

City/County Management IN ILLINOIS

Volume 14 No. 7

Strengthening the quality
of local governance through
professional management

MARCH
2019



Calendar of Events

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

March 6

Legacy 1st Quarter Luncheon
Naperville, IL

March 7

SWICMA Luncheon
Mascoutah, IL

March 21

Metro Manager Luncheon
Lombard, IL

March 21

ILCMA Professional Development
Lombard, IL

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 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

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**Census
2020**
MAKE SURE ILLINOIS COUNTS.



Spring is coming!

President's Column

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

ILCMA's Membership Services Committee is excited to announce the launch of ILCMA CONNECT on March 4! This new listserv replaces ILCMA Community and offers a great new platform to increase productivity, communication, and collaboration among our members. Through ILCMA Connect, you can easily post questions, view discussions, share documents, and more. Every morning, ILCMA members will receive an email summarizing the previous day's discussions. You can jump in at any time to participate in the discussion. Or you can pose your own question. And, best of all, you can do all of this via email if you prefer not to visit the website which is <https://connect.ilcma.org>.

Here's a quick overview of some of the new features you can expect on ILCMA Connect:

- Enhanced discussion capabilities. Now you'll receive emails that are more structured and easier to read than a traditional listserv or forum alert.
- Improved Member Directory search. You can find members by name, location, area of expertise, work setting, and more.
- Granular privacy controls. You can have complete control over what information you share with members of the community and your contacts.
- Centralized subscription management. You can manage your subscriptions to all discussions in one place. Choose to receive daily digests or real-time emails by group.
- Resource sharing. All attachments posted to discussions are archived in a dedicated Resource Library. You can also add documents to share anytime you want.

All ILCMA voting members will be auto-enrolled as members of ILCMA Connect. While members will have the option to opt-out of the service, we highly encourage everyone to participate and fully experience the tool before making that decision.

March 4, 2019 is our launch date. The Membership Services Committee and the full Board hopes that you will find this tool as useful as we believe it will be!

Who's Who Directory Update

Congratulations to **Jim Norris & Dan O'Malley** of Hoffman Estates and former ILCMA member **Bill Ganek** for being named ICMA's Top Five Award recipients for the 2019 ICMA Outstanding Mentor Awards. See complete article at <https://icma.org/articles/article/icma-proudly-honors-outstanding-mentors>.

Kelsey Lock, formerly the city clerk and most recently the interim city administrator, has been appointed as the deputy city administrator in Effingham.

Welcome New Members

Ryan Benson, The Garland Company
Shawn Browning, The Garland Company
Elizabeth Dechant, Student
Daniel Dodd, Retirement Plan Advisors
Larry Doria, CEO, P4 Security Solutions
Scott Jauch, MPA Graduate Student, DePaul
Darlene Kloeppel, County Executive, Champaign County
Kristen McCormack, Senior Public Sector Consultant, Baker Tilly
Kevin Schafer, BS & A Software
Jake Smith, Student
Stan Urban, PROCHAMPS
Christopher Walton, Assistant to the City Manager, City of Champaign



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.



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 _____

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.

New Law Limits Severance Pay for Contractual Employees

By: Adam B. Simon, Partner, Ancel Glink, P.C.

On January 1, 2019, the Government Severance Pay Act (P.A. 100-895) became effective. Under the new law, any covered unit of government that enters into a contract or employment agreement, or renews or renegotiates an existing contract or agreement, with an officer, agent, employee, or contractor must include the following provisions in the contract:

- (1) a requirement that severance pay may not exceed an amount greater than 20 weeks of compensation; and
- (2) a prohibition on payment of severance pay if the individual has been fired for misconduct by the unit of government.

Misconduct is defined in the new law to include, among other things, the following:

- conduct that is a deliberate violation or disregard of reasonable standards of behavior of an employee
- intentional and substantial disregard of the employer's interests or the employee's duties
- chronic absenteeism or tardiness in deliberate violation of known policy after a reprimand
- willful and deliberate violation of a state standard or regulation
- violation of the employer's rules
- other conduct, including criminal assault or battery on an employee, customer, invitee or abuse or neglect of someone under the employee's professional care.

The new law does not apply to employment agreements between government bodies and employees existing before January 1, 2019, although a unit of government would have to comply with the new contractual requirements when renewing or renegotiating an existing employment agreement. That will certainly affect the negotiations between employers and employees in any renewal of an existing employment agreement that includes a severance pay provision in excess of 20 weeks.

While the law does not contain an express preemption, there is some question whether it affects home rule municipalities because of the broad scope of governing bodies to which the Act applies, including all state agencies, units of local government (i.e., counties, municipalities, townships, special districts), school districts, and other bodies created by state statute or state constitution. Furthermore, the Act was approved by the required supermajority vote. Home rule municipalities should consult with their local counsel for guidance.

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The full Act can be found at 5 ILCS 415/1, et seq. The pertinent text of the new law (without definitions) is set out below:

Section 10. Severance pay.

(a) 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 the following provisions in the contract:

(1) a requirement that severance pay provided may not exceed an amount greater than 20 weeks of compensation; and

(2) a prohibition of provision of severance pay when the officer, agent, employee, or contractor has been fired for misconduct by the unit of government.

(b) Nothing in this Section creates an entitlement to severance pay in the absence of its contractual authorization or as otherwise authorized by law.

Other laws which also deal with severance or separation agreements include the Freedom of Information Act and the Local Records Act. As a reminder, FOIA mandates, "all settlement and severance agreements entered into by or on behalf of a public body are public records subject to inspection and copying by the public, provided that information exempt from disclosure under Section 7 of this Act may be redacted." This requirement has a direct impact on the confidentiality provisions which are often sought to be enforced. Furthermore, Section 3c of the Local Records Act addresses procedural rules for publishing a description of any severance agreement with an employee

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Operational Reviews: Aligning Resources with Strategy

By Caitlin Humrickhouse, Baker Tilly

The landscape of local government and citizen demands is ever changing. Confronted with new demands, it's easy to solve an immediate problem instead of pausing to take a holistic view. The result? Without a strategic approach, inefficiencies ripple throughout the organization; increasing financial pressures and taxing staff resources. Eventually, the organization's resources become misaligned from strategic objectives. Conducting an operational business review can address this misalignment.

During an operational review, your organization would follow a systematic strategic approach to understanding its operations and performance and examine the following areas:

External environment. Provides insight into the administrative, political, cultural and economic forces affecting the business climate.

Capacity. Creates awareness of financial management, process management and human resources practices, such as staffing.

Motivation. Aligns organizational objectives with mission, culture and history.

Phases of an operational review

Based on the complexity and scope of your challenges, it's best to split an operational business review into multiple phases. A proven approach to ensure nothing important is overlooked covers four phases:

Phase 1: Preparation

How you conduct the early stages of an operational business review will set you on a path to success or failure. During Phase 1, determine how your government will approach the process by outlining your strategy and preparing a work plan.

Phase 2: Data collection

Understand the big picture before drilling into key focus areas and articulating preliminary findings.

Develop interview protocols. Identify whom to interview and what to ask. Who are the process owners? Who else should participate?

Conduct interviews. Focus on the big picture and gather information on the external environment, mission and strategy, organizational culture, leadership, structure,



The image shows the Baker Tilly logo, which consists of a stylized 'b' icon followed by the word 'bakertilly' in a sans-serif font. Below the logo, the text 'Public sector advisory and assurance services' is displayed. Further down, the contact information '+1 (312) 729 8098 | caitlin.humrickhouse@bakertilly.com' is provided. At the bottom, in smaller text, it states: 'Baker Tilly Virchow Krause, LLP trading as Baker Tilly is a member of the global network of Baker Tilly International Ltd, the members of which are separate and independent legal entities. © 2019 Baker Tilly Virchow Krause, LLP.'

practices and processes.

Identify and analyze key issues. Develop an initial findings report after reviewing the interview findings and data review. Determine which findings may have the biggest impact that warrant further analysis

Phase 3: Targeted data collection

Build upon Phase 2 to develop solutions and alternatives for critical operational process challenges. For example, an operational review could shed light on low employee engagement; once identified, these issues would impact other phases of the review such as recruitment and retention practices and succession planning risks.

Develop data collection strategies to assess key initial findings. Focus on the identified gaps and challenges and obtain additional information. This may consist of requesting documentation or developing detailed follow-up questions.

Conduct additional interviews. During more thorough discussions, concentrate on specific details of the identified processes.

Develop comprehensive key findings. Use the data collected in Phase 2 and Phase 3 to create tailored recommendations for your government's processes, structure and policies.

Phase 4: Develop a roadmap for change

Analyze the results of the previous phases to identify links among critical factors that affect performance.

Finalize recommendations. Develop a recommendation to address each of the findings from Phase 3. Consider whether the proposed strategic changes will create beneficial change and align with organizational objectives not only immediately, but into the future.

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9 Ways to Save Energy That You Might Not Know About

As a public sector organization, a wide array of money-saving opportunities and energy efficiency incentives are available through your utility companies to help you save energy.

You're likely already aware of some of the opportunities—LED lights that use 75 percent less energy than incandescent bulbs, and HVAC tune-ups that provide greater temperature control and can help lower energy bills. But the typical public facility has dozens of other energy-saving opportunities of which you may not be aware.

Here are nine lesser-known energy efficiency measures worth considering. The ComEd® Energy Efficiency Program provides incentives for all of these measures to public sector customers located in the areas ComEd serves, which includes Chicagoland and much of northern Illinois.

Photocells — Like timers, but more effective, photocells react to sunlight—specifically, the lack of it. Photocells ensure parking lot and other exterior lights remain off until dusk and stay on until dawn, unless it's a gloomy day that requires extra illumination.

Vending misers — Those vending machines that keep beverages cold are really just inefficient refrigerators running nonstop. Vending misers let you raise and lower the temperature setpoint based on when folks are actually in the building and looking to buy a cold beverage. Don't worry, the drinks won't go bad.

Network power management software — Ease your computer energy use by installing software that facilitates network-wide efficiency settings. Remotely power down computers so they aren't wasting electricity all night and over the weekend.

Restroom exhaust fan occupancy sensors — This one is rather self-explanatory—we all want that restroom fan working when it needs to be. When the restroom is unoccupied, though, the fan is an energy hog.

Demand control ventilation — This technology manages how much outside air is brought into the building, which helps to make heating and cooling systems more efficient. This is a great option for making existing HVAC systems more efficient without the need for major equipment replacement.



Energy Efficiency Program

SPECIAL SAVINGS FOR THE PUBLIC SECTOR

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The ComEd Energy Efficiency Program is funded in compliance with state law.

Chilled water reset controls — Some facilities use chilled water to manage their HVAC systems to a certain temperature setpoint and, over time, the setpoint can change. By resetting the setpoint based on ambient and outside temperatures, the system can operate more efficiently based on fluctuating building occupancy.

Hot water heater timers — Why have water temperatures set to the same default during the overnight hours or on weekends? Schedule the water heater to run less during those times when hot water isn't likely to be needed.

ENERGY STAR® certified appliances — That old breakroom refrigerator is using way more energy than a newer ENERGY STAR certified model—35 percent or more, on average. If your facility has a cafeteria or other foodservice operation, the potential savings are even greater. Besides refrigerators, look for ENERGY STAR certified dishwashers, ice machines and ovens.

Lab fume hood upgrades — Schools, health departments and other public buildings with labs may be wasting energy by having fume hoods working when they don't need to be. More advanced hoods can vary the pull/draft, depending on what type of work is being done underneath.

ComEd public sector customers are eligible for incentives and technical assistance through the ComEd Energy Efficiency Program. Request a free facility assessment (ComEd.com/FacilityAssessment) and get a customized report detailing money-saving energy efficiency opportunities and recommendations for your facility.

To learn more, visit ComEd.com/PublicSector, or call 855-433-2700.



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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



continued from page 6 Ancel Glink, P.C.

who was found to have engaged in sexual harassment or sexual discrimination.

While FOIA and the Local Records Act dealt with public notice after these types of agreements were approved, the Government Severance Pay Act is the first law designed to control the amount of severance which can be granted and whether it is allowed. Officers and employees should consult with their local counsel prior to executing any form of employment agreement or severance agreement to ensure they are complying with all applicable laws.

continued from page 7 Baker Tilly

Create the business case. For each recommendation, clearly define the positive impact of change to the organization to create buy-in. Positive impacts may include cost reduction, revenue enhancement and risk mitigation, among others.

Conclusion

Don't be discouraged by the steps involved in an operational business review. Each phase is designed to help your organization on a path to continuous improvement. Executing the action plan will raise your government to the next level whether that's building organizational capacity, evaluating outcomes, promoting constituent dialogue or devising future strategies.

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Winter Conference Wrap up!

The ILCMA Winter Conference was held on Feb. 6 – 8 at the Marriott in Normal, IL and drew a record number of attendees at 285! The Conference Committee came up with some unique ideas such as a Technology Showcase where sponsors were provided an opportunity to showcase a technology that is of assistance to local government.

The Committee also added an innovative session idea called “Blow it Up” was offered with five rapid fire sessions of 15 minutes duration on topics like:

- Infrastructure projects, partnering with other governments;
- Sharing IT services;
- Partnering for economic success;
- Joint Leadership Development Training;
- Saving costs on Mobile Devices.

Keynotes and educational sessions included:

- The Pre-Conference workshop on #MeToo in the workplace and programs to encourage openness and acceptance in the workplace;
- Opening Keynote: “The Source Awakens-People and Government” with speaker Doug Smith from the Robert H. Smith Center for the Constitution;
- Opportunity Zones and Business Improvement Districts;
- Building Better Organizations through Best Practices in Human Resources;
- Illinois Solar Initiatives;
- How Local Government is Knocking Down Barriers for Business;
- Tales from the Range-Senior Advisors Share their Knowledge;
- Q and A for Aspiring Managers;
- A field trip to the Normal Fire Department;
- Bond Ratings and the Rating Agencies.

The closing Keynote was Jennifer Powers with the topic “Oh Shift”, on the shifts you can make in your personal and professional life for positive changes that will stick.

Social events included a welcoming reception on Wednesday evening, yoga on Thursday morning, dinner at the Children’s Discovery Museum Thursday evening, an IAMMA social event Thursday evening, and a 5k/1.5m walk Friday morning.



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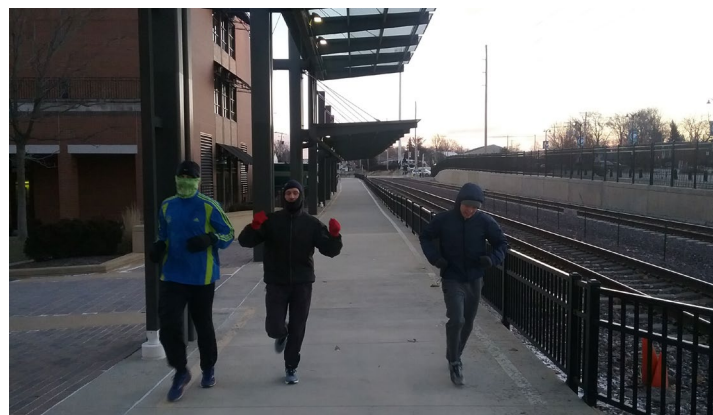
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Winter Conference Snapshots!







Pictured above (left) are the ILCMA Winter Conference Run/Walk winners standing at the Mark R. Peterson Plaza, named after the retired Town Manager of 20 years and assistant town manager for 10 years. Winners are, left to right, Anthony Isom, Mark Moran, Lisa Kotter, Peter Haney, Jim Grabowski and Denise Burchard. The runners and walkers braved cold (7 degree) and windy (-11 degree) weather to claim their prizes. It was not the coldest race in the winter conference history. The 2015 race in Normal had a starting temperature of -5 degrees and a wind chill of -11 degrees. The race director would like to thank Sue Bukas, Dylan Hollywood and LaTisha Paslay for their volunteer efforts and the Normal Park & Rec Department and the Winter Conference Committee for their support. See you at the starting line in Normal in 2020.

The ILCMA Winter Conference 5K had a first with 3 runners crossing the finish line at the same time (above right) Sharing the title of overall winner are, left to right, Mark Moran, Jim Grabowski and Peter Haney.

Legacy Project and ILCMA Invite Undergraduates to Winter Conference

The Legacy Project and ILCMA invited undergraduate students to attend the Winter ILCMA Conference in Normal, Illinois on Friday, February 8. A dozen students from Bradley University, Eureka College, Heartland Community College, Illinois State University, Illinois Wesleyan University, Knox College and Northern Illinois University attended the morning sessions. The first session, facilitated by Paula Schumacher, focused on a discussion of career options in local government and featured:

- Kinga Krider, City Administrator, City of West Peoria
- Jim Karch, Director of Public Works, City of Bloomington
- Matt Roeschley, Director of Human Resources, City of Champaign
- Scott Skrycki, Assistant Administrator, Village of Bartlett
- Steve Nero, private sector consultant and Village of Westmont Trustee

The panelists shared their career story and answered questions about their daily workload challenges and achievements. A second panel of graduate students from NIU and UIC opined about their experience in graduate school and working in internships. Many thanks to all of the graduate students who assisted in meeting with and mentoring the students

that morning. Special thanks to the graduate panel members: John Scopelliti, Phillip Love, Matthew Galloway, Kathleen Plutz and Octavius Hayes.

After the panel discussions, the students attended the closing keynote session with Jennifer Powers and had time to network with graduate students and panelists at a lunch sponsored by SAFEbuilt.

Many thanks to all of our panelists. Special thanks to SAFEbuilt and Steve Nero for participating in the panel and sponsoring the lunch!



SAFEbuilt®



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

REGIONAL CONFERENCE PRICING

\$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 icon is positioned between the 'C' and 'M'.

IML Managers Monthly Column

2019 – A year full of things to watch!

By Pam Reece, City Manager, Town of Normal & IML Managers Committee Member

What's on the horizon? What issues will be needing our attention this year? Of course, we expect pension funding to be a major topic of discussion and hopeful that bipartisan attention will be given to this issue. But what else should we be looking for this year?

From a statewide viewpoint, there are several issues that are expected to gather significant momentum.

Legalization of Recreational Marijuana – this issue has been a topic of conversation for a couple years. While there continues to be much debate, Governor Pritzker and state legislators have indicated that this issue will be addressed at the state level and that potential legislation will incorporate lessons learned from the 10 other states who have already legalized recreational marijuana. Until we know the details relative to marijuana legislation, it's difficult to know how best to prepare our communities. It is reasonable to expect legislation similar to alcohol consumption such as defining where marijuana would be a permitted or prohibited use or what age restrictions would apply. We will be awaiting details of any potential legislation.

Capital Bill – Each of us will eagerly be anticipating the hopeful unveiling of an infrastructure investment bill. Such a bill would require bipartisan support. One potential funding source being discussed for a capital program is an increase in the motor fuel tax. Municipal leaders are encouraged to open a dialogue with your state legislators sooner rather than later to best position your community for potential funding opportunities should an infrastructure bill be introduced.

Sales Tax – IML has introduced legislation (HB 270) with the support of Rep. Mike Murphy of Springfield that amends the Retailers' Occupation Tax Act. It is proposed that a purchaser making payment over the phone, in writing or via the Internet, with the goods delivered to a location within Illinois will have the sale sourced to the location where the property is delivered. HB 270 "deems the sale to have occurred at the customer's address if the goods are delivered and the delivery location is unknown."



Further, the proposed legislation provides that a unit of local government may require a retailer to collect and remit certain use and occupation taxes if the retailer qualifies as a "retailer maintaining a place of business within this State," under certain provisions of the Use Tax Act. In summary, HB 270 imposes a "destination-based" sales tax on online purchases. It supplements the October 2018 Marketplace Fairness Act which requires certain online retailers to collect and remit the State's Use Tax.

While there will certainly be several major legislative action items requiring our attention this year, recreational marijuana, infrastructure investment and sales tax collections are sure to be at the forefront, in addition to our persistent source of consternation: pension funding.

NOTE: Don't forget to register your community with IML's new GRANT FINDER service!



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Legacy Project

ADVANCING WOMEN IN LOCAL GOVERNMENT

1st Quarter 2019 Luncheons

Brown Bag (bring your own)

Wednesday, March 6

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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

Gaining Project Support from your team, elected officials & public

Have a new project idea...Been tasked with a large project at work...

Don't know where to begin? Join us for an interactive conversation and

ICMA coaching webinar to discuss gaining support for your project!

This session will showcase case studies to help you determine how to effectively present your project and how to successfully get your team onboard with your new project. After the webinar, the Legacy Project Luncheon Committee will facilitate a discussion about your specific project support questions and what experiences you have had that you found effective (or ineffective). Please come with any questions and/or experiences to share!



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

www.legacyprojectnow.org



The ILCMA Professional Development Committees Presents **Communication & Onboarding with Elected Officials**

The spring elections will be here before you know it. Are you preparing an onboarding strategy when those newly elected come through your door? What is your strategy for onboarding and orientation with your newly-elected officials? Have you reviewed your current methods of communication with your elected officials and thought about what can be improved? What guidance will you provide about elected officials' communication with the residents and constituents they represent? What are some of the legal pitfalls elected officials find themselves in, and how can we help to minimize that risk? And, what should you do if an elected official independently takes to social media? Having a specific plan for orienting elected officials and a common communication strategy can lead to successful relationships between managers, the elected body and the public.

Panelists will include:

Julie Tappendorf, Partner, Ancel Glink

Eric Palm, Village Administrator, River Forest

Phil Kiraly, Village Manager, Glencoe

Shawn Hamilton, Consultant, Gallagher

Date:	Thursday, March 21, 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 70 Yorktown Center Lombard, IL	Addresses ICMA Practice Areas 6 (Strategic Leadership); 8 (Policy Facilitation and Implementation); and 9 Communication and Information Sharing
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: <i>"The Greenest Region Compact"</i> Members in Transition – receive complimentary registration \$15 for GoTo Meeting Access	
RSVP:	Online Registration: https://www.ilcma.org/?p=8691 By March 15 Email registration to Alex Galindo at agalindo@niu.edu Phone in Registration 815-753-5424	

Cancellations must be made by March 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.

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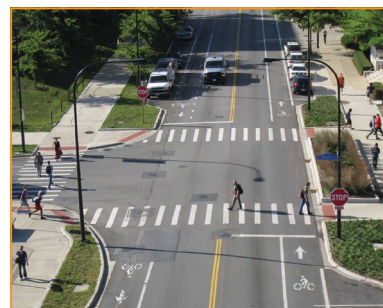
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ILCMA Memberhip Responsibilities For Members In Transition

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

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

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

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

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

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

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

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

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
Jeff Eder	Jeffery.eder@gmail.com	309-207-0543
Darin Girdler	dgirdler@gmail.com	618-971-8276

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Feb. 14, 2019 – NIU-Naperville

Trends in Employment Law and Collective Bargaining

Feb. 15, 2019 – NIU-Naperville

Leadership Lessons: Trying Times Demand Sound Leadership

Feb. 21, 2019 – Giving DuPage/DuPage County Administration Building

Grant Writing

Feb. 26, 2019 – NIU-Naperville

Strategic Choices and I.T. Leadership: Where Are You Going and Who is Going to Lead?

Mar. 5, 2019 – Giving DuPage/DuPage County Administration Building

The Lost Art of Listening

Mar. 7, 2019 – NIU-Naperville

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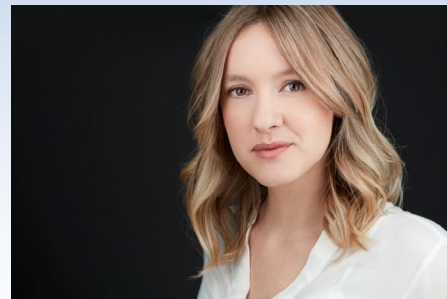
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Midwest Leadership Institute

Helping local government navigate a complex world in a time of disruptive change

Mission

To present an educational experience with intellectual depth and substance that focuses on the individual as leader and the person as a whole to encourage participants to connect interpersonally and emotionally to better lead themselves and others.

Values

Education

Scientific Objectivity

Developmental Growth

Health

Discipline

Ethical Behavior

More Information

To learn more about the Midwest Leadership Institute, takeaways, videos, and more, visit midwestleadershipinstitute.org or contact:

David Limardi

P: 847.533.0402

E: dlimardi@gmail.com

Robert Kiely

P: 847.703.3585

E: rrkiely@comcast.net

Dawn S. Peters

P: 815.761.8875

E: dpeters@niu.edu

Midwest Leadership Institute

Approach

A basic premise of the Midwest Leadership Institute is that successful outcomes in local government require a deep understanding of interpersonal leadership. The ability to understand individual and organizational behavior and the ability to diagnose why people act the way they do is crucial. The courage and discipline to admit when you do not know what you do not know, which requires you to know yourself and your emotions, is also a focus of the Institute.

Who Should Attend

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

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

Join a network of organizational leaders who have participated in the Midwest Leadership Institute and who continue to assist one another with workplace and personal challenges and celebrate successes. Participants also receive ongoing educational materials through the "members only" section of the MLI website and receive invitations to participant only events.

Curriculum

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

The Institute is an intensive 4.5-day program with both an internal self-focus and an external organizational focus. The Institute consists of nine learning pods including lectures, exercises, team discussions and team presentations. The most recent schedule and the events of the day can be found on the Midwest Leadership Institute website.

Instructors

A cross-disciplinary team of leading local government practitioners and experts in executive coaching and leadership development presents the program

- David E. Morrison, M.D.
- Daven Morrison, M.D.
- David M. Limardi, Limardi Consulting LLC, MPA, ICMA-CM
- Robert Kiely, MPA, ICMA-CM
- Dawn S. Peters, MPA

Logistics

Each program is limited to 40 participants to ensure time for one-on-one individualized coaching as well as small group and all-participant events. Tuition for the entire 4.5-day Institute is \$2299 and includes course materials, continental breakfast daily and lunch for four days. Organizations that send multiple participants are eligible for tuition discounts.

The Institute will be held **April 29 - May 3, 2019** at Northern Illinois University's Naperville campus, 1120 East Diehl Road, Naperville, IL.

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Illinois Clean Energy
community foundation

Net Zero Energy Building Program

The Foundation's Net Zero Energy Building Program awards grants to new construction or retrofit projects that achieve site net zero energy performance or better. Buildings must offset all their energy consumption with on-site generation from renewable resources. Grants of up to \$2,000,000 are available. The next deadline is July 18, 2019.

See <https://www.illinoiscleanenergy.org/energy-program/net-zero-energy-building-program> for details.

Net Zero Energy Wastewater Treatment Program

The Foundation's Net Zero Energy Wastewater Treatment Program awards grants to wastewater treatment plants (WWTP) committed to achieving and maintaining energy neutral performance. Plants must maximize energy efficiency and offset all of their energy consumption with on-site generation from renewable resources. The goal of the program is to encourage WWTPs to take a holistic approach integrating energy efficiency, renewable self-generation, and best practices. Grants of up to \$2,000,000 are available. The next deadline is July 18, 2019.

See <https://www.illinoiscleanenergy.org/energy-program/net-zero-energy-wastewater-treatment-plants> for details.

First Responder Resilience Pilot Program

The Illinois Clean Energy Community Foundation has launched a pilot program to improve the resilience of critical infrastructure through the installation of solar photovoltaic/energy storage systems. Grants are available to first responders and public agencies supplying water.

Photovoltaic (PV) panels with battery energy storage (BES) can provide electricity during power outages and emergencies. Facilities providing critical services can dramatically increase their resilience and ability to continue operating during emergencies if they have a PV/BES system in place. During non-emergency periods, the PV/BES system can reduce electricity purchases from the grid and utility demand charges; in some cases, PV/BES systems can also participate in the demand response and frequency regulation markets.

Eligible applicants can receive up to \$0.50/Watt for the PV system (or 60% of PV system cost, whichever is less) and up to \$400/kWh for the battery energy storage system. The next deadline is August 27, 2019.

See <https://www.illinoiscleanenergy.org/energy-program/first-responders-resilience-pilot-program> for details.

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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
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- July 7
- October 2

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The Greenest Region Compact: A Consensus Sustainability Plan for Municipalities

Sustainability is broadly defined to include actions that are both economically sound and provide benefits for people and the planet. Municipalities of all sizes are taking actions that are sustainable – and some may not even realize it. The Greenest Region Compact (GRC) is a set of consensus sustainability goals that was built on the foundation of practical actions already being taken by municipalities. This sensible Compact, now formally supported by more than 100 municipal members in the Chicagoland area, is collaborating to attract resources. The Greenest Region Compact is now the largest regional municipal sustainability collaborative in the United States.



The Metropolitan Mayors Caucus and its Environment Committee offer supportive tools to achieve common GRC goals. Come listen to Edith Makra, Director of Environmental Initiatives with the Metropolitan Mayors Caucus, and learn details on the GRC and how it is being used to advance sustainability on various levels including the areas of advanced clean energy, alternate fuels and environmental stewardship for municipalities. Join other colleagues in Metro Managers to learn more about the GRC and consider bringing your community's resident "sustainability expert" along with you for a networking luncheon and information gathering.

Date:	Thursday, March 21, 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 " <i>Communication and Onboarding Elected Officials</i> "	
	\$50 for Students/Interns if attending both events	
By March 15th:	Online Registration: https://www.ilcma.org/?p=8691 Email registration to Alex Galindo at agalindo@niu.edu Phone in Registration 815-753-5424	

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



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



**Northern Illinois
University**

**Department of Public Administration
and Center for Governmental Studies**

“Responding to Vulnerable Populations in Your Community”

The Illinois Township Management Academy has made arrangements to offer “Responding to Vulnerable Populations in Your Community” workshop on **Friday, April 12, 2019** from 9:00 am-12:00 pm at NIU’s Naperville Campus, 1120 East Diehl Road, Naperville, IL 60563. Participants will have the opportunity to earn CEU credit. A continental breakfast will be provided.

For information about the workshop, call **815-753-6146** or e-mail mpeddle@niu.edu. For registration information, call **815-753-7574** or e-mail jbolle@niu.edu.

FRIDAY, APRIL 12, 2019; 9:00 am – 12:00 pm

Responding to Vulnerable Populations in Your Community

Presented by Dr. Adrienne Holloway, Chief Innovation Officer, City of Aurora

Local government is the level of government that is closest to its constituents and most responsible for providing direct services to individuals and groups. Township governments are no exception, with general assistance, elder care services, passport services, mental health services, and road services among examples provided by townships in the greater Chicago area. One key challenge for local governments is how to identify and be responsive to the needs of vulnerable populations in their communities. This session draws upon the expertise of the recently created innovation office in Illinois’ second largest municipality, the City of Aurora. Aurora’s diversity across almost every traditional demographic category provides challenges for targeting service delivery to especially vulnerable populations in the community. Insights will be provided regarding identifying vulnerable populations, structuring an innovation team for your local government; leveraging the existing resources in your local government, as well as overlapping governments and community organizations; prioritizing interventions; and measuring the success of targeting services to vulnerable populations.

About the Presenter

Adrienne M. Holloway, Ph.D. received her Ph.D. in Political Science from Northern Illinois University. She is an accomplished professional with over 15 years of experience in the housing and community development industries and 10 years of experience in academia teaching undergraduate and graduate public administration, public policy and political science courses. Dr. Holloway is currently the Chief Innovation Officer for the City of Aurora where she is responsible for identifying opportunities to improve: the efficiency and effectiveness of government operations; our relationship with City of Aurora residents; and, our partnerships with city stakeholders. She also oversees the City of Aurora’s Community Services and Information Technology Departments. Dr. Holloway was recently an assistant professor at the DePaul University Graduate School of Public Service where she taught government, community development and research methods courses across 4 degree programs. She also served in leadership positions at the department, college and university level for DePaul.

EVENT NO.: 16673

Registration Form

Name					Title				
Organization									
Address									
City					State			Zip	
Work Phone			Home Phone			Email			
Responding to Vulnerable Populations in Your Community April 12, 2019; 9:00-12:00								\$89 _____	
Payment Information									
Payment Method <small>(check one)</small>									
Check		MC		Visa		Discover		Am Exp	
Card Number							Exp. Date		
Name*					Cardholder's Signature				
Address									
City					State			Zip	
Charge will appear as "NIU Outreach, DeKalb, IL" <i>*Due to PCI (payment card industry) compliance requirements, for credit card transactions, the cardholder's name and billing address must appear exactly the way it is listed on their credit card statement.</i> Fax Your Registration (credit card only) to: 815.753.6900 Make check payable to NIU and mail along with this registration form to: Outreach Services, Registration Office Northern Illinois University, DeKalb, IL 60115									

DOWNSTATE CITY & COUNTY
Management Association
SPRING MEETING - ROCHELLE, ILLINOIS
Thursday, April 25th & Friday, April 26th

Welcome to Rochelle!

*Attendees will have the opportunity to visit Kennay Farms Distilling,
the largest craft distillery in Illinois, along with the
Chicagoland Skydiving Center and Rochelle Technology Center.*



THURSDAY, APRIL 25

FAIRWAYS GOLF COURSE

533 South 7th Street, Rochelle

1PM-2PM TEE TIMES AVAILABLE

KENNAY FARMS DISTILLING

416 Lincoln Highway, Rochelle

6PM - SOCIAL HOUR

Two complimentary drinks provided by Peterson, Johnson & Murray. Cash bar to follow.

6:30PM - DINNER

Prepare to be wowed by local favorite Headon's Fine Meats.

7:00PM - DISTILLERY TOUR

Tour Kennay Farms Distilling compliments of Fehr-Graham & Associates.

FRIDAY, APRIL 26

ROCHELLE TECHNOLOGY CENTER

910 Technology Pkwy, Rochelle

8:00AM - BREAKFAST & WELCOME BY MAYOR OLSON

Enjoy freshly baked breakfast and coffee from Rochelle's Sunshine Bakery.

8:30AM - GROWING DOWNTOWN ROCHELLE

City of Rochelle Community Development Director Michelle Pease will be joined by Doris Kennay of Kennay Farms Distilling and Teresa Petry of the Artists Garden to share just what makes Downtown Rochelle special and how incentives and development tools attract small business.

9:30AM - BREAK

9:45AM - ENGAGING YOUR COMMUNITY

Jenny Thompson, City of Rochelle Director of Marketing, PR & Tourism will share ways Rochelle connects with its diverse population through social media, special events and the occasional viral video challenge! Hear more about Rochelle's Young Professionals and Retail Advisory Groups too.

10:45 - BREAK

11:00AM - OPIOID EPIDEMIC & EMERGING PROGRAMS

Dixon, Illinois City Manager Danny Langloss will examine the evolution of the opioid epidemic and new emerging community programs designed to reduce death, increase public awareness, restore families and create safer cities.

12:00-12:15 - BUSINESS MEETING

CHICAGOLAND SKYDIVING CENTER/FLIGHT DECK BAR & GRILL

1207 West Curler Road, Rochelle

12:30 - LUNCH

Don't miss a chance to see our skydivers jump from a perfectly good airplane at the Chicagoland Skydiving Center! Located just off of I-88/I-39, you'll be in the best location to journey home following lunch.

HOTEL ACCOMMODATIONS:

Holiday Inn Express

1240 North Dement Road

Rochelle, IL 61068

815.562.9994

Mention "Downstate" to receive the group rate of \$100 +tax. Book online: <https://bit.ly/2Tpv4NC>

DOWNSTATE CITY & COUNTY *Management Association*

SPRING MEETING - ROCHELLE, ILLINOIS

Thursday April, 25th and Friday, April 26th

NAME: _____

TITLE: _____

JURISDICTION: _____

ADDRESS: _____

PHONE: _____

EMAIL: _____

CONFERENCE REGISTRATION FEE: \$50

Includes Breakfast & Lunch on Friday

SOCIAL ACTIVITIES

Please indicate which you plan to attend. Social activities are individual pay.

Please include dinner payment with registration.

_____ **GOLF @FAIRWAYS GOLF COURSE \$20**

_____ **DINNER @ KENNEY FARMS DISTILLING \$25**

(Includes two drinks, compliments of Peterson, Johnson, Murray and a Distillery Tour, compliments of Fehr-Graham & Associates)

_____ **SPOUSE DINNER \$25** _____ **SPOUSE GOLF \$20**

REGISTRATION DEADLINE: APRIL 22

Two options for registration:

Mail a check with this form to:

Downstate City/County Management Association

Center for Governmental Studies

Northern Illinois University

DeKalb, IL 60115

Register online via credit card at <https://www.ilcma.org/?p=8870>

Cancellations: To receive a full refund, cancellations must be received by 4/22. Registrations who do not attend the meeting are still responsible for the entire fee. Registrations who have not paid will be billed.

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.