANAGING CHANGE IN YOUR PERSONAL
AND PROFESSIONAL LIFE FOR POSITIVE IMPACT

WINTER CONFERENCE 19



Tentative Schedule

■ WEDNESDAY, FEBRUARY 6 ■

NOON

Registration Open

1:00 ~ 4:00 P.M.

Exhibitor set-up

1:00 ~ 4:00 P.M.

Pre-Conference Session:

#MeToo in the Work Place

1:00 ~ 4:00 P.M.

ICMA-RC Appointments

6:00 ~ 7:00 P.M.

MIT Reception with Senior Advisors

6:30 ~ 7:00 P.M.

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

7:00 ~ 9:00 P.M.

Welcome Reception hosted by
Downstate/SWICMA

■ THURSDAY, FEBRUARY 7 ■

6:45 ~ 7:30 A.M.

Yoga courtesy of The Legacy Project
Sponsored by Gallagher Benefit
Services

7:30 ~ 8:30 A.M.

Breakfast

8:30 ~ 8:45 A.M.

GMIS Presentation/Introduction to
Technology Showcase

8:45 ~ 10:00 A.M.

Welcome/Introductions

Opening Keynote – Doug Smith

The Source Awakens – People and
Government

10:00 ~ 10:30 A.M.

Break in Exhibit Hall and Technology
Showcase

10:30 ~ 4:00 P.M.

ICMA-RC Appointments

10:30 A.M. ~ 4:00 P.M.

Resume Reviews/Mock Interviews

10:30 ~ 11:30 P.M.

Concurrent Sessions

Session 1: What are Opportunity Zones and
Business Improvement Districts?

Session 2: Building Better Organizations:
Programs, Policies, and Practices for Everyone

11:30 ~ 12:45 P.M.

Lunch & ICMA/IML Updates

ICMA Update – Cheryl Hilvert, ICMA Midwest
Regional Director

Legislative Update – Brad Cole, Executive
Director, Illinois Municipal League

12:45 ~ 1:00 P.M.

Break in Exhibit Hall and Technology
Showcase

1:00 ~ 2:00 P.M.

Concurrent Sessions

Session 1: Illinois Solar – What's Next:
A Look at the SolSmart Initiative

Session 2: Synergies and Strategies: How
Local Government is Knocking Down Barriers
for Business

2:00 ~ 2:30 P.M.

Break in Exhibit Hall and Technology
Showcase

2:30 ~ 4:05 P.M.

Rapid Fire Session on Alternative Service
Delivery

4:05 ~ 4:20 P.M.

Break in Exhibit Hall and Technology
Showcase

4:20 ~ 5:20 P.M.

Concurrent Sessions

Session 1: Q & A for Aspiring Managers/
Administrators

Session 2: Tales from the Range

6:00 ~ 8:30 P.M.

Dinner at Children's Discovery Museum

8:30 ~ 11:30 P.M.

IAMMA Social

■ FRIDAY, FEBRUARY 8 ■

6:30 A.M.

ILCMA 5K Run/1.5M Walk

8:00 ~ 9:00 A.M.

Breakfast

8:30 ~ 10:30 A.M.

Field Trip: Normal Fire Station – LEED Certified

9:00 ~ 11:00 A.M.

ICMA-RC Appointments

9:00 ~ 10:30 A.M.

Session

Unraveling the Mystery of Municipal Bonds
Session: Moody's Exposed

10:30 ~ 10:45 A.M.

Break in Exhibit Hall and Technology
Showcase

10:45 ~ 12:00 P.M.

Closing Keynote: Jennifer Powers

Oh Shift!

Book signing to follow closing keynote.

SAVE THE DATE ILCMA SUMMER CONFERENCE

EAGLE RIDGE, GALENA, IL

JUNE 5 - 7 2019

Session Information

WEDNESDAY, FEBRUARY 6

1:00 – 4:00 P.M.

PRE-CONFERENCE WORKSHOP:

#MeToo in the Workplace

Pre-Conference Session Registration

Cost: \$50

Participants will learn about how to help mold the culture of the workplace and ensure that the proper structures are in place to facilitate open communication. The session, while addressing changing legal requirements, will move beyond policy and into sharing concepts and tools working for other employers.

Learning Objectives:

1. Changes in legal requirements related to #MeToo;
2. How to ensure that you have the proper workplace environment in place to support open communication and reporting;
3. Hear from professionals about successful programs and suggestions implemented proactively; and
4. Learn about structures put in place by others to encourage openness and acceptance in the workplace and beyond..

Speakers: Yvette Heintzelman, Clark Baird Smith, LLP; Adriane Johnson, Populus XP, LLC; Megan Hansen, Police Department, Buffalo Grove

Addresses ICMA Practice Areas 8 (Policy Facilitation & Implementation) and 13 (Human Resources Management and Workforce Engagement)

THURSDAY, FEBRUARY 7

8:30 – 8:45 A.M.

GMIS & Introduction of Technology Show Case

Learn about how City Managers can support their IT department, what to be aware of in IT, and available resources (free and otherwise)

8:45 – 10:00 A.M.

Opening Keynote: The Source Awakens—People and Government



Speaker: Doug Smith, Vice President, Robert H. Smith Center for the Constitution, Montpelier

Local governments may be feeling caught in the crossfire of today's most explosive debates, but there is something deeper at play. Populist awakenings are as much about the realignment of institutional ownership as the policies making headlines. Courage begins with understanding the source of power.

Addresses Practice Areas: 2 (Community Engagement), 3 (Equity and Inclusion), and 8 (Policy Facilitation and Implementation)

10:00 – 10:30 A.M.

Break in Exhibit Hall and Technology Showcase

10:30 – 11:30 A.M.

CONCURRENT SESSIONS

Session 1: What are Opportunity Zones and Business Improvement Districts?

This session will provide a brief overview on the new Opportunity Zones that were created as part of the new federal tax bill as well as Business Improvement Districts which have been available for the last decade.

Learning Objectives:

1. What are Opportunity Zones (O-Zones)? How were they created? Do I have one? How do I take advantage of it? What do I need to do?
2. What are Business Improvement Districts (BID)? What are the advantages and disadvantages of them? How do I create one? Where are there successful examples?

Moderator: Dave Hulseberg, Executive Director, Berwyn Development Corporation

Panelists: Victor Narusis, Deputy Director Office of Business Development, IL DCEO; Tricia Marino Ruffolo, Economic Development Advisor, Ehlers; Bill Heniff, Director of Community Development, Lombard

Addresses ICMA Practice Area 10 (Service Delivery)

Session 2: Building Better Organizations: Programs, Policies, and Practices for Everyone

Local government organizations are dynamic workplaces with diverse employee groups, so why would you target your policies and programs to one demographic? Cut through the diatribe and generational rhetoric as we explore programs, policies, and practices that can help engage and energize your entire workforce. In this session, we will delve into trends and highlight best practices for building a modern workplace.

Learning Objectives:

1. Learn about the best practices in Human Resources throughout the life cycle of an employee from recruitment to onboarding, retention to culture, employee development to exit interviews;
2. Learn how you can ensure your employees are excited to start a new job with your jurisdiction, stay engaged and motivated and perform at a high level; and
3. Learn about best practices in onboarding, stay interviews, recruitment techniques, building a healthy organization, and staying attune to the pulse of your workforce.

Moderator: David Cook, Executive Director, IPBC

Panelists: Heidi Vorhees, President, GovHR USA; Ben McCready, Assistant City Administrator, Geneva; Dan Streed, Deputy County Administrator, Boone County; Hadley Skeffington-Vos, Deputy Village Manager, Niles; Phil Kiraly, Village Manager, Glencoe

Addresses ICMA Practice Areas 4 (Staff Effectiveness) and 13 (Human Resources Management and Workforce Engagement)

11:30 – 12:45 P.M.

Lunch and ICMA/IML Updates

12:45 – 1:00 P.M.

Break in Exhibit Hall and Technology Showcase

1:00 – 2:00 P.M.

CONCURRENT SESSIONS

Session 1: Illinois Solar Initiative What's Next A look at the SolSmart Initiative

Solar capacity in Illinois has increased by 20 megawatts year over year and solar development is projected to expand significantly due to the Future Energy Jobs Act. Elected officials and local government staff are under increased pressure to create plans and processes for local solar development.

This session will address how local governments can establish goals for solar development and incorporate solar into local planning documents, such as comprehensive plans.

The panel will also provide an overview of SolSmart, a U.S. Department of Energy-funded program that provides no-cost technical assistance to local governments to help them make it faster, easier, and more affordable for residents and business to install solar energy systems. Attendees will hear from at least one Illinois community on how SolSmart helped it plan for increased solar development.

Learning Objectives:

1. Learn how to evaluate proposals for community solar or solar farms;
2. Learn about evolving best practices for enabling and guiding solar adoption, such as the principles and standards of low-impact solar farm development;
3. Attendees will learn how "solar-ready" concepts could be included in a zoning ordinance;
4. Attendees will learn about potential conflicts that solar development can create and how these might be addressed in planning documents; and
5. Understand the standards one can use to ensure solar farms create agricultural, environmental, and water quality co-benefits.

Moderator: Greg Crowe, AICP, MSA Professional Services

Panelists: Brian Ross, Senior Program Director, Great Plains Institute; Megan Day, AICP, Urban and Regional Planner, National Renewable Energy Laboratory; James Schroll, Project Manager, The Solar Foundation; Bob Palmer, Village Administrator, South Barrington

Addresses ICMA Practice Area 8 (Policy Facilitation and Implementation) and 10 (Service Delivery)

Session 2: Synergies and Strategies: How Local Government is Knocking Down Barriers for Business

Local government and business have an undeniable connection and relationship; services provided by municipalities to stakeholders are funded in part, by the many contributions that businesses (both large and small) have on the local economy and larger community. Businesses provide opportunities to attract people to cities and villages for commerce and entertainment, and draw individuals, organizations, business owners and corporations to purchase or lease property in residential, retail, commercial or industrial areas. This presentation will provide current and concrete examples of how local government is actively engaging with their business communities to promote an environment that is conducive to businesses surviving - and thriving as well.

Learning Objectives:

1. How municipalities are taking an active and engaging approach with business community members;
2. How barriers are being removed by local government to create an environment that is more streamlined to support business ownership and growth;
3. How business organizations/associations and municipalities can develop partnerships that promote the entire business community through communications; and
4. Shop local strategies/marketing campaigns that emphasize the importance and value of encouraging commerce and supporting the business community.

Moderator: Ray Keller, Village Manager, Village of Lake Zurich

Panelists: Ray Rummel, Village Manager, Elk Grove Village; Leslie McKnight, Senior Development Specialist, City of Peoria; Melanie Santostefano, President, Vicarious Productions, VP Public Relations; Jim Platt, Business Liaison, Village of Arlington Heights/AH Chamber of Commerce

Addresses ICMA Practice Areas 2 (Community Engagement) and 10 (Service Delivery)

2:00 – 2:30 P.M.

Break in Exhibit Hall and Technology Showcase

2:30 – 4:05 P.M.

BLOW IT UP! Rapid Fire Sessions on Alternative Service Delivery

During these sessions you will learn the basics on how various communities are using alternative service delivery to achieve positive outcomes in their communities or organizations. You will learn enough to discover if you are interested in learning more.

2:30 – 2:45 Joint Projects – Water Meters, HVAC, Street Lights... Oh My

During this session you will learn the basics on how three communities partnered to reduce costs on a complete automated water meter replacement program.

Speaker: Danielle Melone, Siemens Industry

2:50 – 3:05 Sharing Services – The Government IT Consortium

During this session you will learn about how seven municipalities are sharing IT services and completing joint projects to reduce costs and improve service delivery.

Speaker: Gary Nichols, InterDev, LLC

3:10 – 3:25 Partnering, not Competing, for Economic Success

During this session you will learn how several communities along the I-390 corridor are partnering to achieve economic development success in their region.

Speaker: John Harris, a5

3:30 – 3:45 Joint Leadership Development Training

During this session you will learn how several communities are partnering on a leadership development program to reduce costs and increase training opportunities for their staff.

Speaker: Jennifer McMahon, HR Director, St. Charles

3:50 – 4:05 Saving Costs on Mobile Devices in Fire Vehicles

During this session you will learn how the City of Geneva Fire Department saved significant costs by changing the type of mobile devices in fire vehicles.

Speaker: Benjamin McCready, Assistant City Administrator, Geneva

Addresses ICMA Practice Areas 6 (Strategic Leadership) and 10 (Service Delivery)



4:20 – 5:20 P.M.

CONCURRENT SESSIONS

Session 1: Tales from the Range

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

Speakers: ILCMA/ICMA Senior Advisors

Addresses ICMA Practice Area 18 (Personal Development)

Session 2: Q & A for New and Aspiring Managers – The Importance of Resiliency as a Manager

Have you had difficult times because of new staffing or other changes in your community? Have you encountered an unexpected stressful event in your community? Would you like some tips on dealing with various difficult circumstances? If so, this session is for you!

Learning Objectives:

1. The skill sets needed to navigate a change in staffing;
2. Understanding your role when change or an unexpected stressful event happens in your community; and
3. Steps to take during trying times.

Moderator: Maria Lasday, Village Manager, Bannockburn

Panelists: Rob Bahan, Village Manager, Winnetka; Julia Cedillo, Village Manager, La Grange Park; Jeff Fiegenschuh, City Manager, Rochelle

Addresses ICMA Practice Area 18 (Personal Development)

FRIDAY, FEBRUARY 8

6:30 A.M.

ILCMA 5k Run/1.5m Walk

8:00 – 9:00 A.M.

Breakfast

8:30 – 10:30 A.M.

Field Trip: Normal Fire Department

Dedicated in December 2017 at a cost of approximately \$9.25M, the new Normal Fire Department Headquarters station is a two-story, 25,000 square foot, LEED Certified facility that features four drive-through apparatus bays, a full

training center, and a commercial kitchen. In addition to the firefighters and paramedics on shift, the station houses the Department's Administrative and Prevention Division offices. The state-of-the-art training center consists of a large classroom space and a training (hose) tower that supports confined space and rappelling training. The living quarters for the firefighters and paramedics on shift include a commercial kitchen, dining room with custom made dining table (donated by the firefighters), media center, and exercise room.

Additional features include a green roof, rooftop eating space and an iconic fire pole.

Addresses ICMA Practice Areas 9 (Community and Resident Services) and 10 (Service Delivery)

9:00 – 10:30 A.M.

Session: Unraveling the Mystery of Bond Ratings – Moody's Exposed

Learn about bond rating trends in Illinois, how public safety pensions and Moody's new pension debt analysis are impacting municipal bond ratings, and best practices in how to prepare for a bond rating call.

Learning Objectives:

1. Bond rating trends in Illinois.
2. Moody's new approach to pension debt calculations and its impact on your bond rating.
3. Best practices in how to prepare for your conference call with a bond rating agency.
4. New strategies municipalities are using to fund pensions.
5. Trends in pension funding strategies.
6. A panel of your peers will talk about their "war stories" in dealing with pension funding/bond ratings.

Speakers: Stephan Roberts, Baird Financial Advisors; Anthony Miceli, Speer Financial

Moderator: Jeffrey A. Fiegenschuh, City Manager, Rochelle

Panelists: Scott Anderson, Finance Director, Buffalo Grove; Patrick Urich, City Manager, Peoria; Lowell Crow, City Manager, Freeport; Kenneth Terrinoni, County Administrator, Boone County; Ghida Neukirch, City Manager, Highland Park

Addresses ICMA Practice Area 12 (Financial Management and Budgeting)

10:30 – 10:45 A.M.

Break in Exhibit Hall and Technology Showcase

10:45 – 12:00 P.M.

Closing Keynote: Oh, Shift!



Speaker: Jennifer Powers

In this session, international speaker and best-selling author Jennifer Powers offers a fresh perspective on the shifts you can make to play a bigger game in both your personal and professional life. Based on the teachings and processes found in her best-selling book, *Oh, Shift!*, Jennifer Powers uses wit, humor, and audience interaction to help you to make positive changes that stick.

Book signing immediately after closing keynote.

Addresses ICMA Practice Area 5 (Personal Resiliency and Development)

Oh, shift!®

Jennifer's book will be available for purchase.

To to find out more about Jennifer, visit ohshift.com



Social Events

WEDNESDAY, FEBRUARY 6

6:30 - 7:00 P.M.

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

7:00 - 9:00 P.M.

**Welcome Reception hosted by Downstate/
SWICMA Reception at the Bloomington -
Normal Marriott**

THURSDAY, FEBRUARY 7

6:45 A.M.

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

6:00 - 8:00 P.M.

Dinner at Children's Discovery Museum

101 East Beaufort Street, Normal
(Open to all attendees; dinner is included in the registration fee – be sure to mark it on the registration form)

8:00 - 11:03 P.M.

IAMMA Social: Annual Euchre Tournament

Sponsored by E-AllianceGov
Medici, 120 W. North St., Normal, IL 6176

FRIDAY, FEBRUARY 8

6:30 A.M.

ILCMA 5K Run/1.5M Walk Meet inside the main lobby of the Bloomington-Normal Marriott at 6:00 a.m. We will have a group walk to the start line.

ICMA-RC, Mock Interview & Resume Review Appointments

ICMA-RC is once again offering financial consultations with members. If you would like to schedule an appointment with George Pantazis, ICMA RC, please call in advance toll-free phone: 1-866-265-5127; Direct: 847- 818-1241; Cell: 202-236-8750 or email him at gpantazis@icmarc.org. Appointments are available on February 6 (1 p.m. – 4 p.m.); February 7 (9 a.m. – 4 p.m.); February 8 (9 a.m. – 11 a.m.).

MOCK INTERVIEW & RESUME REVIEW APPOINTMENTS:

The ILCMA Membership Services Committee is pleased to offer conference attendees a one-hour mock interview and a one-hour resume review services. These services will be offered by Heidi Voorhees and Joellen Cademartori, GovHR USA. Appointments are available on February 8 (10:30 a.m. – 4:00 p.m.). Please contact Dawn Peters at dpeters@niu.edu to schedule an appointment.

Conference Committee

Chair - Ken Terrinoni, County Administrator,
Boone County

Jennie Maltas, Deputy Village Manager, Buffalo Grove

Ray Keller, Village Manager, Lake Zurich

Lowell Crow, City Manager, Freeport

Melissa Hon, Assistant to the City Manager, Bloomington

Tricia Marino, Ehlers

Bill Gruen, City Manager, Salem

Mitch Bair, City Manager, Collinsville

Dave Hulseberg, President/CEO, Berwyn Development Corporation

Randy Bukas, Deputy City Manager/Finance Director, Freeport

Debra Zimmermann, Associate Director, IMET

Dave Cook, IPBC

Nancy Hill, Community Development Director, Itasca

Jeffrey A. Fiegenschuh, City Manager, Rochelle

Kelsey Lock, Interim City Administrator, Effingham

Hadley Skeffington-Vos, Assistant Village Manager, Niles

Adam Simon, Ancel Glink

Brian Murphy, Village Administrator, Plainfield

Robin Ellis, Assistant Village Administrator, New Lenox

Ben McCready, Assistant City Administrator, Geneva

Alannah Doak, Management Analyst, Kenilworth

Melanie Santostefano, Vicarious Productions

Grant Litteken, Assistant City Administrator, O'Fallon

Dan Streed, Deputy County Administrator, Boone County

Dawn Peters, Executive Director, ILCMA

ILCMA 2019 | WINTER CONFERENCE

Accommodations

BLOOMINGTON - NORMAL MARRIOTT HOTEL & CONFERENCE CENTER

201 Broadway Avenue
Normal, IL 61761

Phone Number: 1.888.236.2427

Room Rate: \$141/night plus tax

Room Block Release: January 15, 2019

The room block is under "Illinois City/County
Management Association"

[Click here to
book a room](#)

Three Easy Ways to Resister

ON-LINE

ilcma.org/conferences

FAX

815-753-6900

MAIL

Send completed registration and payment to:

Outreach Services Registration Office

Northern Illinois University
DeKalb, IL 60115

Registration Deadline

REGISTER BY FEBRUARY 1, 2019

For a full refund, you must cancel your registration by **February 1**

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

Registration Rates

ILCMA Member \$225

Spouse/Partner \$100

Student \$50

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

Non-ILCMA Member \$350

Pre-Conference Workshop \$50

Thursday Dinner Only (spouse/partners) \$65

Oh, shift!®

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

Dress: Business casual

How to Save on Costs:

Carpool with your colleagues from a neighboring community

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