

SEP
8-10
2021

Unmasking the Future

ILCMA 2021 | CONFERENCE

SCHEDULE AT A GLANCE

WEDNESDAY, SEPTEMBER 8

9:00 A.M. – 5:00 P.M.

Registration Open
Eagle Ballroom Lobby

8:30 A.M.

9-Hole Golf
Eagle Ridge North Golf Course

10:00 A.M.

18-Hole Scramble & Conventional Golf
Eagle Ridge North Golf Course

1:00 P.M. – 5:00 P.M.

Exhibitor Set-up
Galena Rooms/Patio/Foyers

1:00 P.M. – 5:00 P.M.

Pre-conference Workshop
Eagle Ballroom II
Creating the Organizational “Win-Win” in DEI
Learning and Education: Mastering the Art of
Transformation

6:00 P.M.

BBQ Dinner
Marina

THURSDAY, SEPTEMBER 9

7:00 A.M. – 7:45 A.M.

Legacy Walk
Meet by Tennis Courts

7:30 A.M. – 8:30 A.M.

Registration and Breakfast
Eagle Ballroom Lobby/Point Patio

8:45 A.M. – 10:00 A.M.

Welcome & Keynote Address
Eagle Ballrooms
Keynote Address by Michael Kimmel
The Gender and Race Equality Advantage

10:00 A.M. – 10:30 A.M.

Caffeine, Soda, and Snack Break
Galena Rooms/Patio/Foyers

10:00 A.M. – 4:30 P.M.

Mock Interviews and Resume Reviews
Boardroom IV

10:30 A.M. – 11:45 A.M.

Breakout Sessions:
Session 1: Smarter, Safer, Resilient Cities in a
Post-Pandemic World
Eagle Ballroom 1 and 2
Session 2: The Great Migration: Preparing for the
Calm After the Urban Exodus Storm and What
Could Go Wrong
Eagle Ballroom 3

11:45 A.M. – 1:00 P.M.

Lunch, ILCMA and ICMA Updates
Point Patio

1:00 P.M. – 1:45 P.M.

Dessert
Galena Rooms

1:45 P.M. – 3:00 P.M.

Breakout Sessions:
Session 1: The Power of Data: Reaching Your Com-
munity by Understanding Equity and Inclusion
Eagle Ballroom 1 and 2
Session 2: Best Practices in Creating and Managing
an Effective Long-Range Financial Plan
Eagle Ballroom 3

3:00 P.M. – 3:30 P.M.

Caffeine, Soda, and Snack Break
Galena Rooms/Patio/Foyers

3:30 P.M. – 4:45 P.M.

Breakout Sessions:
Session 1: Financing, Feasibility and Site Selection
for Transformative Community Projects
Eagle Ballroom 1 and 2
Session 2: The Public Safety Employee Benefits
Act – A Case Study on Landmark PSEBA Claims
Eagle Ballroom 3

6:00 P.M. – 8:00 P.M.

Reception, Dinner & Awards
Point Patio

8:00 P.M. - MIDNIGHT

ILCMA Social Event: Pub Crawl
Shuttles depart from Hotel Lobby

FRIDAY, SEPTEMBER 10

8:00 A.M. – 9:00 A.M.

Breakfast
Point Patio

9:00 A.M. – 10:15 A.M.

Breakout Sessions:
Session 1: Criminal Justice Reform –
What Happens Next?
Eagle Ballroom 1 and 2
Session 2: Succession Planning –
How To Do It Right
Eagle Ballroom 3

10:15 A.M. – 10:30 A.M.

Break

10:30 A.M. – 11:30 A.M.

Closing Keynote by Heather Younger
*Seize the Opportunity: Reimagining a Better
Workplace in a Challenging World*
Eagle Ballrooms

ILCMA.ORG



WEDNESDAY PRE-CONFERENCE SESSION

1:00 – 5:00 P.M.

Creating the Organizational “Win-Win” in DEI Learning and Education: Mastering the Art of Transformation

Eagle Ballroom 2

This session has been designed to build a foundational understanding of the importance of DEI in today's workplaces, generate constructive dialogue about fostering respectful workplaces, and provide insight on how to master difficult conversations about DEI with the goal of uniting teams. The live, interactive, session will be a great way to reengage with your peers in a safe environment and explore different ways of thinking without judgment. We hope you can join us as we continue to advance the discussion and provide a framework for exploring, implementing, or reinforcing your organization's DEI initiatives.

Learning Objectives:

1. Understand why DEI initiatives are important
2. Explore the value in adopting new language
3. Recognize unconscious bias and cultural intelligence
4. Discuss how to create sustainable change
5. Outline tools to manage healthy conflict in the workplace

Presenter:

Regina Romeo, CPS HR Consulting

Addresses: ICMA Practice Areas (3) *Equity and Inclusion*; (4) *Staff Effectiveness*; (6) *Strategic Leadership*; and (8) *Policy Facilitation and Implementation*

THURSDAY MORNING BREAKOUT SESSIONS

10:30 – 11:45 P.M.

Session 1: Smarter, Safer, Resilient Cities – In a Post-Pandemic World

Eagle Ballroom 1 and 2

With cities struggling to operate in a pandemic environment, the benefits of Smart City technology are even more apparent – and the need to fully virtualize critical functions is upon us.

Learn how converged and intelligent infrastructure are key to transforming Illinois cities and your entire urban fabric. Gain a crystal-clear understanding of how progressive communities are aligning efforts across multiple priorities to reduce costs, enable economic development and create the foundation to support these radical changes.

In a post-pandemic world, cities will need to enhance their resiliency, add layers of redundancy and most importantly – re-configure their systems to operate “virtually everything – virtually.”

THURSDAY OPENING KEYNOTE SPEAKER Michael Kimmel

8:45 – 10:00 A.M.

The Gender and Race Equality Advantage

Eagle Ballrooms

Many organizations are committed to increasing gender and racial equality in the workplace, but most of the time we think that means simply developing better policies for women and minorities. Men rarely see themselves as stakeholders in the gender equality discussion. For more than 30 years, Michael Kimmel has been working with corporations, governments, public sector organizations and NGOs, to engage men to support gender equality. Not only because it's the right thing to do (which it is) or even because it's good for business (which it is), but because it's also good for men themselves. Kimmel will also offer a broader discussion of Diversity and Inclusion that shows how greater diversity by race, ethnicity, and sexuality, also benefits organizational culture and everyone's working experience. Kimmel's keynote presentations, based on his acclaimed TED Talks, are by turn humorous, engaging, and entirely evidence based. Kimmel shows that gender and race equality is not only right and fair, but it's also smart. It's not a zero-sum, but a win-win all around.



Michael Kimmel

Addresses: ICMA Practice Areas: (3) *Equity and Inclusion*; (4) *Staff Effectiveness*; (6) *Strategic Leadership*; and (13) *Human Resources Management and Workforce Engagement*

The severity and swiftness of the downturn requires decisive action and a dynamic community response as we must now develop a “new normal” for Illinois cities.

Learning Objectives:

1. Understand why teleworking and the demand for improved telecommunications, 5G and broadband is skyrocketing.
2. Discover how technology is changing the playing field for physical infrastructure. Autonomous vehicles, Internet of Things (IoT) and more are coming. Are you prepared for the changes?
3. Understand your need to:
 - a. Enhance resiliency
 - b. Add redundancy
 - c. Operate “virtually EVERYTHING – VIRTUALLY in the “NEW ABNORMAL”
 - d. Create stable, future-proofed, resilient, critical intelligent infrastructure and smarter, more resilient cities

Presenters:

David Zelenok, PE, Vice President, Local Government Services, HR Green, Inc.
Ed Barrett, Practice Leader, Fiber & Broadband Services, HR Green, Inc.
Jeff Fiegenschuh, City Manager, City of Rochelle
Pat Brust, Director of Advance Communications, City of Rochelle

Moderator:

Russ Loebe, Vice President – Governmental Services, HR Green, Inc.

Addresses: ICMA Practice Areas: (2) *Community Engagement*; (6) *Strategic Leadership*; (9) *Community and Resident Service*; and (11) *Technological Literacy*

Session 2: 2021 – The Great Migration: Preparing For the Calm After the Urban Exodus Storm and What Could Go Wrong

Eagle Ballroom 3

Eric Doershing of Tracy Cross and Associates will explore the outward migration trend from urban cities to the suburbs, looking at specific examples of changes in zoning approaches, which allow for dense multi-family rental and owner-occupied housing. This session will also touch on how a community can position itself to be receptive and desirable for both residential and commercial development looking to serve the individuals migrating, as we emerge from the pandemic. Michael Gatto, of RMG Realty Group, who has developed several successful multi-family developments in and around transit sources has found a niche in completing smaller, multi-family and mixed-use projects as infill developments in the more urban, yet suburban environment.

Learning Objectives:

1. How has the pandemic changed migration patterns from urban to rural and rural to urban?
2. What are the current developmental and zoning trends in the city and suburbs?
3. Are the changes in development sustainable?

Presenters:

Eric Doershing, Tracy Cross and Associates
Michael Gatto, RMG Realty Group

Addresses: ICMA Practice Areas: (6) *Strategic Leadership*; (8) *Policy Facilitation and Implementation*; and (10) *Service Delivery*

11:45 P.M. — 1:00 P.M.

Luncheon, ILCMA and ICMA Updates

1:00 P.M. — 1:45 P.M.

Dessert in Exhibit Hall

THURSDAY AFTERNOON BREAKOUT SESSIONS

1:45 — 3:00 P.M.

CONCURRENT SESSIONS

Session 1: The Power of Data: Reaching Your Community by Understanding Equity and Inclusion

Eagle Ballroom 1 and 2

While many local governments are focused on creating more equitable and inclusive communities, what is being done to ensure the same values are reflected internally as well as externally? Polco/ National Research Center, Inc. (NRC) will present the latest results from their national survey database comprising the data from more than 25,000 local government employees across the U.S. as well as results from their nationwide resident satisfaction surveys that measure attitudes towards equity and inclusion from a variety of perspectives. The session will discuss strategies for bringing diverse and hard-to-reach voices to the table, ensuring that data reflects the experiences of all. Next steps of how to incorporate data into meaningful action, including continued dialogue, will also be explored.

Learning Objectives:

1. The ability to get more participation and target outreach to racial and ethnic minorities, youth, lower-income residents, residents who are originally from a country other than the U.S., and individuals whose first language is not English.
2. Have the confidence that community feedback and survey results can truly represent the entire population.
3. Learn to assess your own workplace climate related to equity and inclusion by taking actions to align their external and internal goals of inclusion.

Presenter:

Cory Poris Plasch, Vice President, Strategic Development, Polco

Addresses: ICMA Practice Areas: (2) Community Engagement; (3) Equity and Inclusion; and (9) Community and Resident Service

Session 2: Best Practices in Creating and Managing an Effective Long-Range Financial Plan

Eagle Ballroom 3

As the nation begins to recover from the pandemic, finances at the local level have been thrown into disarray over the last 12 months dramatically increasing the need for long-term financial planning. In this session, we will discuss how decisions today will impact revenue, budget, and public life for future budget years. To help public finance leaders navigate volatile

times, we will walk through how other leaders in the industry are constructing their long-term plan, what tools are available and prudent decisions you must make today to plan. Most of the session will be dedicated towards exploring and understanding what initiatives that will intimately maintain or improve financial health while continuing to provide local services.

Learning Objectives:

1. Learn how to identify looming COVID or other major events that would negatively or positively impact your community
2. How to set up a long-range financial plan with contingencies for what could go wrong.
3. Understand how to manage capital and operating expenses during times of uncertainty.
4. Learn how to guide planning efforts and influence resource allocation decisions.
5. Understand how multi-year financial forecasting can help improve your credit rating.

Presenters:

Kay Nees, Finance Director, City of Champaign
Brian Gosnell, Finance Director, Village of Gurnee
Keon Massey, Sr., Business Development Representative, PFM/Synario

Addresses: ICMA Practice Area: (12) Financial Management and Budgeting

3:30 — 4:45 P.M.

CONCURRENT SESSIONS

Session 1: Financing, Feasibility and Site Selection for Transformative Community Projects

Eagle Ballroom 1 and 2

Local government leaders are often tasked with managing projects to improve and innovate their communities, including making decisions about the financial, feasibility and site selection aspects of the project. Join us to get a “behind the scenes” look at the important considerations for municipal and county managers to lead successful transformations in your communities.

Learning Objectives:

1. Gain an understanding of private sector project evaluation and feasibility.
2. Learn about state and federal financing mechanisms that can propel projects in your communities.
3. Discover strategies to maximize the impact of local financial and incentive tools.
4. Understand the site selection process and how your community can engage with it.

Presenters:

Brad Elmer, CFA, Managing Director, Baker Tilly Municipal Advisors
Bill Nicklas, City Manager, City of DeKalb
Scot Wrighton, City Manager, City of Decatur

Addresses: ICMA Practice Areas: (10) Service Delivery and (11) Financial Management and Budgeting

Session 2: The Public Safety Employee Benefits Act – A Case Study on Landmark PSEBA Claims

Eagle Ballroom 3

Come to this session to hear the latest developments in the administration of PSEBA and learn what policies and ordinances you should employ to manage benefit eligibility. You will also hear from two city management professionals regarding particularly challenging or unique PSEBA claims and how they addressed the issues in their communities.

Learning Objectives:

1. The ability to develop ordinances and administrative hearing procedures to protect your municipality to effectively manage benefits.
2. Build confidence in your ability to coordinate a PSEBA claim.
3. Develop an understanding of recent case law in PSEBA and gain an understanding of where public benefits under the act may be trending.
4. Learn from other local government professionals what worked and what didn't work in denying a benefit claim.

Presenters:

Britt Isaly, Partner Attorney, Ancel Glink, P.C.
Robert Gustafson, Safety & Workers Compensation Manager, Evanston

Addresses: ICMA Practice Area: (10) Service Delivery

FRIDAY MORNING BREAKOUT SESSIONS

9:00 — 10:15 A.M.

Session 1: Criminal Justice Reform - What Happens Next?

Eagle Ballroom 1 and 2

Earlier this year, sweeping criminal justice and police reforms were signed into law. The focus of House Bill 3653 was to increase police accountability, reform detainee, prisoner, and citizens' rights, and change the way people interact with the court system. The criminal justice reform bill initiates a profound shift in the landscape of law enforcement. Elgin Police Chief Ana Lalley will discuss major changes introduced in the reform bill and how those changes impact operations, resource allocation and liability.

Learning Objectives:

1. Understanding of the major criminal justice reform bill & subsequent legislation's impact on policing
2. Learning about opportunities to build and grow trust in the community.
3. Managing law enforcement budgets in an era of reform.
4. Tactics for engaging and educating community stakeholders on the needs of law enforcement.

Presenters:

Ana Lalley, Police Chief, Elgin
Patrick Ulrich, City Manager, Peoria
Marc Maton, Police Chief, Lemont

Addresses: ICMA Practice Areas: (2) Community Engagement; (8) Policy Facilitation and Implementation; (9) Community and Resident Service; (10) Service Delivery; and (12) Financial Management and Budgeting

Session 2: Succession Planning – How to do it Right - Transformation from Talent Management to Succession Planning and Back

Eagle Ballroom 3

Quality leaders are always thinking about the people in their organization: who does good work? Who is a forward thinker? Who gets the job done? Who creates constructive conflict? One of the core responsibilities of managers and administrators is to ensure that the organization will continue to meet community expectations, and who is part of the team that meets those expectations. Leaders must know who will fill certain roles in future years, and how they can plan ahead for internal staff development or look to the outside for quality talent. This session will discuss how succession planning creates opportunities for staff to be promoted, how to examine employees' strengths and weaknesses, and what development opportunities are necessary to prepare employees for a future role.

Learning Objectives:

1. Understand the importance of identifying pivotal roles for succession planning and management.
2. Identify the uses of data as an integral tool in the succession planning and management process.
3. Describe the rationale for institutionalizing talent development as a key part of career well-being.

Presenters:

William Balling, Director, WRB, LLC
Adriane Johnson, Principal Consultant, PopulusXP, LLC
Chad Roedder, Ph.D., Senior Principal Consultant, Gallagher

Addresses: ICMA Practice Areas: (4) Staff Effectiveness; (6) Strategic Leadership and (13) Human Resources Management and Workforce Engagement

THANK YOU CONFERENCE COMMITTEE

Chair, Dorothy David, City Manager, Champaign
Jim Grabowski, City Manager, Elmhurst
Jack Linehan, Assistant to the Village Manager, Gurnee
Scott Eisenhauer, Village Administrator, Rantoul
Dalena Welkome, Baird
Kathy Thake, Assistant to the Village Manager, Niles
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Scott Anderson, Village Manager, Barrington
Jacqueline Neal, Cordogan Clark
Cory Plasch, POLCO
Brian Townsend, Village Manager, Schaumburg
Dawn S. Peters, Executive Director, ILCMA

FRIDAY CLOSING KEYNOTE SPEAKER

Heather Younger

10:30 – 11:30 A.M.

Seize the Opportunity: Reimagining a better Workplace in a Challenging World

Eagle Ballrooms

Do you feel like your entire workforce has post-traumatic stress disorder (PTSD) from the havoc unleashed by the COVID-19 pandemic? Is your head spinning trying to define paths forward for your organization and employees in a world where change is happening at a seemingly warp speed? In this empowering, interactive, and hope-filled message, keynote speaker and adversity expert Heather R. Younger inspires attendees to reimagine the workplace, their roles, and offers a high-level roadmap for succeeding with more ease.

Learning Objectives:

1. Use proven psychology to reframe challenges and see opportunities more clearly
2. Feel more confident, empowered, and in control – even in a chaotic world
3. Lean into their inherent resilience and reduce their stress
4. Collaboratively reimagine workspaces and roles to develop win-win processes and an inclusive culture
5. Become better advocates for themselves and others
6. Lead in new, powerful, and sustainable ways

Addresses: ICMA Practice Area(s) (4) Staff Effectiveness; (5) Personal Resiliency and Development; and (6) Strategic Leadership



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