

City/County Management IN ILLINOIS

Volume 14 No. 8

Strengthening the quality
of local governance through
professional management

APRIL
2019



Calendar of Events

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

April 3
Legacy Brown Bag Luncheon
Libertyville

April 4
SWICMA Luncheon
East St. Louis, IL

April 12
IAMMA Annual Conference
Naperville, IL

April 18
Metro Manager Luncheon
Lombard, IL

April 18
**Joint IPELRA/ILCMA Professional
Development**
Lombard, IL

April 25 – 26
Downstate Spring Meeting
Rochelle, IL

May 1
Legacy Brown Bag Luncheon
Elk Grove Village

May 9 – 10
**ICMA Midwest Regional
Meeting**
Evanston, IL

May 16
Metro Manager Golf Outing
Glen Ellyn, IL

May 21
**ILCMA Professional
Development**
Elk Grove Village, IL

June 5
Legacy Brown Bag Luncheon
Naperville

June 5 – 7
ILCMA Summer Conference
Eagle Ridge in Galena, IL

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**Census
2020**
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President's Column

With Spring Finally Here, Let's Think About the 2019 ILCMA Summer Conference!

By Ray Rummel, ILCMA Summer Conference Chair and Village Manager, Village of Elk Grove

With this winter weather behind us, what better thought could we have than the ILCMA Summer Conference in Galena this June 5 – 7th.

Our goal this year is to have the best-attended summer conference yet. Please mark your calendar today for this wonderful upcoming event. Together, we can have an outstanding Summer conference, perhaps the best, ever. This year, the ILCMA Summer Conference is focused on personal leadership, leadership landmines, and making our communities and ourselves ready to tackle any crisis. The Summer Conference launches with Dr. Bruce Moeller, an NIU MPA who transplanted to Florida. Dr. Moeller will share his personal leadership experiences, including airplane disasters, hurricanes, floods, and tornadoes. From those experiences, he will offer powerful insights into strengthening our leadership teams to handle any crisis imaginable.

This year, we are also offering an unusual second opening keynote event: Public Management at Risk and the CAO at Risk. David Limardi and Dr. David Morrison will share some disturbing recent trends in government, including hidden interpersonal dangers. Most importantly, they will offer us deep insights into how to navigate these career and community crises events for our professional and community benefit.

Other Summer Conference programs focus upon developing the leaders around you, coaching yourself to avoid leadership landmines, strategies for holding difficult conversations, technological impacts on our communities, and several more inspirational and educational programs.

The Summer Conference closes with Melissa Agnes, an author and expert in being Crisis Ready. Following her inspirational four-step program, any leader can become both crisis-ready and crisis resilient.

In closing, please join us for the 2019 Summer Conference. We look forward to seeing you at Eagle Ridge on June 5, 6, and 7 for some great fellowship, interesting training, and wonderful comradery.

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ILCMA Nominating Committee Report & Recommendation to the Membership

March 27, 2019

Dear ILCMA Members:

It is with great enthusiasm that the ILCMA Nominating Committee recommends the following slate of candidates for the 2019-20 Association Board:

President-Elect (1-Year Term)

Ken Terrinoni

County Administrator, Boone County

Vice President (1-Year Term)

R. Drew Irvin

Village Administrator, Village of Lake Bluff

Secretary / Treasurer (1-Year Term)

Dorothy David

City Manager, City of Champaign

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

Peggy Halik

Assistant Village Manager, Village of Woodridge

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

Kevin Barr

Village Manager, Village of Clarendon Hills

As outlined in the Association's Bylaws (<https://www.ilcma.org/about-ilcma/bylaws/>), any corporate member wishing to add their name in nomination may do so by submitting a petition bearing the genuine signatures of at least ten (10) corporate members of the Association who are in good standing. The petition must be submitted by May 1, 2019. Submittals can be sent to my attention, Mike Cassady at the Village of Mt. Prospect, 50 South Emerson, Mt. Prospect, IL 60056 or mcassady@mountprospect.org.

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

Ray Rummel (ILCMA President's Designee)

Jack Linehan (IAMMA)

Scott Hartman (IACA)

Grant Litteken (SWICMA)

Robin Ellis (Legacy Project)

Scott Smith (Downstate)

Respectfully Submitted,

Mike Cassady, Village Manager, Mt. Prospect, IL
ILCMA President / Chairman of the Nominating Committee

Welcome New Members

Blake Eggleston, Student, Eastern Illinois University
Max Gonzalez, MPA Intern, Village of Hawthorne Woods
Loras Herrig, City Manager, City of East Dubuque
Aimee Ingalls, Village Administrator, Village of Peotone
Jennifer Jones, Parking Restriction Coordinator,

Village of Oak Park

Jake Litz, MPA Student, Northern Illinois University

Maria Munoz

Ivette Ortiz, Student, Northern Illinois University

Sara Phyfer, Management Analyst, Village of River Forest

Samantha Walley, City Administrator, City of LeRoy

Matt Walsh, Administrative Analyst, Village of Homer Glen



ILCMA is proud to announce the launch of ILCMA Connect on March 4. ILCMA Connect is an enhanced member benefit that is a powerful network to connect colleagues from across the state of Illinois to exchange knowledge and share solutions.

ILCMA Connect, which automatically enrolls all ILCMA voting members, students, and cooperating members, is a cloud-based, private online community. ILCMA has started off with one general community for launch, which includes an open forum for general discussion. The potential exists for affiliate associations to have their own specialty community, so look for this new feature soon.

ILCMA members will receive an email with a subscription notification. In addition to being able to chat with colleagues, members will be able to participate in discussions; access a library of resources specific to communities; and post images, videos and documents to share with others.

ILCMA Connect access is tied to ILCMA corporate membership. Members will be able to join communities, update individual profiles and manage the frequency of community notifications. To learn more and join the discussion, please visit the ILCMA Connect website.





The ILCMA Professional Development Committee in Collaboration with IPELRA invite you to an interactive, engaging and informative seminar titled:



SOCIAL MEDIA AND LOCAL GOVERNMENT “THE NEW INFLUENCE”

Panel facilitation and seminar discussions will be led by **Marian Gibson, ICMA-CM, Special Projects Coordinator for Village of Romeoville.**

Guest Presenters/Panelists include:

- **Melanie Santostefano**, V.P. Public Relations, Vicarious Productions, Inc.
- **Ghida S. Neukirch**, City Manager, City of Highland Park, IL
- **Greg Jones**, Attorney/Partner, Ancel Glink
- **Megan Meyer**, Assistant to the Village Manager, Village of Glencoe, IL

Date: Thursday, April 18, 2019

Time: 8:30 a.m. – Registration and Continental Breakfast
9:00 a.m. – 11:30 a.m. – Professional Development Session

Location: Harry Caray’s Italian Steakhouse
70 Yorktown Center, Lombard, IL
(attached to the Westin Hotel & Conference Center)

Cost: \$35 for Professional Development Only
\$60 if also attending the Metro Manager Luncheon (\$5 discount)
\$50 for Student/Intern if also attending the Metro Manager Luncheon
Metro Luncheon Topic: “Current Status of the Recreational Cannabis Initiative”
Members in Transition – receive complimentary registration
\$15 GoTo Meeting Access

RSVP: Online Registration: <https://www.ilcma.org/?p=8853>
By April 15 Email registration to Alex Galindo at agalindo@niu.edu

*Addresses ICMA Practice Areas
(2) Community Engagement; (9)
Community and Resident Service;
and (14) Communication and
Information Sharing*

Cancellations must be made by April 15, 2019. Any cancellations after that date will require full payment. Payment not received by event date will be invoiced with a \$5 invoicing fee.

ICMA | coaching program

Ethics in Action -- When It's Your Duty to Say "No"

– Free Webinar

Wednesday, April 10, 2019
11:00 a.m. – 12:30 PT (2:00 - 3:30 p.m. ET)

ICMA State Association Coaching Partners:

Alabama, Alaska, California, Colorado,
Connecticut, Florida, Georgia, Illinois, Iowa,
Kansas, Kentucky, Maine, Maryland,
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Nebraska, New Hampshire, North Carolina,
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*** Advance registration required for this webinar ***

<https://attendee.gotowebinar.com/register/1460798350902438658>

Ethical issues confront local governments large and small and require the attention of front-line employees to chief executives.

Webinar Topics:

1. What are the most prevalent ethical issues and how can you spot them?
2. What are examples of when you need to say "no" and how to do so effectively?
3. How can you strengthen the ethical culture in your organization and what roles can everyone play?

Presenters:

- * **Martha Perego**, Director of Member Services and Ethics, ICMA
- * **Nick Finan**, Executive Director, Management Services, Texas City, TX, and Ethics Committee Chair, Texas City Management Association
- * **Bruce Messelt**, County Administrator, Chisago, MN, and Professional Conduct Committee Chair, Minnesota City/County Management Association

Audience: all persons in or interested in local government

Meets Practice 1. Personal and Professional Integrity, 5. Personal Resiliency and Development

Post-Webinar Discussion Questions:

Many agencies organize groups to participate in the webinars (live or recorded) and discuss the topics among themselves after the webinars. Some are summarizing their discussions and distributing them to managers throughout their organizations. Here are some discussion starters for this session.

- a. What ethical areas are of particular concern for our agency?
- b. What efforts would help our agency strengthen its ethical culture?

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.

EPLI and #MeToo

Bobby Dufkis, Principal, Assurance Agency, Ltd.

If the entertainment industry hasn't made you rethink Employment Practices Liability Insurance, what will?

If you watched the Golden Globe Awards last year, you heard at least one of Seth Meyers' jokes including: "For the male nominees in the room tonight, this is the first time in three months it won't be terrifying to hear your name read out loud...". Politically edgy, but if you're a Seth Meyers fan, you note his comedic personality in this job.

The Hollywood movements such as #MeToo, Time's Up and others are empowering those impacted by sexual harassment to speak up. This means public entities and companies need to be prepared now more than ever to address sexual harassment allegations.

While "Corporate America" has embraced a zero-tolerance policy, being a victim of sexual harassment (at least until recently) still seemed to carry a certain stigma or accuser-perceived stigma. This social movement of zero-tolerance is gaining momentum; and as we know, the entertainment industry tends to be a trend setter.

So, how can municipalities protect themselves? Falling back on the popular saying, "the best offense is a good defense", is the exact way to ensure your government entity is prepared. This defense can be broken down into two key elements, your employment policy and your Employment Practices Liability Insurance (EPLI).

Employment Policy

Your employment policy will provide your leaders with a playbook on how they'll be expected to respond. As a best practice, this policy should be reviewed with the entity's employment attorney (who ideally understands your entity and is approved counsel with your EPLI carrier) to ensure it is comprehensive and addresses both state and federal considerations for the jurisdictions in which you operate. Your policy should consider:

- How employees are informed of the policy
- How officials and managers respond when notified
- How employees can confidentially submit a complaint
- How the privacy of the accused and the accuser will be maintained during and after an investigation
- How the investigation will be conducted and then communicated back



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- What safeguards will be in place during the investigation to protect both parties
- What disciplinary measures are in place to address founded complaints

A policy is only as good as its execution. Be sure, as a governmental entity, you're prepared to comply with and execute this policy when required.

Employment Practices Liability Insurance (EPLI)

While a policy will provide the ability to defend an allegation or complaint, it won't prevent allegations, founded or otherwise, to be made against your governmental entity. This is where an EPLI policy can assist in protecting your entity. Employment practice complaints (suits) are most commonly filed in federal court and average defense costs can range anywhere from \$60,000 - \$150,000. These costs can be incurred regardless of the ultimate finding, which, if adverse, will result in additional costs. All in all, not an expense to be taken lightly.

When reviewing your coverage, these critical questions should be considered and understood:

- Does your policy include both first-party and third-party coverage?
- Do the defense costs erode the coverage available to pay damages?
- What's the policy definition of a claim and incident, as well as when must the insurer be notified?
- What are the exclusions on the policy (especially any subject matter exclusions)?

Navigating employment practices liability issues can be tricky. Thoughtful preparation is key to help you best understand and manage your exposures.

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A Collaborative and Modern Approach to Reporting Financial Results

By Shannon N. Sohl, CPA, PhD, Senior Research Associate,
Northern Illinois University Center for Governmental Studies

The nearly \$4 trillion municipal bond market and the \$728 billion federal grants awarded require regulators and analysts to sift through thousands of data points to make sense of local government funding priorities and credit worthiness. Additionally, states and local governments spend a great deal of time preparing and using financial information that is not timely, consistently reported or in machine-readable format. Yet, financial data is critical for planning, allocating resources, financing programs, comparing to other entities or programs, and a whole host of other activities. Also, much of the information shared is the same data but reformatted to meet regulators' and stakeholders' reporting requirements (i.e., reporting to the MSRB, the state, TIF reporting, Popular Annual Financial reports, etc.).

In most cases, Illinois' financial data is about 180 days past the fiscal year-end when shared with the public and is generally locked up in PDFs (many which are scanned copies); searching or scraping the documents is not always an option and data aggregation is a manual and costly process.

Furthermore, there is little consistency in the way data is reported across entities. For example, some communities consider the maintenance of their parks, playgrounds and ball fields part of public works while others include it in the recreation budget. Some include garbage as public works while others consider that a part of general government. A library might be a department of a municipality, whereas for others it may be a component unit. Consistency from one year to the next is also disrupted by accounting and reporting changes, rendering distorted trend analyses.

Other reporting nuances such as the basis of accounting must also be taken. For example, comparing one entity's discretionary reserves (unrestricted net position) to another who is not reporting based on generally accepted accounting principles (GAAP) would be comparing one entity who accounts for pensions and other post-employment benefits as well as other long-term debt in their net position balance with another that does not. It's like comparing your net worth with your friend's when you are accounting for your mortgage balance and they don't. It could lead to decisions that don't make sense for you.



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Collaboratively developed modern tools such as a taxonomy (digital data dictionary) remove ambiguity of reported concepts and streamline the way information is prepared and shared, saving time and money and increasing the reliability of data analyses. Collaboration helps eliminate unnecessary reporting differences (i.e., reporting cash in the same manner in Aurora and Naperville and even in Dallas or New York), and a taxonomy helps articulate (through tagging) those differences that must remain for some (i.e., treating a water park as a discretely presented component unit in lieu of an enterprise fund). A good taxonomy is flexible but minimizes unnecessary inconsistencies.

States and local governments are encouraged to work together to develop a national solution - a governmental (nonproprietary and open source) taxonomy. Academia, tech firms, practitioners, states and local government, the US Census Bureau, the National Association of State Auditors, Comptrollers and Treasurers as well as other stakeholders working together on a taxonomy for government. Examples of sharing audit information with modern approaches in lieu of outdated PDFs can be found at <https://xbrl.us/xbrl-taxonomy/2019-cafr/>. Please email Shannon Sohl ssohl@niu.edu if you are interested in participating in the design and review process. All levels of participation are welcome.

Corporate Partner Spotlight

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Cleaner and Greener: Is Cng Right For You?

by Nirav Patel, PE, Clark Dietz, Inc.

Compressed Natural Gas (CNG) vehicles are gaining traction in today's transportation industry, but at a pace slower than originally anticipated. This may be due to lack of supporting infrastructure, higher initial cost of the vehicles, or simply because of unfamiliarity with CNG vehicles. The environmental and financial benefits of a CNG fleet present a valuable and sustainable solution for many organizations. Beginning in 2013, Pace, the Suburban Bus Division of the Regional Transportation Authority of Chicago, launched a plan to replace their fleet of 91 diesel powered buses at their South Facility in Markham, IL. The new fleet would be powered by CNG.

What is a CNG Vehicle?

A CNG vehicle is an alternative fuel vehicle that uses compressed natural gas as a fuel source. These vehicles operate by combining methane gas with oxygen for combustion, producing carbon dioxide and water vapor as by-products. CNG vehicles are being produced by various vehicle manufactures, and options are available to convert existing diesel and gasoline powered vehicles to CNG. See U.S. Department of Energy's Clean Cities website <https://cleancities.energy.gov/> for more information.

Benefits of CNG

Lower Emissions

CNG vehicles reduce carbon monoxide emissions by 90%, nitrogen oxide emissions by 50%, and other greenhouse gases by 13-21% over diesel or gasoline powered engines.

Improved Environment for Staff

Pace's CNG buses operate on a cleaner fuel and produce less odor and noise than diesel buses, providing a healthier and more pleasant environment for the people working in these facilities.

Economically Feasible with Short Payback Period

The construction cost for the Pace South CNG project was \$12 million, which included mid-life improvements and building new backup generators. The CNG fueling station and associated costs for facility upgrades are estimated to be approximately \$4 million. These costs are construction only and do not include the cost of the new CNG bus fleet. The real cost savings from this project is in reduced fuel costs. Pace estimated the switch from diesel to CNG would reduce fuel costs by approximately \$1M per year. In fact, in 2018, Pace has realized a savings of \$2M, doubling their expectations.

Maintenance Cost Reductions

Based on research completed by various entities,



maintenance costs for CNG vehicles are lower than traditional gasoline or diesel-powered engines. Since Pace's CNG fleet is new, they have yet to gather enough repair data to support this research; however, initial observations are that CNG buses have required less time in the maintenance facility than their diesel-powered buses.

Engineering Considerations for CNG Transition

Prior to converting an existing fleet or purchasing a new CNG fleet, an organization must consider various items to determine if CNG is the right choice for them. Following are some of the items that should be reviewed.

Source or Availability of Fuel

Whether to purchase fuel from an existing CNG fueling station or install a new CNG fueling station is a key decision. While it seems easier to purchase CNG fuel from an existing fueling station, it may be less convenient for organizations that already have fuel sources available on their site. Additionally, onsite fueling provides a better diesel gallon equivalent price than purchasing fuel from a retailer. Considerations for installing a new CNG fueling station include fleet size, quantity of fuel used, storage capacity onsite, and availability of high-pressure gas from a utility company or another source.

Storage and Maintenance of CNG Vehicles

Another key consideration for CNG transition is how vehicle maintenance is currently performed and what changes would be required with maintenance of CNG vehicles. If the fleet maintenance is performed inhouse, technicians must be retrained to work on CNG engines.

Facility Modifications related to CNG Vehicles

Because CNG is stored in gaseous form in tanks on vehicles, consideration must be given to whether the facility housing CNG vehicles will require infrastructure modifications to transition to CNG. Since natural gas is lighter than air, building ventilation systems must be modified, and the electrical and building heating requirements are significantly different for a CNG facility than for a diesel or gasoline facility.

Corporate Partner Spotlight

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Positive Arbitrage – It's Back

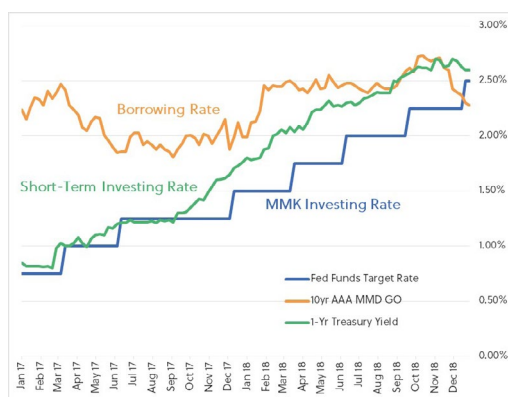
by Spiro C Hountalas, Senior Managing Consultant, PFM Asset Management

What Issues Could be Affected Right Now?

Earning positive arbitrage becomes more likely as interest rates rise. That is good news for tax-exempt bond issuers because interest earnings can become a legitimate contributor to project budgets. But it also means paying closer attention to arbitrage rebate strategy. At the moment, there are two critical categories to consider:

1. New bond issues with low borrowing rates (arbitrage yields) that are earning positive arbitrage or will soon earn positive arbitrage. Strong credits and short-term borrowings are the most likely to require attention. Any debt obligation with a bond yield of roughly 3 % or less has an opportunity to earn positive arbitrage based upon current and reasonably expected market conditions.

2. Bond issues from 2014 to 2016 with unspent balances in project funds. If not previously waived, the three-year temporary periods will expire in this higher interest rate environment. Issuers with waived temporary periods could realize benefits in the current market environment.



Waiving the Temporary Period

Even with rates rising, it may still make sense to waive the three-year temporary period on new project funds. The tables below may help you decide whether this is a conversation worth having with bond counsel.

Draw Schedule	Arbitrage Yield		
	Low (2%)	Mid (3%)	High (4%)
Short (<18 mos)	NO	MAYBE	MAYBE
Medium (18-24 mos)	NO	MAYBE	YES
Long (>24 mos)	MAYBE	YES	YES

Note that the information shown in the table above is based on current market conditions and current expectations for borrowing rates (arbitrage yields) on debt and investment rates for bond proceeds.

Remember that evaluating whether or not to waive the temporary period is a conversation to have with bond counsel while preparing the bond issue. It is a tax election that must be made in writing at settlement and cannot be changed thereafter.

Spending Exceptions – Use It or Lose It

Monitoring spending of new money bond proceeds is becoming more important than ever. The spending exceptions are rewards from the IRS that allow issuers to keep positive arbitrage if they spend bond proceeds quickly. In addition, unspent bond proceeds have been a topic of interest with the IRS, making the timely expenditure of bond proceeds vital.

Clients have to spend proceeds (and interest earnings) based on prescribed six-month benchmark spending requirements to meet an exception (see chart below). Because there is no catch-up provision, once an issuer misses a spending benchmark, the ability to meet the exception is lost.

Spending Exception	6 Months	12 Months	18 Months	24 Months
6-Month All Gross Proceeds	100%			
18-Month All New Money	15%	60%	100%	
24-month Construction Issues	10%	45%	75%	100%

Here are some strategies to consider when monitoring and mitigating potential risks:

- Engage a rebate analyst now, even for new bond issues. Fifth-year reporting is a must; annual reporting is better, especially while proceeds are outstanding.
- Talk to your rebate analyst and financing team in advance of pricing to discuss strategy and tax implications of your transaction.
- Connect with an investment advisor to make sure bond proceeds are not only invested, but invested wisely. Bond proceeds sitting in uninvested cash could be earning retainable interest.¹
- When executing a refunding, talk to your rebate analyst about preparing fi arbitrage reports.

continued on page 20



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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:

Jim Arndt, Former City Administrator, Effingham
Kathleen Gargano, Village Manager, Hinsdale
Matt Fritz, City Administrator, Coal City
Jim Grabowski, City Manager, Elmhurst
Cara Pavlicek, City Manager, Oak Park

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ILCMA AWARDS PROGRAM



NOMINATE A COLLEAGUE TODAY!
NOMINATIONS DUE BY APRIL 26, 2019

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

Robert B. Morris Lifetime Achievement Award

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

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

Qualifications

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

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

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

Special Service Awards

Service to the Association

Service to the Profession

Leslie T. “Les” Allen Service to the Community

Qualifications

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

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

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



ILCMA Awards Nomination Form



Name of Nominee _____

Current or Most Recent Position _____

Address _____

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

☐ Robert B. Morris Lifetime Achievement Award

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

☐ Service to the association

☐ Service to the profession

☐ Leslie T. “Les” Allen Service to the community

In the space below, indicate the reasons the above individual is worthy of the award for which she/he is being nominated (may attach separate sheet if necessary). Please **DO NOT** submit multiple letters of support. Nominations must be **received by April 26**. Send a pdf form of the nomination to: Dawn Peters at dpeters@niu.edu. Please put ILCMA Award Nomination in the subject line.

Name of Nominator _____

Signature of Nominator _____



The 2019 ICMA Midwest Regional Conference brings together local government leaders with a passion for becoming the next great smart community.

At this year's event in Evanston, Illinois from May 8-10, you and your team members will build a playbook filled with innovative ideas, and develop clear goals that guide how to approach, employ, and regulate the use of new technology as it becomes available in 2019 and beyond.

THE VENUE

Hilton Orrington/Evanston | 1710 Orrington Avenue | Evanston, Illinois 60201

Room rate: \$165 | Reservation cut-off date: April 16

SPEAKERS

- Keynote Speaker: Xavier Hughes, chief technology and innovation officer, ICMA
- Peggy Merriss, retired city manager, Decatur, Georgia and former ICMA President
- Ron Carlee, DPA, Professor, Old Dominion University, Norfolk, Virginia

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\$75	\$150	\$295	\$329	\$429
Students (ICMA Member and Nonmember)	Early Career Professional (ICMA Affiliate Members)	Early Career Professional (Nonmember)	Senior Level Professional (ICMA Full Members)	Senior Level Professional (Nonmember)

ICMA

SCHEDULE AT A GLANCE

Wednesday, May 8

12 p.m.-5 p.m. | Registration

1:30-3 p.m. | Midwest Regional Leadership Meeting

1:30-3:30 p.m. | Evanston Field Demonstration: The Garage

3:15-9 p.m. | Nominating Committee Interviews

3:45-4:45 p.m. | Connection Before Content

5:30-6:30 p.m. | Reception

Thursday, May 9

7:30-8:30 a.m. | Innovation Showcase/Breakfast

8 a.m.-12 p.m. | Registration

8:45-9:45 a.m. | Keynote: The Innovation Playbook for Local Government

10-11 a.m. | Breakout Sessions

Breakout I: From Analog to Digital – How to Emerge Victorious in the Smart City Rush

Breakout II: Midwest Roundtable Conversations. Topics include: (1) Dealing with Intrusive Technologies; (2) Local Collaborative Service Delivery; (3) Medical and Recreational Marijuana; (4) Citizen Engagement; and (5) New Approaches in Policing.

Breakout III: Is the Midwest Ready for Artificial Intelligence? How Cities Can Use AI to Make Data-driven Decisions: Normal, Illinois--a Case Study

11:15 a.m.-12:30 p.m. | Envision ICMA – Expand and Diversify ICMA Membership

12:30-1:45 p.m. | Innovation Showcase/Lunch

2-3 p.m. | Breakout Sessions

Breakout I: From Analog to Digital – How to Emerge Victorious in the Smart City Rush

Breakout II: Midwest Roundtable Conversations. Topics include: (1) Dealing with Intrusive Technologies; (2) Local Collaborative Service Delivery; (3) Medical and Recreational Marijuana; (4) Citizen Engagement; and (5) New Approaches in Policing.

Breakout III: Is the Midwest Ready for Artificial Intelligence? How Cities Can Use AI to Make Data-driven Decisions: Normal, Illinois--a Case Study

3:15-4:45 p.m. | ICMA University Workshop: Five Key Questions to Answer before You Create an Innovation Incubator in Your Organization

4:45-5:45 p.m. | Ethics Conversation on Tenets 5 and 6

6-9 p.m. | Reception

Friday, May 10

8-9 a.m. | Innovation Showcase/Breakfast

9-10 a.m. | Innovation in the Fire and Rescue Services

9-11 a.m. | ICMA University Workshop: Implicit Bias: A Barrier to Creativity, Innovation, & Inclusion

For session details and to register, visit
icma.org/events/midwest-regional-conference

The ICMA logo is displayed in a bold, dark blue font. The letters 'I', 'C', and 'M' are connected, with the 'A' following. A small square is positioned between the 'C' and 'M'. The logo is set against a background of light blue and white geometric shapes, including squares and rectangles of varying sizes, some of which are semi-transparent.

IML Managers Monthly Column

IML Provides Path Forward for Parity between Home Rule and Non-Home Rule Communities

By JoAnn Hollenkamp, City Administrator, Carlyle and IML Manager Committee Member

Illinois' communities are as geographically and demographically diverse as the powers statutorily afforded to them. Of the state's 1,298 municipalities, only 215 are currently granted home rule authority either by virtue of their population or by referendum.

Non-home rule municipalities carry the same financial woes as their home rule counterparts, including crumbling infrastructure, insufficient funding for critical services and skyrocketing pension obligations. However, non-home rule municipalities lack some of the essential financial tools that home rule municipalities are able to utilize to combat these issues.

As a part of their 2019 State Legislative Agenda, the Illinois Municipal League (IML) has unveiled legislative proposals intended to provide non-home rule communities with statutory and fiscal parity with home rule municipalities.

Current state law allows non-home rule municipalities to impose a sales tax of up to 1% in increments of 0.25%. The sales tax must be approved by voter referendum. Currently, revenue generated by a non-home rule sales tax can be expended on general municipal operations through December 31, 2020. Beyond this date, the revenue can only be used for public infrastructure costs and property tax relief.

IML's legislative proposal would allow local officials in non-home rule communities to enact a sales tax by a majority vote of the corporate authorities. Additionally, the legislation will extend the sunset date through December 31, 2030, to allow the revenue from these sources to be used for general municipal operations.

HB 825/SB 213: Non-Home Rule Imposition of Stormwater Utility Fees

Under current statute, home rule municipalities have authority to assess stormwater utility fees to cover the cost of owning, maintaining and improving stormwater management systems. Stormwater utility fees allow municipalities to more equitably fund their stormwater systems by assessing fees in proportion to how much a property contributes to stormwater runoff. In the absence of a stormwater utility fee, non-home rule municipalities often have to use increased property taxes as a funding source for stormwater systems.



IML's legislative proposal would allow non-home rule municipalities to assess stormwater utility fees in the same manner as home rule municipalities. This will create an equitable revenue stream less dependent on property taxes.

HB 826/SB 214: Municipal Gas Use Tax Parity

Currently, state law confers different taxing authority on municipalities based upon their home rule status. This disparity includes the authority to impose a use tax on out-of-state natural gas suppliers that deliver natural gas into Illinois through a pipeline system.

The lack of taxation authority for non-home rule municipalities deprives them of revenues available to home rule municipalities for similar transactions. Additionally, out-of-state natural gas providers selling natural gas within non-home rule municipalities are provided an unfair tax advantage over companies located within Illinois that are required to collect utility taxes.

IML's proposal would authorize non-home rule municipalities to impose a use tax on out-of-state natural gas providers that sell their product to consumers within Illinois municipalities. IML represents non-home rule and home rule communities alike. These proposals represent a small subset of IML's overall legislative agenda, but could potentially do wonders in generating additional revenue streams for communities whose statutory authority to do so is limited by their non-home rule status. I encourage all members to support IML in these endeavors.



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Legacy Project

ADVANCING WOMEN IN LOCAL GOVERNMENT

2nd Quarter 2019 Luncheons

Brown Bag (bring your own)

Wednesday, April 3

Libertyville Village Hall

118 West Cook

Libertyville, IL 60048

[RSVP for Libertyville](#)

Wednesday, May 1

Elk Grove Village Hall

901 Wellington Ave

Elk Grove, IL 60007

[RSVP for Elk Grove](#)

Wednesday, June 5

Sikich LLP

1415 W. Diehl Road, Ste. 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.



Weathering the Scorn

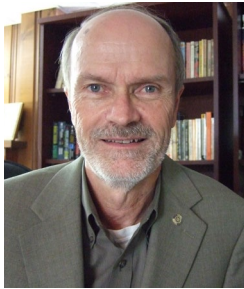
Whether it is the flood of FOIA requests received by staff, insults and criticism hailing down from citizens, or staff that is drowning from the demands of one resident, these situations make getting the rest of government business done seem impossible.

Mallory Milluzzi, partner at Klein, Thorpe & Jenkins, will lead a discussion of how best to “weather the scorn”. This session will provide tips, tools and best practices regarding how to manage difficult FOIA requests and requestors or difficult citizens in general. In addition, this session will provide advice as to what to avoid when faced with difficult individuals, especially in situations where emotions run high. Please come ready to share your experiences, questions and/or solutions!

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

www.legacyprojectnow.org

Senior Advisor Column



by John Phillips, ILCMA/ICMA Senior Advisor

“We keep our democracy fresh!” Those were the words of one city administrator who served in a community with two year terms for the mayor and members of the city council. Even with four year terms, the changes that result from elections

pose a unique challenge for the manager and administrator in a city or county. If you are fortunate enough to have a group of elected leaders who understand your form of government, the important policy role they play and also respect the responsibilities of staff, rest assured that elections will change this dynamic.

One of the most important things a manager or administrator should do is convey a sense of confidence. Being positive with staff and the elected body and offering a sense of stability in the midst of uncertainty is often needed. These changes after all are the inevitable result of the democratic process.

An orientation for newly elected officials is a great opportunity to introduce yourself, your team and your local government to the newest members of the elected body. Many communities have good outlines for these orientation sessions. If you don't have one or would like to improve the one you use, try out the new ILCMA Connect listserv, contact a trusted colleague or contact one of your Senior Advisors to find a tried and tested approach. These orientation sessions usually include a legal overview of important state laws such as Open Meetings and Freedom of Information. They should provide information about the legal basis and organizational structure of your local government and the services you provide. They often will also offer a tour of your facilities. New members are usually very interested in the logistics and the details of how your public meetings are conducted. So it is helpful to include this information as well.

Analyze your financial data, develop your utility rate analysis, create multiyear financial projections, and more!

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These sessions can be very important for some of the following reasons:

- You and your staff have the chance to make a good first impression. Conveying professionalism, openness, transparency and ethical values can build trust.
- It should showcase your professional staff. The official can observe the competence and experience of your team and come away impressed.
- One cannot assume that the person elected has a deep knowledge of your organization and the services you provide. This is a chance to inform them.
- It is an opportunity to show them your sincerity and interest in helping them be successful elected leaders.

Since we keep our democracy “fresh”, we will continue to have elections that result in changes to our boards and councils. No matter what is said during the election, a good orientation process can be the beginning of a good relationship. It is always worth the effort.

continued from page 9

- If you issued new money debt in 2014 through 2016, review unspent project fund balances, and determine if temporary periods have expired or will be expiring soon.
- Schedule arbitrage rebate calculations to help prevent exposure to unnecessary risk.

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April 25, 2019 – NIU-Naperville

Are You Thinking About a Community Survey? How, When, & Why

May 2, 2019 – NIU- Naperville

*New Civics and the Impact of Globalization**

May 16, 2019 – Giving DuPage/DuPage County Administration Building

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HORTON

**Metro Managers Association
Annual Golf Outing
Thursday, May 16, 2019**

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



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

4:00 PM Golf contest winners, raffle prizes, appetizers and 19th hole refreshments

Cost \$75.00 per person (payable online through ILCMA at <https://www.ilcma.org/events/metro-golf-outing-2019/> by April 25th)

Please Print:

Name: _____

Municipality/Company: _____

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Others in foursome:

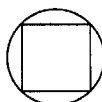
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Note: Limited availability not to exceed 80 golfers. First-come first-serve basis.

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Current Status of the Recreational Cannabis Initiative:

The potential impacts to communities

Illinois has been gradually moving toward legalization of recreational cannabis since medical use began in 2013. Illinois State Senator Heather Steans and Representative Kelly Cassidy state that they soon will introduce a bill to legalize recreational use for people 21 and older. It is reported that Governor Pritzker will act quickly on legalization when it is presented to him. As debate starts this Spring, municipalities should be thinking about whether and how to get a grip on the impacts to come.

Mark Burkland and Stew Weiss from Holland & Knight have been monitoring the initiative closely. They will present the current status of the proposed bill. They also will discuss the expected provisions of the bill regarding taxation, level of local control, and other key elements proposed by the bill's sponsors.

We expect that this will be a good opportunity to discuss the matter and ask questions. Please feel free to invite your Police Chiefs, Community Development Directors and others as you deem appropriate.

Date: Thursday, April 18, 2019

Time: 11:30 AM Networking
 Noon Lunch
 12:30 PM Presentation

Location: Harry Caray's
 70 Yorktown Center
 Lombard, IL

Cost: \$30 for Metro Luncheon Only (MIT's are Free)
 \$20 for Students/Interns for Metro Lunch only
 \$60 if attending both the Luncheon and the ILCMA Professional Development Program "*Social Media and Local Government – The New Influence*"
 \$50 for Students/Interns if attending both events

By April 15th: Online Registration: <https://www.ilcma.org/?p=8853>
 Email registration to Alex Galindo at agalindo@niu.edu
 Phone in Registration 815-753-5424

Cancellations must be made by April 15, 2019. Any cancellations after that date will require full payment.

ILCMA Memberhip 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.

Do you have Special Projects for which you need Additional Help? Has your Staff been Cut Back, but your Workload Increased or Stayed the Same?

If so, ILCMA has a solution to your problem. Have you ever considered utilizing one of ILCMA's programs to help fill temporary job assignments or conduct a special project? ILCMA has two programs that may meet your needs:

Member in Transition Program (MIT) – ILCMA keeps a list of Illinois managers and assistants in transition. These members are willing and able to fill positions, do special projects, and provide expert service to you and your community (list of MIT's below).

Professional Resource Program (PRS) – The PRS program consists of retired, semi-retired, and MIT's who are again able to do special projects, fill positions, and provide expert professional services to your local government. For information please visit the ILCMA website at <https://www.ilcma.org/programs-and-services/ilcma-professional-resource-service/>

The ILCMA Senior Advisors have the most current list of Members in Transition and Professional Resource Program participants. Please do not hesitate to contact either Dawn Peters at ILCMA or one of the Senior Advisors.

Also, don't forget about recent MPA graduates. This is a tough job market and many of them are searching desperately for a position. They may be willing to provide services on contract for short-term projects. This will help them gain additional experience while searching for their first full-time position. Contact any of the graduate schools in your area to identify students who may be willing to do this type of work.

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

Janet Matthys	janetmatthys@gmail.com	708-698-1523
Tim Ridder	timothyridder@hotmail.com	309-236-0929
Mike Mertens	michaelsmertens@yahoo.com	708-297-7126
Diana Dykstra	4dykstras@gmail.com	262-949-2494
Austin Edmondson	aedmondson4@roadrunner.com	901 299-6967
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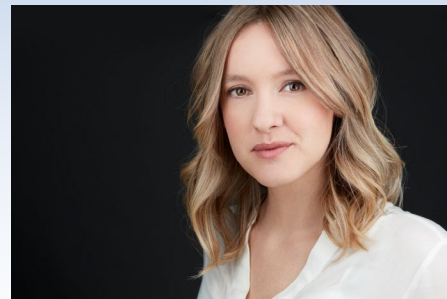
Leadership Landmines: Are you Crisis Ready?

Featuring Keynotes



Bruce J. Moeller

*“Leadership During Crisis:
Isn’t Everyday a Bit Challenging?”*



Melissa Agnes

*“Crisis Ready: Building an
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ILCMA Members Receive ICMA Credentialed Manager Designation:

Paula Hewson, Schaumburg, IL

Kelsey Lock, Effingham, IL

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- January 3
- April 3
- July 7
- October 2

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It's Your Time to Make a Difference in ICMA: Volunteer!

The 2019 call for volunteers is now open with opportunities to give back to the profession.



Why Volunteer?

What have you done for the profession lately? ICMA offers several ways to contribute. The 2019 call for volunteers is open for committees, task forces, advisory boards, coaching, mentoring, hosting, and more! Volunteers are the real heart of any organization: their passion, energy, and effort can change an organization for the better. Volunteers can make a difference!

[View 2019 Committee Opportunities](#)

What Makes a Good Volunteer?

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

Are you:

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

What Are the Benefits of Volunteering?

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

As a volunteer, you can:

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

Learn more about the 2019 volunteer initiatives and start looking for the right opportunity to make a difference today!

Submit by April 12, 2019!

Questions? Contact Member Benefits & Services at membership@icma.org.



2019 Webinar Schedule and Advance Registration Links



ICMA State Association Coaching Partners:

Alabama, Alaska, California, Colorado, Connecticut, Florida, Georgia, Illinois, Iowa, Kansas, Kentucky, Maine, Maryland, Massachusetts, Michigan, Minnesota, Missouri, Nebraska, New Hampshire, North Carolina, Oklahoma, Oregon, Pennsylvania, South Carolina, Texas, Utah, Virginia, Washington, Wisconsin

The following webinar topics were the highest rated in a poll of leaders across the ICMA State Association Coaching Partners and sponsoring professional associations. We recruit top presenters across the U.S.

Register now. Advance registration is required for each webinar. Simply click on the links below. Even if you can't attend a live session, register so that you'll receive an email when the digital recording is available. You also will find the registration links at <https://icma.org/coachingwebinars>.

Webinar Topic [link takes you to free registration]	Date and Time
Ethics in Action -- When it's your duty to say "no"	Wednesday, April 10 11a.m.-12:30 p.m. PT (2-3:30 p.m. ET)
Retooling Workplace Culture to Thrive in 21st Century	Thursday, May 16 10:00 – 11:30 a.m. PT (1:30-3 p.m. ET)
Encouraging Inclusive Communities	Wednesday, June 12 9:30 – 11 a.m. PT (12:30-2:00 p.m. ET)
Grappling with Gnarly Issues (opioids, homelessness, etc.) -- how local government can help	Wednesday, September 11 10 a.m.-11:30 a.m. PT (1-2:30 p.m. ET)
Promoting Trust in a Divisive World	Thursday, October 10 11:00 a.m.-12:30 PT (2-3:30 p.m. ET)
Having Difficult Conversations in Your Organization and Beyond	Thursday, November 14 9:30 -11 a.m. PT (12:30-2:00 p.m. ET)

Participate as a group. This is an excellent way to learn best practices together and boost talent at all levels. Each webinar includes a set of Post Webinar Discussion Questions to stimulate your conversation. It's like professional development in a box—add talent and stir.

Access presentations, resource materials, and digital recordings. You'll find these at the "Agendas & Archives" tab of <https://icma.org/coachingwebinars>. Subscribe to the free email list for webinar and program updates at <https://icma.org/coachingList>.

Tap additional resources to thrive in local government. Check out 1-1 Coaching, Talent Development, Career Compass articles, and other resources at <https://icma.org/icma-coaching-program>.

Job Mart

Click here to see job listings

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



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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.