



February 2020

Illinois City/County Management Association

ILCMA news

Volume 15 No. 6

Strengthening the quality of local governance through professional management

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Calendar of Events

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



February 5 – 6

ILCMA Winter Conference
Normal, IL

February 19

IAMMA Professional Development
Lincolnwood, IL

February 29

SLACMA/SWICMA Winter Dinner
South St. Louis, MO

March 9

IAMMA Professional Development
Location TBD

March 19

ILCMA Professional Development
Lombard, IL

March 19

Metro Manager Luncheon
Lombard, IL



#ILCMAproud

Announcing!

ILCMA's New Social Media Hashtag
Use it to draw attention, organize, and promote!

See details on page 9.



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President's Column

Vision 2020: Inspire Ethics for Everyone!

By Ray Rummel, President, ILCMA and Village Manager, Elk Grove Village

One of my favorite books is not really a book. It's a pamphlet. It is entitled *Ethics 4 Everyone: The Handbook for Integrity-Based Business Practices* by Eric Harvey and Scott Airitam. Literally, the book will take 30 minutes to read but a lifetime to practice. We have had a session on the book at ILCMA and I encourage everyone to read it. Why are we discussing ethics today?

As background, we local government professionals understand the importance of ethics. We abide by a Code of Conduct designed to inspire fairness, trust, and integrity. Over 100 years ago, our profession was founded upon abiding by those important values to protect the sacred trust of public service. As ICMA updates our Code of Conduct for modern times, we are again reminded of our ethical obligation to our communities.

Two recent studies also prompt us to revisit the important need for ethics and integrity in the State of Illinois. The bad news: a recent study found that Illinois is considered the most ethically challenged State in the nation. The City of Chicago was found to be the 2nd most challenged municipality in the United States. Imagine, this is where we live and these are the perceptions of our governments held by those whom we serve.

Another study shared brighter news. A recent analysis from the University of North Carolina found that professionally managed municipalities experience far less corruption than mayor alone managed municipalities. As we already know, and as the study reinforces, ethically trained professionals serve as the vanguard of high ethical standards and now we have the proof!

Today, ILCMA and its affiliates have a clear vision of making ethics a top-tier priority. We are training, sharing, and discussing ethical and integrity outcomes at our programs and events.

It's not just the outcome that is important. It's how we achieve the outcome. That is our leadership responsibility. It is our personal legacy. Together, we can lead the effort to bring a brighter future to the State of Illinois and the people we serve. Please join us in sharing this vision. In 2020, let's commit to educating our members, our staff, our elected officials, and those we serve regarding our integrity based processes and ethical outcomes.

ILCMA Seeks Nominations for 2020-21 ILCMA board!
(See page 10 for details)

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Welcome New Members

Kathryn Angell, Management Analyst,
Village of Brookfield
Lacey Benedeck, Administrative Intern, Village of Libertyville
Michael DeBow, Student
Eyal Feder, Zencity
Matthew Galloway, Administrative Intern,
Village of Hoffman Estates
Stephanie Hannon, Finance Director,
Village of Bannockburn
Chris Hansen, Kluber Architects + Engineers
Jay R. Hedges, Village Administrator, Village of Hampshire
Beverly Hoemberg, Sourcewell
Tom Hogan, ABM Industries
Jeff Kinsey, Fahrenheit Consulting
Ginger Line, Sourcewell
Megan Olson, Management Analyst, Village of Glencoe
Keith Pekau, Fahrenheit Consulting
Corey Rheinecker, City Manager, City of Sparta
Rachel Whelan, Kluber Architects + Engineers



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.

[CLICK HERE FOR INFO](#)

Who's Who Directory Update

Emily Wagner is the new human resource director for the village of Elmhurst. She was previously the assistant village manager in Hinsdale.

Michael Braiman has been appointed as the next village manager in Wilmette. He was formerly the assistant village manager in that community.

Congratulations to **Tim Frenzer**, village administrator, Wilmette, who announced his retirement from the profession as of February 14, 2020.

Marc Huber has been appointed as the new village administrator for Beach Park. He was formerly the assistant village manager and director of community and economic development for Carpentersville. His new contact information is:

Marc Huber
Village Administrator
Village of Beach Park
11270 W. Wadsworth Rd.
Beach Park, IL 60099
Phone: 847-746-1770
Fax: 847-746-1797
Email: Marc.Huber@villageofbeachpark.com

Matt Havlik is the new assistant to the village manager in Lisle. His new contact information is:

Matt Havlik
Assistant to the Village Manager
Village of Lisle
925 Burlington Ave
Lisle, Illinois 60532
Phone: 630-271-4145
Fax: 630-271-4141
Email: mhavlik@villageoflisle.org

A blue-bordered box containing the logo for Paramedic Services of Illinois, Inc. The logo features the company name in blue and black, a yellow laurel wreath with the number '35' and '35 YEARS OF SERVICE' inside, and the website 'www.paramedicservices.com'. To the right of the logo, it states 'A LEADING PROVIDER OF CONTRACTURAL PARAMEDIC & AMBULANCE BILLING SERVICES'. Below this, the address '9815 W. LAWRENCE AVE. SCHILLER PARK, IL 60176' and contact numbers 'PHONE: (847) 678-4900' and 'FAX: (847) 678-2854' are listed.

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.

From Reactive to Proactive – New Trends in Forward-Thinking Financial Management

By Katie Henry, Municipal Services Director, Forecast5 Analytics, Inc.

Historically, local governments have focused on finding ways to more effectively manage current year budgets, as well as plan for the coming year. In Illinois, this alone has posed significant challenges, particularly given the “state” of our state.

Traditional accounting systems have provided budget development and reporting tools that reduce paper-based processes and increase efficiency. However, they don’t help address the critical challenge most public sector entities are facing today—how do we ensure that we’re not only financially prepared for today, but also proactively preparing for 2-5 years down the road?

To address this challenge, local governments across the country are turning to future-focused analytics.

What are Future-Focused Analytics?

There are numerous types of analytics. For example, descriptive analytics use current data to provide an understanding of what happened or is happening. Diagnostic analytics use historical data to provide insight into what happened and why.

The value of future-focused analytics is their ability to help organizations not just identify what is currently happening financially, but also forecast potential future financial outcomes.

Looking Ahead: Forecasting & Scenario Modeling

Using data analytics tools, City Managers are assessing revenue and expenditure trends, enabling them to spot potential shortfalls in advance so that proactive decisions can be made in time to mitigate them. For example, by obtaining insight into likely increases in retirement and health care costs and the impact these would have on the city’s financial position, the City of Sherwood in Oregon was able to proactively restructure administrative staffing, thereby decreasing personnel costs without impacting services to the public.

City Managers are also gaining the ability to quickly model and compare how specific decisions or changes might impact their financial well-being. By integrating proposed new programs into a long-term forecast, they can see not only the current-year impact of specific decisions, but also the long-term effects on fund balance and other metrics. For example, recreation center programs have historically required some form of subsidy in order to make ends meet. A number of municipalities have explored different options

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

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Matt Prozaki Senior Account Executive
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for addressing the needs of these centers through modeling outsourcing, selling, or closing them entirely. These various scenarios are then compared side-by-side and the financial outlook and impact on the municipality’s fund balances is then provided to a committee or to the public in order to make informed decisions regarding the future of these programs.

City Managers are also using analytics to project out scenarios for infrastructure funding, not only for utilities but also for government buildings, fleets, equipment, and parks. The data analytics help determine how the decisions they are contemplating today could affect their organization’s ability to address maintenance and replacement schedules. As an example, the decision to postpone replacement of a large piece of equipment may initially appear to save hundreds of thousands of dollars. However, by running analytics that incorporate the maintenance cost and labor hours involved with older equipment, the City Manager can propose the option most beneficial to the city in the long run.

Gaining a Holistic View

In addition to the ability to forecast and evaluate various scenarios, the side benefit of these tools is the ability they provide for City Managers to gain a comprehensive perspective on the financial health of their organizations. By having analytics tools at their fingertips, City Managers can keep an eye on changing trends as they happen and make timely adjustments to operations. For example, by recognizing a decline in revenues from sports leagues early in the fiscal year as compared to previous years, one city was able to pause some of the discretionary activity in that department in order to avoid a shortfall. The impending shortfall would have gone unnoticed until it was too late to make a change had they relied solely on traditional budget-to-actual monitoring.

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Corporate Partner Spotlight

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Building Smart Cities with 5G Technology

Technology has always been linked to the evolution of cities. As governments consider opportunities for Smart City deployments, 5G networks are creating both challenges and incredible opportunities. Progressive communities are evaluating what the connected city of the future will look like and how 5G and smart infrastructure can help them thrive.

What is 5G?

Offering a major step-up from today’s 4G networks, 5G will deliver speeds more than 100 times faster than today’s LTE networks with reductions in latency to near real time. The communication industry and futurists expect 5G to impact nearly every sector of the economy by automating factory operations, enabling autonomous vehicles, and even powering remote healthcare.

This technology base is foundational to powering the upcoming Internet of Things (IoT), in which sensors and devices will become smarter and drive innovative solutions. On the ground, telecommunications companies will need almost a million tower locations to meet the 5G demand in just the next seven years. To put that number in perspective, a typical city may soon have nearly twice the number of small cell towers as they have streetlights.

5G Opportunities

Closing the digital divide

One of the challenges of rapid urbanization is making sure all residents have access to the same opportunities and access to services like broadband, education and healthcare. In municipal areas, 5G services will give people access to education and rapid healthcare no matter their location.

Traffic and Transportation

Low-latency 5G will enable seamless communication to the sensors and devices that power transportation and traffic systems, automatically redirecting traffic, and alerting autonomous vehicle systems about current problems on the road. This will ultimately make streets safer and less congested for both drivers and pedestrians.

Economic Development

Communities are not only taking steps to manage the deployment of infrastructure, but proactively advancing 5G to differentiate their cities and attract technology-dependent businesses. This represents a real opportunity to change perspective and achieve advantage by relying less on expensive tax incentives to attract those firms.

Becoming a Smart City

Becoming a connected city is the first step toward becoming a Smart City. This requires cooperation between



local governments, utilities, businesses, and incumbent communication providers to implement solutions that benefit the community.

As the demand for data grows exponentially, finding solutions to deliver this data requires leveraging existing infrastructure and finding sensible solutions that are cost-effective. City assets including traffic signals, streetlights and utility systems can be used to support the rollout of 5G and form a network “backbone”.

The convergence of 5G will create new challenges that need to be addressed, such as public right-of-way management and network densification caused by a myriad of small cell towers. Communities must create a multi-faceted strategy to focus on controlling their broadband and wireless future.

Your community can become a Smarter City by:

1. Collaborating with telecommunication providers, stakeholder agencies, and community groups to revisit permitting practices and obtain buy-in.
2. Updating zoning, design standards, ordinances, and cell tower and other regulations.
3. Standardizing aesthetic requirements, including pre-approval of antenna, equipment cabinet and street and 5G updates become mandated, as the plethora of small cell antennas will likely cause aesthetic concerns.
4. A fiber masterplan could capitalize on the opportunity to co-locate community fiber assets alongside incoming deployments. Communities need to be fiber dense to help drive AMR/AMI utility meters and public infrastructure, while helping providers keep up with new demands for small cell and 5G deployments.

To learn how communities in Illinois are creating economic advantage with 5G attend “Take Control of Your 5G Future” at the ILCMA Winter Conference Thursday, February 6, 2020.

Corporate Partner Spotlight

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Illinois Foreclosure Crisis

By Stan Urban, Illinois Relationship Manager, ProChamps

We are struggling through the worst foreclosure crisis since the Great Depression. Foreclosure is devastating for families who lose their homes. It is also devastating for communities. As the number of foreclosures in a community grows, block upon block is dotted with vacant properties, some of which may sit empty for months or years. The severity of the challenge varies from neighborhood to neighborhood, but few are unaffected. In some communities, a few vacant properties with overgrown lawns and an accumulation of trash cause problems for neighbors. In others, more troubled buildings attract scavengers, squatters, and gangs, and lead to an increase in fires and crime. And in some communities with many foreclosed properties, the crisis threatens to doom the entire neighborhood to a cycle of disinvestment and decay.

A cluster of vacant properties can destabilize a block. A cluster of troubled blocks can destabilize a neighborhood. In almost every community, the foreclosure crisis is draining government resources and the costs are substantial. A Harvard University study reported that local governments spend between \$5,000 and \$34,000 to maintain and secure a single vacant property. The challenge is multiplied because the foreclosure crisis hasn't just driven up the need for local government services, it has also driven down property values and reduced the number of homes paying property taxes. As a result, it has significantly reduced the resources governments have to address the challenge. This challenge is not going away. Illinois has one of the highest rates of foreclosures per homeowner in the country. Illinois communities will likely be living with the consequences of the foreclosure crisis and the vacant property problem it has created for at least the next decade.



Too often, municipalities only find out about vacant and foreclosures after they have started to cause serious problems. An early warning database collects and organizes basic information about conditions that suggest a property is likely to become vacant or worse yet foreclosed. Local officials and organizations can use that information to identify at-risk properties and act before a problem grows or gets out of control. A database can be useful for code enforcement officials, police and fire departments, community development departments, and neighborhood organizations.

Since 2009, ProChamps have partnered with hundreds of municipalities nationally. In Illinois there are over 35 communities and over 300 nationally reaping the benefits of the NO Cost registration program.

continued from page 4

Don't Abandon the Rear-View Mirror Entirely...

As Søren Kierkegaard once said, "Life can only be understood backwards; but it must be lived forwards." Having accurate historic data is critical. However, the ultimate value in historic data—the ability to forecast what is likely to happen in the future—can only be truly capitalized on by using future-focused analytics.



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ILCMA Task Force on Diversity and Inclusion

It's hard to deny that the world is a continually changing and evolving place. Although a gradual process, we see that even traditional organizations and institutions are conforming to better reflect the changing face of America and becoming more diverse and inclusive. Did you know that a record number of women (126 or 23.6% of the 535 voting members) currently serve in the 116th Congress? Organizations and institutions once considered homogenous are reinventing themselves to provide opportunities and cultivate cultures that attract and support a wider range of diverse employees with different backgrounds, beliefs, ethnicities and ideologies.

Those organizations that have taken active steps to support and sustain cultures of inclusion and diversity have fared well. In these progressive organizations, "tolerance" has evolved into a genuine appreciation and recognition of diversity and inclusion.

Maybe organizations that are slow to begin the journey in assessing how to successfully implement active and purposeful diversity and inclusion initiatives simply need to become educated to the benefits.

What is Diversity and Inclusion?

Diversity and inclusion refers to organizational and social models that work to create sustainable cultures where people with different backgrounds, ethnicities, genders, etc., are welcomed and valued. Diversity and inclusion also deals with the barriers and biases that would otherwise devalue the benefits of a diverse organization. Moreover, diversity and inclusion speaks to the willingness and commitment of an organization to facilitate, value and recruit a diverse membership.

Professional organizations like the International City/County Management Association (ICMA) and Illinois City County Management Association (ILCMA) are taking active and engaged steps to ensure our profession recognizes the benefits and challenges in creating a perpetual diverse and inclusive professional culture.

The Illinois City/County Management Association is embracing diversity and inclusion through its Strategic Plan for 2017-2020. The ILCMA adopted mission and vision statements that affirmed ILCMA's commitment to diversity and inclusion within its membership and the local government profession.

The organization's mission statement says: The Illinois City/County Management Association promotes professional local government management through its commitment to inclusiveness, adherence to the ICMA Code of Ethics, and high-quality member support.

One of the three principal elements of the vision statement states, "ILCMA embraces its diversity" and commits the organization to:

- Attracting and engaging the next generation of local government professionals, and
- Promoting diversity within the association, and among its member communities.

The vision statement also includes the association's pledge that it will be governed as a diverse, professional, forward-thinking and welcoming organization. The ILCMA core values articulated in the Strategic Plan include Membership Diversity and Inclusiveness, with Membership Inclusion, Engagement and Support identified as one of four strategic issues to be addressed through implementation of the Plan.

The Strategic Plan makes clear that ILCMA membership needs to reflect the diversity within our communities and acknowledges that there are still barriers to entry and promotion in the profession.

ILCMA has identified specific areas of concern and set measurable goals to move the needle in closing the equity gap for minorities in public administration.

continued on next page

To better accomplish the mission, goals and objectives related to diversity and inclusion, the ILCMA Board of Directors, during their meeting on Aug. 23, 2018, authorized the Ad Hoc Task Force on Diversity and Inclusion.

The ILCMA Task Force on Diversity and Inclusion

As part of the objectives to address the issue of membership inclusion, the ILCMA Board established an ad hoc task force with the goal of identifying and reducing barriers to the participation of minorities, women and other underrepresented groups in the local government profession and the association. The task force is comprised of representatives from ILCMA and its affiliate groups and is charged with advancing the goals, objectives and key actions related to membership inclusion as identified in the Strategic Plan. The task force will work closely with the Membership Services Committee that has overall responsibility for Membership Inclusion, Engagement and Support.

Some tasks that might be undertaken by the task force would include:

- Gathering input from minorities, women and other underrepresented local government employees to better define the barriers to entry and advancement within the local government management profession.
- Exploring similar initiatives being undertaken by ICMA or other associations of municipal professionals, including IGFOA, APWA, APA, IPELRA, IL Chiefs of Police, IL Fire Chiefs, and others, to identify best practices and seek ways to collaborate.
- Identifying actions that can be taken by individual members, affiliate groups or municipalities to reduce barriers to inclusion and to make ILCMA membership more welcoming and supportive of individuals from underrepresented populations who are interested in local government careers.
- Reporting recommendations to the Board of Directors and general membership to advance the mission, vision, and goals of the Strategic Plan relating to membership inclusion.

ILCMA Participation in Welcoming Environment Research Initiative!

The ILCMA Task Force on Diversity and Inclusion was not commissioned simply to persuade organizations of the need to actively engage diversity and inclusion strategies in hiring, policy and practices. Rather, we desire to provide the tools and strategies that our members may need to prepare their communities for the inevitable world where diversity and inclusion will no longer be buzzwords and initiatives, but best organizational practices.

ILCMA is participating in a Welcoming Environment Survey through McKinley Advisors and the Association Forum in early February of 2020. The Welcoming Environment® Research Initiative will help us understand the motivations, behaviors and practices that are both driving and inhibiting progress in our sector today and establish important benchmarks from which we can grow. In the year ahead there will be a series of conversations and commitments around the research findings to move beyond dialogue and into solutions and actions for associations to embrace, which will create more welcoming environments for diverse employees and members.

With ILCMA's focus on greater diversity and inclusion in both the association and within the profession, this is a great opportunity for state associations to benchmark where they are and identify ideas to help move the needle. ILCMA will not only be sending the survey to members, but also to the elected officials in the Illinois Municipal League (IML). This is important because for the city/county management profession, it is a multi-pronged approach:

1. MPA programs need to recruit diverse students and internship opportunities need to be provided;
2. Once hired, mentors and career coaches need to be engaged and analysts/assistant to/assistant managers and administrators need to be given high profile projects that help develop their skill set and provide career development;
3. Elected officials need to agree to hire diverse candidates for the manager/administrator position in their communities.

Be on the lookout for this survey link in the near future! We, as a task force, are excited to work and engage with the various members of ILCMA as we move forward with this meaningful initiative.

Task Force Membership

Chair	Dorothy David	City Manager	City of Champaign
At-Large	Joan Walls	Deputy City Manager	City of Champaign
Legacy	Kimberly Richardson	Deputy City Manager	City of Evanston
IAMMA	Evan Michel	Asst to the Village Manager	Village of Buffalo Grove
Downstate	Heather Kuykendall	Comptroller	City of Charleston
IACA	Sharon Schallhorn	Administrator	Bureau County
Metro	Steven Vinezeano	Village Manager	Village of Niles
At-Large	Napoleon Haney	Assistant Village Manager	Village of Homewood
At-Large	Billy Tyus	Deputy City Manager	City of Bloomington



Share Your Stories with ILCMA

How to Use #ILCMAproud in Social Media

Social Media Hashtag

What is a hashtag?

- This: #
- It's a keyword that relates to what you're writing. It's #searchable #clickable.
- Use it to draw attention, organize, promote.

How do I use a hashtag?

- Put a # in front of a word or phrase
- No spaces, no punctuation, no special characters
- Capitalization only matters for readability (#KnowWhatIMean vs #knowwhatimean)
- Hashtags can be used on Twitter & Facebook. NOT LinkedIn.

Include **#ILCMAproud** in your tweets and other social media posts about ILCMA or your community awards and other recognitions – good news stories!

Facebook

Find ILCMA on Facebook: www.facebook.com/ILCMA1953

- Like and Follow ILCMA's Facebook page for periodic updates
- Friend conference attendees
- Share photos

How to create a simple Facebook post (you must have a Facebook account):

- Open Facebook on your computer or device.
- At the top of the screen, you'll see "What's on your mind?" Tap or click there and type away! Add hashtags like **#ILCMAproud** to your text.

Twitter

Find ILCMA on Twitter: <http://twitter.com/ILCMA>

- Share good news stories #ILCMAproud
- Share photos
- At conferences, follow conference speakers and fellow attendees

How to create a simple Tweet (you must have a Twitter account):

- Open Twitter on your computer or device.
- On a computer: click on the Home button. At the top of the screen you'll see "What's happening?" Click there and start typing (don't forget the hashtags).
- On a mobile device: click on the square with feather icon in the upper right corner. A screen that says "What's happening?" should pop-up. Touch there and start typing (don't forget the hashtags).

ILCMA Board Election Process Begins

Do you have a colleague who could be a dedicated member of the ILCMA Board of Directors? Would you like to serve? Now is the time to nominate qualified candidates for positions on the Board of Directors. A letter detailing why the candidate is qualified to serve along with an up-to-date resume is due at the ILCMA Secretariat, Center for Governmental Studies, NIU, 148 N. Third Street, DeKalb, IL, 60115 or by e-mail to dpeters@niu.edu by March 5. The offices for which nominations will be accepted are likely TWO director-at-large positions and nominations will also be accepted for President Elect, Vice President, and Secretary Treasurer. If no one on the current board steps into the Secretary/Treasurer position, that officer position will be open as will one director-at-large. Officers are elected for one-year terms with the expectation that an officer will ascend to the next position the following year. Newly elected board members will serve three-year terms.

After the nominating deadline, the Nominating Committee, chaired by Mike Cassady, ILCMA President, with a representative from each of the affiliate groups and one at-large member will meet to determine a slate. The slate will be announced in the April newsletter. At that time, others wishing to have their name appear on the ballot will have an opportunity to submit a petition. If a contested election results, a ballot will be mailed May 15, 2020. If no contest develops, the election of the slate will take place at the Annual Meeting at the Summer Conference at The Abbey on June 25, 2020.

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Eleventh Annual Illinois Financial Forecast Forum is a Big Success

Over 210 registrants participated in the 11th Annual Illinois Financial Forecast Forum: Private Sector Views that will Impact the Public Sector, sponsored by the Center for Governmental Studies, the Illinois City/County Management Association, and the Illinois Government Finance Officers Association. The Forum was held on January 24, 2020 at Harry Caray's in Lombard.



**Downstate City/County Management Association Meeting
March 26 & 27, 2020
East Moline, Illinois**

Thursday, March 26, 2020

- 4:30 p.m. **Rust Belt Tour** (533 12th Ave., East Moline). Explore the newest entertainment venue in the Quad Cities - The Rust Belt! Get a tour of the most creative, adaptive reuse of a 1900's automobile manufacturing plant in the midwest. With space for nearly 4,000 spectators, The Rust Belt is "the" place for live music and performing artists in the Quad Cities for acts like Bon Iver, Nathaniel Ratecliff and the Night Sweats, and Wynona Judd.
- 5:30 p.m. **Networking Reception** at Midwest Ale Works - 537 12th Avenue; Jennie's Box Car Street Tacos and Tequila Bar - 545 12th Avenue (adjacent to The Rust Belt). Sample the Quad Cities' newest craft brewery - Midwest Ale Works (www.maw.beer) - while catching up with your colleagues. Or, if beer isn't your thing, try the specialty tequila and mezcal next door at Jennie's Box Car (www.jenniesboxcar.squarespace.com).
- 6:15 p.m. **Dinner** at Jennie's, part of the Little Village development in The Rust Belt, offering unique Mexican fare along with craft cocktails and wine.
- The Rust Belt, Midwest Ale Works, and Jennie's Box Car are adjacent to The Bend and the Hyatt Hotel.

Friday, March 27, 2020 - Hyatt Place (111 Bend Blvd, East Moline, IL)

- 8:00 a.m. **Breakfast** at the Hotel
- 8:30 - 9:15 a.m. **Welcome** by Mayor Reggie Freeman and **History and Overview of The Bend Development** by Doug Maxeiner - City Administrator. The Bend Development along the Mississippi River is a 130-acre redevelopment of a former farm implement manufacturer with two hotels, banquet facility, restaurant, apartments and retail space with a 103,000 square foot exposition center for Mecum Auctions underway.
- 9:15 - 10:45 am **Priority Based Budgeting**
Priority based budgeting (PBB) is a growing movement across North America and ResourceX is the industry leader in PBB having partnered with over 200 cities, counties and entities in the U.S. and Canada to implement and apply PBB data for actionable decision making. PBB is an ICMA leading best practice in local government and a powerful lever for change to a more sustainable financial decision-making model

Resource Exploration (ResourceX) provides the software solution and powerful analytic tools to implement PBB using data and evidence to transparently and exponentially improve results for citizens the community.

Speaker: Erik Keck - ResourceX (Center for Priority Based Budgeting)

10:45-11:00 a.m. **Break**

11:00-Noon.

Consolidated Emergency Dispatch in the Quad Cities

A look at the political obstacles to emergency service dispatch consolidation, pros and cons of various governance models, and the future of consolidated dispatch in Illinois. Various local government leaders will discuss consolidation efforts in Illinois and Iowa.

Panel: Decker Ploehn - Bettendorf (IA) City Administrator
Steve Seiver - Milan Village Administrator
Jim Grafton - Silvis City Administrator
Jeff Snyder - Moline Fire Chief
Doug Maxeiner - East Moline City Administrator

Noon **Lunch and Business Meeting**

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The link will open the Hyatt website. You will enter the check in date, check out date and click “Book Now”. The code will automatically display available rooms for the contracted block between the dates of 3-26-20 & 3-27-20. If you wish to book a reservation outside of these dates, please contact the hotel directly.

Registration Form

Downstate City/County Management Association

**March 26 & 27, 2020
Spring Meeting
East Moline, IL**

Name: _____

Title: _____

Jurisdiction: _____

Address: _____

Phone: _____

E-mail: _____

Registration Fee: \$50 – Includes buffet breakfast & lunch on Friday. Please have registrations in by Friday, March 20, 2020.

Dinner Reservations: Please indicate if you are planning to arrive in time for dinner. Dinner is “on your own.”

___ Yes, I will attend the Spring Meeting at in East Moline, IL on March 26 & 27.

___ Yes, I will attend the social hour & dinner on Thursday evening at 4:30 pm.

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

Registration Deadline: Friday, March 20, 2020

Make check payable to: Downstate City/County Management Association
Center for Governmental Studies
N.I.U.
DeKalb, IL 60115
Fax: 815-753-7278 Questions: 815-753-5424

OR Register Online: <https://www.ilcma.org/events/downstate-meeting/> No credit card required

Cancellations: To receive a full refund, cancellations must be received by Friday, March 20, 2020. Registrants, who do not attend the meeting but have not canceled, are responsible for the entire fee. Registrants who have not paid will be billed.

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8:00 AM - 4:00 PM



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IML Managers Monthly Column

“ILLINOIS MUNICIPAL LEAGUE 2020 STATE LEGISLATIVE AGENDA ADOPTED”

Robert O. Barber, IML Managers Committee member and Village Administrator, Beecher

Considering the political stalemates we experienced the last four years, 2019 was very productive from a municipal point of view. Internet Sales Tax reform, Downstate Police and Fire Pension Fund consolidation, a Capital Bill with increased MFT revenues, and a State Budget without more reliance on State-shared local revenues were successful accomplishments of the League's agenda. However, there is still much work to accomplish. At the Winter meeting of the Illinois Municipal League Board, the State and Federal legislative agendas of the League for 2020 were adopted. For complete details of these agendas, please refer to the full documents at www.iml.org. However, here are some of the key items which the League will address with the State Legislature this year, and will be asking for your help to promote this agenda:

- Automatic Appropriation Authority for Local Funds. MFT, Video Gaming, Use Tax and 9-1-1 revenues should not be held hostage when a State budget is not approved. These taxes and fees are pass throughs or non-General Revenue funds that do not affect state operations.
- Reduce Sales Tax Administrative Fee to 1%. The league was successful in having this fee reduced from 2% to 1.5% in 2018 but the drive is still on to get this fee back down to 1% which is a more fair and appropriate collection fee for the State.
- Non-Home Rule Sales Tax. Currently non-home rule municipalities must pass a referendum to increase their sales tax over 1% in 0.25% increments up to an additional 1%. The League advocates removing the referendum requirement and allow local elected Boards to make this decision by ordinance, similar to home rule communities, and to remove any restrictions on its use in the future.
- Non-Home Rule Stormwater Utility Fees. This proposal is similar to the one above; provide non-home rule municipalities the right to set up and operate a stormwater utility.
- Exempt MFT Disbursements from GATA. Larger Cities with Finance Departments do not notice this as being a problem, but smaller jurisdictions downstate are going to begin feeling the impacts of GATA very shortly if they are not in compliance. There is also a larger issue here; if MFT



can be considered a “grant revenue” from the State to local governments under GATA, what would preclude future administrations from determining that LGDF, Use Tax and Personal Property Replacement Tax as GATA compliant “grant revenue”, and provide an additional reason for reducing distributions? This is a slippery slope which is of great concern to the League.

- Public Safety Pension Fund Reform and Consolidation. We have taken the first major step by authorizing the consolidation of the investments. Now it is time properly implement this massive policy change. A Transition Board is being formed to begin consolidation. IML believes a trailer bill will be necessary to clean up some of the procedural matters that are discovered during the process of consolidation and our support may be necessary.
- Update the Financially Distressed Cities Law. Home Rule communities have access to the tools provided in the Financially Distressed Cities Law which has not been updated since 1990. The IML would like to see this law updated and expanded to include all municipalities and limit the power of the State to reduce revenues or impose additional costs on a financially-distressed city unless it is consistent with the financial plan and budget in effect.
- Allow Treasurer's Annual Report to be Posted on Website in Lieu of Publication. This is another unfunded mandate that can be changed to reduce cost but achieve the same or better result of notifying the public.
- Remove Municipal Liability from Cyber Attacks. The IML is of the opinion that tort immunity should also apply to the consequences of cyber-attacks or at least a cap be placed on the liability.

All of these legislative proposals appear to be reasonable and within the realm of accomplishment. The IML Managers Committee is committed to supporting the lobbying effort of the League by providing time-sensitive information to IML staff or testimony in Springfield whenever the need arises.



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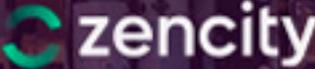
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MIT Lifesaver Award

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:

- Mark Rooney, Former Village Manager, Carpentersville
- Kathleen Gargano, Village Manager, Hinsdale
- Jim Arndt, Former City Administrator, Effingham
- Matt Fritz, City Administrator, Coal City
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Kara Sokol, Director of Communications
City of Ferndale, Michigan



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

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

Tim Ridder	timothyridder@hotmail.com	309-236-0929
Darin Girdler	dgirdler@gmail.com	618-971-8276
Thomas Thomas	thomasedwinthomas@yahoo.com	
Heather Kokodynsky	hkodynsky@aol.com	708-670-4440
Lisa Kotter	lisaakotter@gmail.com	309-781-9035

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.

Senior Advisor Column

To Be a Better Leader, Manage Stress

By Robin Weaver, ILCMA/ICMA Senior Advisor

Stress is a given in everyone's life. As our work is in the public realm, excessive stress can increase. Frequently there is a lack of civility at council meetings, between citizens and their government representatives and between individuals as we become more polarized on issues (e.g., re-development, taxes, union negotiation, health care, climate change, and immigration).

Here are some ideas to help improve your mental quality of life:

Maintain and nurture friendships. Try to discuss the stressful events in your life with friends – both personal friends and professional friends. Too often, we hide the struggles and the negatives in our lives from others. Their support and understanding can be crucial to our health. You may learn that you have some struggles in common with one another. To quote author and blogger Kit Welchlin, "... sharing our predicaments with a friend can relieve our stress, increase our strengths, and help us create innovative solutions for life's inevitable ups and downs". I want to emphasize the part about sharing thoughts/issues/consternation/struggles with professional friends. It is easier done in our field of government service than it is in the private sector. Those professional friends understand your work issues better than others. And, they have personal struggles too that have nothing to do with work.

Be kind. Demonstrating kindness and respect not only impacts others, and those watching, but it has a positive affect on you too. It can set or correct the tone of a meeting. Watch out for critical self-talk. Being critical isn't useful and you wouldn't say those things to other people so treat yourself with kindness.

Take a break. Federal laws require work breaks for safety reasons but it's a good idea in office environments too. Your employees take a break, so should you. It will help to clear your mind.

Taking risks can be stressful. About to pitch a new program? Applying for a different position? Share your feelings with friends. In a pinch, write your feelings down or at least label them. Research has demonstrated that labeling feelings can reduce stress.



Sometimes stress can cause or be caused by procrastination of decisions or work products. It can become a cycle. Identification of well-defined goals is useful. Sometimes goals are numerical and time based. Soft goals can be value-based, such as leaving a legacy or contributing to the betterment of the community.

Move/work out. Even if you can't fit in a work out, move. Take a short walk; get up from the desk or couch. Do a few stretches. Focus on taking deep breaths for a few minutes. Cultivate a special interest in something other than work or parenting.

Senior Advisors are available when you want to vent, discuss issues, consider changes or just need some private and professional contact.

If you want professional assistance on mental health issues, remember that your community or county probably has an EAP (Employee Assistance Program) and that your health insurance covers mental health as well as physical health. A local crisis talk line or suicide prevention hotline can help too. Asking for help is not a fault.

At the ICMA Conference in Nashville, Senior Advisors received Mental Health First Aid training. We'll learn more at a full-day session on June 23, the day preceding our joint Illinois/Wisconsin conference in Lake Geneva.

2020 Local Government Excellence Awards Nominations Open

Nominate a colleague, your community, or yourself!

[ICMA's Local Government Excellence Awards](#) celebrate the value of professional management and honors creative contributions to professional local government leadership. These awards highlight public awareness of the value of professional management, and its impact to the quality of life in our communities.

ICMA AWARDS - Categories and Eligibility

Professional Awards

Recognize individual achievement that may have been accomplished through tenure with a number of local governments or organizations. Individuals can be nominated in only one Professional Award category per year.

- **Award for Career Excellence in Memory of Mark E. Keane:** Recognizes an outstanding chief local government administrator who has fostered representative democracy by enhancing the effectiveness of local elected officials and by consistently initiating creative and successful programs. This award, sponsored by ICMA-RC, is accompanied by a \$5,000 stipend to promote career excellence among local government professionals
Eligibility: ICMA full membership, a minimum of 10 years of executive, senior-level service to the profession, and endorsement by a past or present elected official.
- **Award for Career Development in Memory of L. P. Cookingham:** Recognizes an outstanding local government administrator who has made a significant contribution to the career development of new talent in professional local government management.
Eligibility: ICMA full membership.
- **Assistant Excellence in Leadership Award in Memory of Buford M. Watson Jr:** Recognizes a local government management professional who has made significant contributions toward excellence in leadership while serving as an assistant (regardless of title) to a chief local government administrator or department head.
Eligibility: ICMA membership and endorsement of the CAO of nominee's jurisdiction. Must be full-time assistant reporting to a chief local government administrator or department head with significant executive level responsibilities in the areas of **staff management** (supervising staff development and performance, having direct influential relationship with department heads on program implementation and administration); **financial management** (preparation and administration of operating budgets, determining program cost effectiveness, and comparing alternative strategies); **policy facilitation and implementation** (developing and analyzing policy alternatives and implementing policies); and **service delivery** (ensuring effective organizational performance, having responsibility for diverse major staff and/or line functions) for at least one year (not including internships in conjunction with an academic program).
- **Academic Award in Memory of Stephen B. Sweeney:** Recognizes a classroom instructor who has made a significant contribution to the formal education of students

continued on next page

pursuing careers in local government.

Eligibility: Unrestricted.

- **Early Career Leadership Award in Memory of William H. Hansell Jr:** Recognizes an outstanding early-career local government professional who has demonstrated leadership, competency and commitment to local government as a profession. This award is accompanied by a \$5,000 stipend to promote professional development of early career local government professionals.

Eligibility: ICMA membership, less than 10 years of service to local government, and endorsement by a past or present local government manager or elected official.

Program Excellence Awards

Presented to local governments and their chief administrators in recognition of their innovative and successful programs. Program Excellence Awards can have multiple recipients.

Awards are presented to local governments for each of three population ranges: less than 10,000, 10,000 to 49,999, and 50,000 and greater. Multi-participant nominations will be classified in the population range that corresponds to the population of the largest participating organization.

Any local government whose chief administrator is an ICMA full member is eligible to receive a Program Award. (Nonmember CAOs are encouraged to [join ICMA](#) and enjoy the [many benefits](#) of belonging to this international organization.) Local governments must limit their nominations to one program per category—with a maximum of five Program Award nominations per year. Each nomination must be distinct from the others. **Programs must have been fully implemented by January 31, 2019, to be eligible for nomination in 2020.** The CAO of the local government must be a full member of ICMA for a program to be eligible for submission, this is in-sync with one of ICMA's core beliefs that professional management is an integral component of effective local government and is also a benefit of membership in your professional association.

- **Community Diversity and Inclusion Awards** recognize communities for organizational achievements building or celebrating diversity and inclusiveness. The program may be nominated for either work done within the local government organization or the community at-large. This award came to fruition following a recommendation from ICMA's Task Force on Inclusiveness and with approval of the ICMA Executive Board.
- **Community Health and Safety Awards** recognize the local government programs or processes that demonstrate innovation, excellence, and success in the community's safety, health, and/or wellness, including enhancement in the quality of life for the disadvantaged. This category is sponsored in part in memory of Carolyn Keane, first wife of former ICMA Executive Director Mark Keane, and in memory of Bill and Alice Hansell, parents of former ICMA Executive Director Bill Hansell.
- **Community Partnership Awards** recognize the programs or processes that demonstrate innovation, excellence, and success in multi-participant involvement between or among a local government and other governmental entities, private sector businesses, individuals, or nonprofit agencies to improve the quality of life for residents or provide more efficient and effective services.

continued on next page

- **Community Sustainability Awards** recognize the innovative local government programs or processes that demonstrate innovation, excellence, and success in balancing that community's social, economic, environmental, and cultural needs.
- **Strategic Leadership and Governance Awards** recognize the innovative and successful local government programs or processes that have significantly affected a local government organization's culture or strategic direction.

*The implementation date of January 31 of last year allows for the program to show at least a year's worth of success and progress for the awards evaluation panel to review. To be eligible for a 2020 award, **the program must have been fully implemented by January 31, 2019.**

Submitting a Nomination for ICMA's Local Government Excellence Awards

1. You must be logged into the ICMA website in order to submit a nomination.
2. If you do not have an **ICMA website account**, you will need to set one up [here](#) in order to submit the nomination. When setting up an account, use the email address that you want to receive communications from ICMA regarding this submission,
3. Once you are logged into the website, go to "my account". You will see "Awards" on the top blue menu bar. Hover over the "awards" tab and select "link" to nominate either a **Professional Excellence** or **Program Excellence Award**. Click on the appropriate tab.

Deadline to submit a nomination for the 2020 Local Government Excellence Awards is **March 6, 2020.**

[Submit a Nomination](#)

Questions? Contact Joyce Lee at 202/962-3625 or jlee@icma.org.

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2020 ICMA Midwest Regional Conference

April 22 - 24, 2020

Overview

Join us for a 2.5-day conference filled with strategies, tools, connections, and all the things you need to drive your community better, faster, and further in 2020.



We're bringing the Midwest Regional Conference to Grand Rapids, Michigan, April 22-24. The core focus of the conference is to help local leaders and their communities tackle gnarly issues and to inform and educate around key topics surrounding local government. You'll unlock presentations that deliver actionable tactics to solve your greatest challenges. You'll meet local government leaders from your region who are redefining how to manage the ever-changing community challenges. And you'll gain the skills you need to keep ahead of the curve and continue your leadership and professional development in 2020.

REGISTRATION FOR THE MIDWEST REGIONAL CONFERENCE OPENS ON MONDAY, FEBRUARY 24.

continued on next page

CONFERENCE VENUE & HOTEL



Embassy Suites by Hilton Downtown Grand Rapids

710 Monroe Avenue NW, Grand Rapids, Michigan

The 2020 ICMA Midwest Regional Conference will take place at the Embassy Suites by Hilton Downtown Grand Rapids in Grand Rapids, Michigan.

We have secured a block of rooms at discounted rates for Midwest Regional Conference attendees at the Embassy Suites by Hilton Downtown Grand Rapids.

Please note, our hotel blocks sell out each year and are available on a first-come-first-served basis. The last day to book your room at the discounted price is April 1.

Rate: \$117 per night plus taxes

continued on next page

REGISTRATION RATES

What Your Registration Includes: Inspirational breakout sessions, breakfast/lunch, our evening social events, and an ICMA University Workshop. Please note that there are additional fees for the city tour and mobile workshop.

Team Rates: Want to send several people from your team to the Midwest Regional Conference? You will receive a discount of 30% off per registration for one or more of your colleagues. Discount code will be provided in your registration confirmation email.

NACA Scholarship Opportunity: With the generous support of [ICMA-RC](#), NACA is offering one scholarship for the Midwest Regional Conference. [Submit your application by March 27](#). The scholarship of up to \$1,500 will cover registration and travel expenses* for NACA members attending an ICMA Regional Conference for the first time.

Student Chapter Regional Conference Travel Scholarship: For your chance to receive a travel scholarship (travel and lodging), visit the [ICMA Student Chapter Facebook Page](#) and create a new post with the following information: (1) Your college/university, and the Regional Conference event you plan to attend; (2) a short statement on your interest in public service and local government; (3) a short statement and what you plan to get out of attending the Regional Conference. *Note: Scholarship recipients will be required to commit to attending the Regional Conference of their choice and upon completion of the event, must submit a short essay with photos highlighting their experience at the Regional Conference.*

Questions about registration? Please email Matthew Watson, ICMA Events Registration Manager, at mwatson@icma.org.

Registration Type	Registration Fee
Students/Interns/Local Government Management Fellow/Academics/Member-in-Transition	Free
ICMA Retired Member/Life Member	\$150
ICMA Affiliate Member (Entry-Level to Department Head/Director Members)	\$150
Early & Mid-Career Nonmember (Entry-Level to Department Head/Director)	\$300

Registration Type	Registration Fee
ICMA Member (Full Membership; Full Not <u>in Service</u> Membership)	\$325
Nonmember (Chief Administrator; Assistant/Deputy Chief Administrator; Private Sector)	\$650
Partner/Guest	\$75
Team Rates (receive a discount of 30% off per registration for one or more of your colleagues after you register)	30% off
City Tour Event	\$20
Mobile Workshop	\$25



Informal Leadership: How to Lead from the Second Chair

Presented by: Katy Rush, GovHR USA

Wednesday, February 19, 2020

11:30 am - 1:00 pm

Lincolnwood Community Center

4170 Morse Avenue

Lincolnwood, Illinois 60712

Join us and Katy Rush from GovHR USA to learn how to affect change within your organization regardless of job title.

Lunch will be served from 11:30 am - 12:00 pm.

Please RSVP by February 14th

Thank You ILCMA Senior Advisors!

ILCMA is lucky to have the services of four former managers/administrators who serve the profession as ICMA Senior Advisors in the state of Illinois. The ILCMA/ICMA Senior Advisors are Greg Bielawski, Steve Carter, John Phillips, and Robin Weaver. Their contact information is located on the ILCMA website and on the back of every ILCMA newsletter. Collectively they clocked over 1,170 hours, traveled approximately 8,650 miles, and made just over 2,800 contacts in 2019! ILCMA thanks each of you for your service to the profession!

ILCMA/ICMA Senior Advisors submit year-end reports which serve to provide a good overview of the areas of concern in the profession. Areas of concern for 2019 were not much different from concerns of 2017 and 2018. Generally, members are worried about dysfunctional elected bodies and political interference, a lack of understanding by elected officials about the role of the elected official and professional administrator which leads to conflict, influence of social media on all aspects of local government, lack of civility, the hiring of “non-traditional” CAO’s, financial pressures caused by pensions, state of Illinois issues, and overall budgetary pressures.

One of the roles of a senior advisor is to provide support to members in transition. The resilience of our in-service members as well as MITs is to be commended. Some MITs wonder whether they want to continue in the profession, particularly if they have not been successful in finding a new position after a few attempts. ILCMA members should continue to reach out to our ILCMA MITs and invite them to professional development events, regional luncheons, and conferences.

Another important role of a senior advisor is to assist communities that are hiring their first manager/administrator or are interested in learning more about council/manager form of government. The city of Springfield is exploring council/manager form and Steve Carter and John Phillips have participated in meetings to educate the community on the benefits of professional local government management. The community may go to referendum in a future election. The International City/County Management Association (ICMA) Senior Advisor Program was established by the ICMA Executive Board in 1974 to make the counsel, experience, and support of respected, retired managers of the profession available to the local government management profession. Senior Advisors are retired managers with extensive experience who volunteer their time to provide a unique source of outside counsel to their colleagues.

ICMA/ILCMA Senior Advisors are available to meet with ICMA and ILCMA members to discuss the profession and concerns of those in the profession. Discussion topics range from relations with mayors and councils, connections with their state association or ICMA, responses to local controversies, career development counseling, and overall management questions. Senior Advisors also help communities interested in adopting or retaining council-manager government and assist mayors and councils who may be seeking a manager/administrator on a full-time or interim basis.

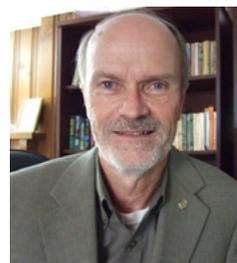
All discussions are confidential. Senior Advisors are friends, colleagues, and counselors to the profession, not consultants. The Senior Advisor Program is designed to help with personal and professional issues, not to provide technical assistance or to solve problems in a local government. Senior Advisors may consult with local governments as individuals, on a part-time basis, if the consulting does not impair the effectiveness of the Senior Advisor.



Greg Bielawski



Robin Weaver



John Phillips



Steve Carter

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ILCMA Members Become ICMA Credentialed Managers

ILCMA Members Receive ICMA Credentialed Manager Designation:

Congratulations to ILCMA Members Who Received ICMA Credentialed Manager Status in July 2019

- Karie Friling, Homer Glen, IL**
- Deborah Waszak, North Chicago, IL**
- Joan Walls, Champaign, IL**
- Joe Carey, Carol Stream, IL**

Interested in Becoming a Credentialed Manager?

The Application Deadlines and Fees are:

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

In addition to the \$75 cost of the Applied Knowledge Assessment, the online application fee is \$50. Paper applications are no longer available.



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