



November 2020

Illinois City/County Management Association

ILCMA news

Volume 16 No. 4

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/>



November 6
IAMMA/Metro Happy Hour
Zoom

November 18
IAMMA Social Media Workshop
Zoom

November 19
ILCMA/Metro Professional Development Webinar
Allyship in the Face of Hate: Responding to Bias and Hate Incidents
Zoom Webinar

December 2
ILCMA Idea Exchange
Zoom Webinar

President's Column

By Mike Strong, Chair, ILCMA Communications Committee and Assistant City Manager, Lake Forest

With the fall season in full swing and winter creeping in (abruptly), we would typically look forward to the learning, sharing, and networking that professional development, training, networking and conferences bring during the season. However, without sounding too trite the pandemic has disrupted more than these seasonal gatherings. Physical distancing, cancelled events, hybrid learning, virtual backgrounds and video conferencing, quarantines and isolations, public health guidelines, mask puns, new mandates and legislation, and the fleeting personal (and home Wi-Fi) bandwidth we rely on – every day we are facing a unique COVID-19 challenge.

Meanwhile, you're left to think about your elected officials, employees, colleagues, local businesses, local institutions and nonprofits, and family members... How are they feeling? What do they need from you? How has their position or situation changed? What can you do to help them? But, what about my needs? I'm reminded of Peter Drucker's quote, "The greatest danger in times of turbulence is not the turbulence; it is to act with yesterday's logic." While we struggle with adapting and finding balance, know that the Association and its various member-led committees are playing a critical role

continued on next page

in serving an emerging and different set of member needs during this COVID-19 crisis to support you during this time and help you stay energized.

The Communications Committee has been no different, focusing on reimagining the value we can provide you during this time – a time we look forward to experimenting with new ways to celebrate and promote the profession, engage with new and diverse groups, and support the membership. Some of the strategies our Committee has been focused on over the last couple months include:

- Partnering with Vicarious Productions to develop a creative marketing video highlighting different career paths in local government
- Supporting the Illinois Association of Municipal Management Assistants (IAMMA) initiatives to connect with and support the next-generation of local government leaders
- Exploring opportunities to work closely with the Illinois Municipal League (IML) to communicate and promote the value of professional local government management
- Developing new engagement platforms and resources to exchange ideas and learn from members

To the last point, the Communications Committee is excited to announce the development of a new virtual ILCMA Idea Exchange program which will offer an opportunity for professionals at all stages of their career to network, exchange ideas and learn from your peer's successes and mistakes. These hour-long sessions are designed to be informal, but each event in the series will start with a seasonal topic relevant to the profession.

For our inaugural event, we are pleased to present ILCMA Idea Exchange: Employee Relations in a Virtual Environment scheduled to take place virtually on Wednesday, December 2 from 12 p.m. -1 p.m. All of our workforces have been affected to some degree by COVID-19. Participants will be invited to share their own experiences and lessons from dealing with a virtual workforce and to look ahead to employee relations issues, such as performance evaluations, employee recognition, work-from-home support, employee engagement and morale, and others.

On behalf of the Communications Committee, we are here for you and we look forward to serving you in new ways this year – may we remain connected during these times and be #ILCMAProud!

Welcome New Members

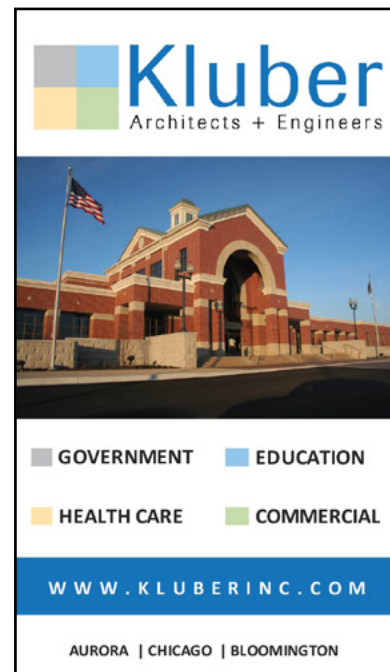
Mitchell Anderson, Management Intern,
Village of Schiller Park
Kevin Catlin, County Administrator, County of Boone
Morgan Kull, Student, University of Illinois Chicago
Michael Marron, Village Administrator,
Village of Glendale Heights
Fred Mullard, Village Administrator,
Village of Lake in the Hills
James Richter, Village Administrator,
Village of Machesney Park
Kimberly White, Student, Illinois Institute of Technology

Who's Who Directory Update

Erika Storlie, interim city manager, city of Evanston, has been appointed as the permanent city manager in Evanston. She was previously the Evanston Assistant City Manager.

Emily Rodman has been appointed as the assistant village manager in Glen Ellyn. She was formerly the assistant village manager in La Grange Park.

Mark Latham, City Manager, Highland, has announced his retirement as of Nov. 13, 2020. Congratulations Mark!



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Client Development Specialist
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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](#)



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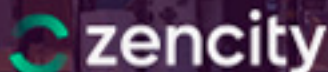
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COMCAST

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.

A Proactive Approach to Pavement Management

By: Alison McGee, Marketing Associate, RoadBotics

Planning for the future is a difficult exercise but planning for an uncertain future is nearly impossible. And that is exactly what government officials are now tasked with accomplishing.

Pandemic-induced budget reductions have impacted all government departments. Specifically, in the areas of transportation and asset management, the loss of sales tax revenue has resulted in the postponement or cancellation of numerous critical infrastructure maintenance projects.

America's infrastructure is in desperate need of rehabilitation but delaying the inevitable to conserve financial resources is not a sustainable solution. As roads remain untouched, the pavement will continue to deteriorate, resulting in a heftier price tag when the project actually begins.

The Scope of Infrastructure

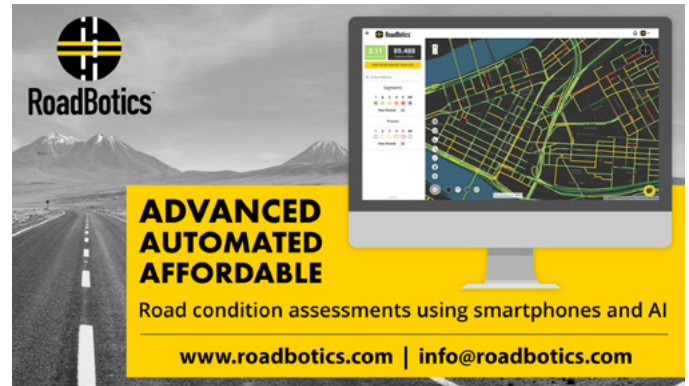
America's road and highway networks are extensive - there are 2.6 million miles of paved roads. Thousands of municipalities, from townships to state governments, are responsible for managing their portion of the overall network.

Whether a municipality is responsible for maintaining 10 or 1,000 miles, roads are valuable assets that are resource intensive to manage. Currently, it costs approximately \$1 million to pave one mile of road, and with an average lifespan of 25-30 years, the expense to maintain, rebuild, and repair this essential infrastructure is huge.

From Reactive to Proactive

Many municipalities struggle to find the time, manpower, and budget required to manage roads efficiently and effectively. Because of this, they often implement a 'worst first' approach, where roads are repaired once they have progressed to failure. Subsequently, the lifespan of the pavement is shortened because the road requires partial or full reconstruction.

But there is a solution: changing the pavement management perspective from reactive to proactive. By developing a data-driven pavement management strategy that is rooted in objective condition assessment data and preventative maintenance practices, municipalities can limit their infrastructure investment over the long-term and extend the life of the road network.



The Goal of Pavement Management

The goal of pavement management is to cost-effectively plan for the maintenance and rehabilitation of roads in order to maintain serviceable conditions by collecting, analyzing, and reporting on pavement data.

A preventative maintenance strategy aims to repair minor to pervasive pavement distresses before they escalate to failure. For example, on a section of road with fatigue cracking, implementing a crack-seal program before the cracking escalates to form a pothole is a preventative measure.

But what is the best way to begin developing a pavement management strategy?

The Best Place to Begin

An efficient pavement management strategy starts with pavement condition data. Municipalities need to understand what assets they have, and what condition they are in, to effectively manage them.

Technological solutions, especially those rooted in Artificial Intelligence (AI), provide objective and actionable road network condition data. This vital information reveals the location, severity, and scope of surface distresses. As the technology progresses, these solutions are becoming faster, more accurate, and significantly less expensive than traditional methods.

Quantified conditional ratings, along with supplemental information, allows municipalities to pinpoint specific areas of concern and to understand the network as a whole. Data analysis determines the best rehabilitation measure for roads at different ratings. This includes not only addressing

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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.

Cooperative Purchasing Programs

by Ginger Line, MPA, CPPB, Client Relations Administrator, Sourcewell

When Greene County Parks and Trails set out to construct a 28,000-square-foot facility, the organization was already facing an uphill climb before ground was ever broken.

With an architectural estimate coming in over budget and the looming fact that the legally-required competitive bid process would require more time than they could afford, county officials looked for a better way.

"The idea of a new building is exciting. But the idea of having to put together the bid and to have it evaluated, that can be a time-consuming and onerous task," said Jon Dobney, director of Greene County Parks and Trails. "So, the undertaking, I wasn't overly excited about at first."

Greene County Parks and Trails needed to build a facility large enough to house its entire parks and recreation department. The county turned to local contractor Brentwood Builders to utilize a cooperative purchasing contract with BlueScope Construction and Sourcewell.

"The whole cooperative purchasing program was very exciting to me," Dobney said. "It moved so much more quickly by bringing all the other parties to bear under one umbrella and then we were dealing with one point of contact. That's the exciting part about it – that it really streamlined the process."

Once underway, Dobney said the project went from 60 to 95 percent complete faster than any other time he had been involved in a nearly 40-year career with the state of Ohio.

"This project has streamlined and cut the construction and overall project time by three-quarters, I would say," noted Greene County Parks and Trails Senior Project Manager Chuck Frazier. "It's been a wonderful process."

Upon completion, the new facility enabled several relocations of county offices and one nonprofit organization. In addition to saving time and money by utilizing the cooperative purchasing method, the county increased efficiencies and service coordination.

"The chance to use this cooperative purchasing process is ideal for any governmental agency," Dobney said. "I highly recommend this to anybody considering a project of this nature."

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"A lot of people aren't aware of this process and they all struggle the same way that we used to with the whole bidding process and the amount of time and effort and resources it took to do the bidding process," Frazier added. "I definitely encourage anybody that has a project – new construction or remodel construction – to give them a chance to show you what they can do for you, and I think you'll be really, really happy."

By the numbers

Following the completion of the project, a Greene County official listed some of the benefits of utilizing a cooperative purchasing solution:

- The process saved, at minimum, 3-4 months on bidding, approvals, and credentials.
- The county saved an unmeasurable amount of staff time.
- Time was saved on the many layers of reviews and approvals required for the traditional bidding process.
- The project resulted in a 10,000 square-foot larger building and a cost savings of \$1,000,000.

See it in action >> bluescopeconstruction.com/knowledge-center/new-parks-facility-using-sourcewell
or use Bitly link: sourcewell.co/33hRXFC

Working with, and for, you:

When using a cooperative purchasing organization, it's good to have someone you know and can trust. Sourcewell Client Relations Administrator Ginger Line works through the procurement process with cities, counties, and public agencies throughout North America. As a long-standing ambassador and representative of NIGP (National Institute for Government Procurement), Ginger helps promote professionalism in procurement and contracting for public agencies and serves clients from Illinois.

Metro Managers & IAMMA Virtual Happy Hour

Unwind, socialize, and learn about a great cause. For 30 years SOS Children's Villages Illinois has provided the highest quality of care for Illinois' foster children and families. They will be our partner for the 2020 Holiday Giving Program.

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Friday
5 pm -6 pm



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We can't wait to see you.

continued from page 4

A Proactive Approach

roads in “poor” condition, but also considering what preventative measures can preserve the pavement that is currently in “fair” or “good” condition.

Looking Towards the Future

Amidst a pandemic, it is easy to be near-sighted when looking towards the future; however, the actions municipalities take today are critical for future successes. By using technology-based data-driven solutions to develop pavement management plans, decision-makers can stretch budgets, conserve resources, and preserve their assets.

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Social Media Workshop: The First Amendment and Local Government Employees

Wednesday, November 18th from Noon—1:00 pm.

Cost: \$0

Zoom link will be provided to all registered participants.

Click to Register: [HERE](#)

How do the First Amendment and other laws apply to local government employees on social media? Find out at the IAMMA Social Media Workshop proudly presented by Ancel Glink's Quorum Forum podcast! Attorneys Matt DiCianni and Dan Bolin will discuss what agencies can and cannot do regarding their employees' personal social media use, as well as the importance of developing and implementing a social media policy. All participants can email questions at podcast@ancelglink.com and join us over zoom for an engaging discussion about legal issues for local governments on social media.

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Thursday, November 12

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October 1, 2020 — Online

Non-profit Compensation: How to create a plan that impacts (NEW)

October 8, 2020 — Online

HR Management: Strategies for Handling Difficult Conversations (NEW)

October 14, 2020 — Online

Conflict Essentials for Stressful Times

November 18, 2020 — Online

Smart City Managing Your 5-G Future

December 8, 2020 — Online

New Civics and the Impact of Globalization

CLA Courses Qualify for ICMA's Voluntary Credentialing Program



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HORTON

ILCMA was recently made aware of a fun fact:

The article below is from the Jan. 1979 ILCMA Newsletter and is about Kelly Amidei's grandmother, Marjorie Emery, who was the first female assistant village manager in the state of Illinois! She did not have a degree in Public Administration but a supportive boss, Norris Stilphen of Deerfield, who gave her the title she deserved commiserate with her duties. Kelly Amidei is the current Village Administrator in Libertyville and an ILCMA Past-President. Thanks for sharing this tidbit with ILCMA, Kelly!

Miscellany

Cops!

In the October-November issue of the ILCMA Newsletter, it was reported that Marilynne Davis's appointment as City Manager of Richton Park marked a first in Illinois, as there were no women as municipal managers in the State before this appointment. However, the Secretariat has recently learned that this is not in fact the case. On the contrary, Illinois has had two women as municipal managers, the first one as early as 1960. She was Mary Lou Sabatello, and she served as Village Manager of Maywood from 1960 to 1968. Additionally, Sylvia Dennen served as Village Manager of Richton Park. Ms. Dennen was in the position from 1976 to 1977, and is currently working in State government in Illinois.

While there is currently one woman who holds the title of Assistant City or Village Manager in the State, Marjorie Emery in Deerfield, there are many women working as professionals in municipal government who are assistant to City or Village Managers. Their titles range from planners, to personnel officers, to finance officers to administrative assistants. With the number of women choosing public administration and planning as a profession, the number working in municipal government in Illinois will certainly grow over the next 5 to 10 years.

Center for Urban Policy

The Department of Political Science at Loyola University has announced the establishment of a new scholarly research unit, the Center for Urban Policy. The Center is the successor to the University's Center for Research on Urban Government (CRUG), and will serve to organize academic, public, and private resources for the analysis of public policies affecting neighborhoods, community organizations, and the political systems of urban areas. Governmental officials, community leaders, researchers in private and non-profit organizations, as well as those at all educational institutions, have been invited to participate in and utilize the resources of the Center.

The Center will issue two publications. *URBAN POLICY NOTES* will be regularly published as a newsletter and will be available upon request. *URBAN INSIGHTS* will be published in book or monograph format, and replaces the previously published *CRUG MONOGRAPHS*. Inquiries about the series should be addressed to the Center for Urban Policy.

Information about the Center and its publications should be directed to Dr. Ray Tatalovich, Director, Center for Urban Policy, Department of Political Science, 820 North Michigan Avenue, Chicago, IL 60611.

Presented by the ILCMA
Communications Committee

IDEA EXCHANGE

December 2 | 12pM-1PM | via Zoom

About the Idea Exchange

The ILCMA Idea Exchange will be a quarterly opportunity for professionals at all stages of their career to network, exchange ideas and learn from your peer's successes and mistakes. These hour-long sessions are designed to be informal, but each event in the series will start with a seasonal topic relevant to the profession.

For our inaugural event, we are pleased to present **ILCMA Idea Exchange: Employee Relations with a Virtual Workforce**. All of our workforces have been affected to some degree by COVID-19. Participants are invited to share their own experiences and lessons from dealing with a virtual workforce and to look ahead to employee relations issues which arise at the end of the year.

- Schedule Management for Employees with Children at Home
- Employee evaluations
- Employee recognition
- Employee engagement and morale



To register visit:
www.ilcma.org/events/1202





THE ILCMA PROFESSIONAL
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PRESENT THE VIRTUAL
MEETING:

Allyship in the Face of Hate: Responding to Bias and Hate Incidents

November 19 | 11:30AM-1PM

Register at: www.ilcma.org/events/1119

\$20 registration fee | \$10 for students
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Reserve time on your calendar, as
this session will **NOT** be recorded

Panelists will include:

Dr. Lara Trubowitz, Education Director, ADL
Midwest and Associate Director, National College
and University Programs

Ms. Daisha Muhammad, Project Manager,
Managing Implicit Bias for Law Enforcement

Municipalities are often looked to for a response to bias incidents that occur within their community or their organization. Local experts from the Anti-Defamation League (ADL) will offer an overview of hate crimes and bias incident trends, focusing in particular on the growth of white nationalism. This session will provide municipal leaders with tools for responding to incidents of hate and bias in their communities and workplaces, focusing on five core concepts in three action phases related to diversity, equity, inclusion, and bias incident response.

1. Prevent / Prepare
2. Respond
3. Heal / Educate

In addition to current data on hate trends and a review of key terminology, the presentation will offer participants opportunities to consider the different kinds of interventions that might be necessary at each stage of an incident (and the incident's potential escalation) and what municipalities can do to navigate situations as they arise.

Police chiefs, PIO's, and communication staff are encouraged to attend.

*Addresses ICMA Practice Areas 3 (Equity and Inclusion);
8 (Policy Facilitation and Implementation);*



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).

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IML Managers Monthly Column

by Patrick Ulrich, IML Managers Committee Chair, City Manager, Peoria

The Illinois Firefighters' Pension Investment Fund (IFPIF) will soon be conducting elections for members of its board of trustees, as established by the recent legislation to consolidate downstate and suburban firefighters' pension fund.

In late October, election ballots will be mailed in hard copy to mayors, village presidents and town presidents that are eligible to vote for members of the IFPIF board of trustees. In order to be eligible to vote, the municipality (or district) must have a participating firefighters' pension fund. Ballots sent to municipalities must be completed by the mayor, village president or town president and returned to IFPIF, as directed in the ballot instructions, prior to Dec. 1, 2020.

In regards to that election, the Illinois Municipal League (IML) has endorsed three municipal candidates for election:

1. Patrick Nichting, Treasurer, City of Peoria;
2. Herb Roach, Mayor, City of O'Fallon; and,
3. Jeff Rowitz, Deputy Village Manager/Chief Financial Officer, Village of Northbrook.

IML has stated that it is important that all eligible mayors, village presidents and town presidents return their completed ballots prior to December 1, 2020 and has further requested that municipal officials support the three endorsed candidates.

Background

On December 18, 2019, Governor JB Pritzker signed SB 1300 (Sen. Castro, D-Elgin/Rep. Hoffman, D-Swansea). The law, Public Act (P.A.) 101-0610, represents the culmination of more than a decade of work by the Illinois Municipal League (IML). The law consolidates the assets of the state's more than 650 downstate and suburban public safety pension funds into two consolidated investment funds, one for police officers (Article 3) and one for firefighters (Article 4), which will improve investment returns, eliminate unnecessary and redundant administrative costs, ensure more money is available to fund pension benefits and reduce the burden on local taxpayers.

The law creates one investment fund for police officers, the Police Officers' Pension Investment Fund, which will control an estimated \$8.7 billion in combined assets. It also creates one investment fund for firefighters, the Firefighters' Pension Investment Fund, which will control an estimated \$6.3 billion in combined assets. Investment data shows that individual pension funds typically earned lower returns than larger statewide funds, like the Illinois Municipal Retirement Fund (IMRF). Invested together, these funds are estimated to earn as much as \$1 million more per day in returns and generate an additional \$820 million to \$2.5 billion over the first five years, and as much as \$12.7 billion over the next 20 years.



The law provides that no later than 12 months after the effective date, both consolidated pension investment boards must hold elections for the trustees of the permanent board for each respective fund. The nine member permanent board for each of the two consolidated funds is comprised as follows:

Police Officers' Pension Investment Fund

- One member recommended by IML appointed by the Governor with the advice and consent of the Senate
 - Three members who are mayors, presidents, chief executive officers, chief financial officers, or other officers, executives or department heads of municipalities that have participating pension funds and are elected by the mayors and presidents of municipalities that have participating pension funds
 - Three members who are participants (employees) of participating pension funds and are elected by the participants of participating pension funds
 - Two members who are beneficiaries (retirees) of participating pension funds and are elected by the beneficiaries of participating pension funds
- Firefighters' Pension Investment Fund
- One member recommended by IML appointed by the Governor with the advice and consent of the Senate
 - Three members who are mayors, presidents, chief executive officers, chief financial officers, or other officers, executives or department heads of municipalities or fire protection districts that have participating pension funds and are elected by the mayors and presidents of municipalities or fire protection districts that have participating pension funds
 - Three members who are participants (employees) of participating pension funds and elected by the participants of participating pension funds
 - One member who is a beneficiary (retiree) of a participating pension fund and is elected by the beneficiaries of participating pension funds
 - One member recommended by AFFI appointed by the Governor with the advice and consent of the Senate
- More information and resources on IML's public safety pension fund reform and consolidation efforts, including fact sheets, position papers, infographics, correspondence and more is available at iml.org/pensions



Preparing the Next Generation and we need YOU!



ILCMA invites seasoned managers/administrators and assistants to become an ILCMA mentor.

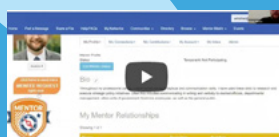
The ILCMA Mentor Match program reflects ILCMA's commitment to developing the next generation of local government management professionals. Mentor Match is the latest addition to an expanding line-up of our services to support members' professional development needs. It is an online tool - including a searchable database - that facilitates the establishment of mentoring relationships. It is user-driven, allowing registered Mentees to search among registered Mentors using specified criteria to find individuals whose experience and expertise match areas in which they wish to be mentored. Likewise, registered Mentors can search for and identify potential Mentees.

Why be a Mentor?

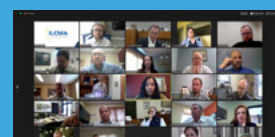
Volunteering as a Mentor can be mutually rewarding: mentees gain encouragement and guidance for their careers, and mentors gain deeper insights into their own careers and the satisfaction of helping others.

Mentoring offers value for people at any career stage, and everyone can benefit from mentors who help them see their situation and opportunities from a fresh perspective; even successful executives seek out mentoring. Mentors are encouraged to share expertise, insight, and experiences from their life's work to help others negotiate their own career paths, overcome obstacles, reinvigorate their passion, and plan next steps.

The future of the profession depends on the mentorship for the next generation of managers. ILCMA invites you to use the new mentor/mentee matching service through ILCMAConnect, which is the current ILCMA listserv platform. ILCMAConnect brings the power of data and search to help mentees find mentors that match their needs. To sign up to be a mentor, all you need to do is go to your ILCMA Connect page and sign up to be a mentor: <https://connect.ilcma.org/home> If you any issues logging in to ILCMA Connect contact Alex Galindo at agalindo@niu.edu.



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Senior Advisor Column

Back To The Future

by Robert Kuntz, ILCMA/ICMA Senior Advisor

I initially retired in July, 2015. I thought I was finally ready to move onto the next chapter of my life. I had served over 40 years in the profession, had never been fired, so I had the unique opportunity to retire on my terms.

I made a list of what I wanted to do and was fairly successful in checking the boxes, which included service as an ICMA/ILCMA senior advisor for southwestern Illinois. Everything went pretty much according to plan until I got an unexpected call from my former employer in November 2018 asking if I would be willing to return to my former position on an interim basis until a search for a permanent replacement could be conducted. With winter coming on, I figured “what the heck” - I could do this for a few months. As things turned out, I ended up serving again as the Ballwin City Administrator for the next 18 months.

A lot had changed during my three years of “hibernation”. The City had progressed to a totally paperless operation, moved into a new Government Center, and almost every member of the senior management team had moved on. In short, not much was the same as it was when I left.

Fortunately, I had the support of the Board of Aldermen that was in place when I had retired three years earlier. I was faced with a number of significant issues, including a regional initiative to consolidate local governments, negotiating the City’s first formal labor agreement, and the rebuilding of the senior management team.

I was humbled by the opportunity and determined to move forward with a positive attitude to embrace the culture promoting the “Ballwin brand”. “Meet the Manager” sessions were conducted on a regular basis with all employees. There was no agenda for these discussions and no topic was off limits. I emphasized my commitment and confidence in staff with the simple expectation that we treat our residents as customers by consistently saying what we would do, then doing what we said.

The entire hiring process was changed in favor of attitude and commitment to serve. Teambuilding became a top priority. This concept was further demonstrated with the elimination of the Assistant City Administrator position.

This new management structure resulted in greater consistency and accountability. The position of Marketing/Communications Coordinator had been established under the prior administration. This person provided the glue to effectively deal with all aspects of social media, as well as keeping things positive (and consistent) as we moved forward in dealing with the current pandemic.

In terms of lessons learned, there is no “one size fits all”. Every community and organization differs with respect to strategy and policy direction. By no means have we seen the end of this current health crisis or the economic fallout that has subsequently occurred. It is, however, extremely helpful to have a loyal staff, a supportive governing body, and a clear and consistent communication plan in place.



ILCMA Member Receive ICMA Credentialed Manager Designation:

Congratulation to Rudy Espiritu, Village Administrator, Berkeley who earned the ICMA Credentialed Manager distinction.

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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PRESENTATION TOPICS

Session 1 | October 7 | Anger & Communities

Anger is one of the densest forms of communication and extremely detrimental to trust. How do you recognize weaponized anger? What are the causes and the underlying issues for leaders? What are the possible cures?

Session 2 | November 4 | Shame

If shame is truly “the learning affect”, why does it feel so hurtful and why has it become the weapon of choice by elected officials, residents and other disenfranchised individuals? What does shame look like and feel like and what are it’s causes? How are shame and anger related and how do they contribute to conflict and poor communications?

The internet and social media have made it effortless to revisit one’s past actions or indiscretions to provoke shame, just consider “the cancel culture”.

What role does shame play in today’s polarized politics, Black Lives Matter Movement, wealth inequity and the provision of public services?

Session 3 | December 2 | Integrating Pandemic, Budget Impact & Human Toll

Navigating the financial and budgetary implications of the pandemic and the technical and human toll.



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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.

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ILCMA Memberhip Responsibilites 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

Darin Girdler

Thomas Thomas

Moses Amidei

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dgirdler@gmail.com

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mosesamidei@yahoo.com

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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 Advisors

A Message from your ILCMA/ICMA Senior Advisors:

In these uncertain and difficult times, you are called on even more for your leadership and management acumen. We know it can be lonely as you make and implement decisions both in your work and personal life. We can be a sounding board, a confidant and a listener. Here are some tips. Check in with your colleagues. Call a mental health professional if you are feeling distressed. Practice self-care such as exercise, good nutrition and breathing deeply. Don't forget your family members. Please feel free to contact any one of us:

Greg Bielawski 630-462-1876
g_bielawski@hotmail.com

Steven Carter 217-359-1338
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CLA will be utilizing a webinar format for its 2020-21 series. This will be our 16th year and we will continue to offer important topics for government leaders at all levels of your organization. Should public health conditions change over the course of our 2020-21 season, we will notify our participants and partners when in-person seminars can resume.

We want to thank all of our training participants, partners and presenters for joining us in May and June of this year for a very successful series of webinars to conclude the 2019-20 CLA schedule.

NIU's Center for Governmental Studies and the CLA team are grateful for everyone's support and flexibility during these unusual and challenging times. Watch for course announcements in late August for the 2020-21 season of sessions.

Be well and stay safe!

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This newsletter is published ten times a year by the Secretariat. The deadline for ads or article submission in the newsletter is the 10th of the month prior to each month's issue.

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