

## Calendar of Events

November 18  
**ILCMA Professional Development**  
Hybrid at NIU Naperville

November 18  
**Metro Manager Luncheon**  
Hybrid at NIU Naperville

November 18  
**IAMMA Social Event**

December 15  
**IAMMA/Metro Manager Holiday Luncheon**  
Lombard, IL

To view all upcoming events [click here](#)

## President's Column

*By Mike Strong, Chair, Communications Committee and Assistant City Manager, The City of Lake Forest*

Gathering last month during the Friday BBQ of the summer conference amidst a backdrop of bean-bags hitting plywood, strumming guitars, muffled laughs, and jeering among a tremendous crowd of colleagues, reminded me how much of a privilege it is gathering together and sharing stories as local government professionals. Each story shares a different struggle, moment of joy (or regret), or offers a moment of reflection, learning and life lesson. Some are tear-jerking or humorous. Others inspire us to do more and do better. These are stories that must be heard and shared, because our stories showcase who we are as professional local government managers and leaders.

Over the past couple months our Communications Committee has been working hard to think creatively about ways we can share our members' stories and promote the value of professional local government management. We heard from you through the ILCMA membership survey that opportunities should exist to spotlight our members, highlight successes, and offer a dialogue to share best practices. Some of the work the Committee has planned is developing new content and stories for our newsletter and social media channels and developing article content to share with agencies like IML to promote the profession.

In addition to this work, the ILCMA Board met recently to review and approve a new Strategic Plan that places an emphasis on enhancing diversity, equity, and inclusion, and strengthening our organizational infrastructure. Critical to this work will be further leveraging our relationships with partner organizations like IAMMA and

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# Job Mart

**Click here to see job listings**



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building upon existing relationships with MPA institutions to grow our profession. Lastly, our Committee looks forward to partnering with the DEI Committee to continue conversations that may have started at the summer conference through hosting a joint “Idea Exchange” program later this winter. While we have an ambitious plan for the upcoming year, I feel fortunate to be leading such a tremendous group of dedicated and committed committee members and we look forward to sharing our progress with you all.

***However, we cannot do this work alone. So, I am asking for your help.***

As we look ahead to the upcoming year – I challenge you to sit at the table with us and let your story be heard! Our communities have a lot to be proud of and much like those conversations that took place on the patio in early September, your story may help strengthen our members’ capacity to lead. Have you or your organization launched a unique community service, program, or taken a risk with a new innovation? Have your leadership experiences this past year challenged you in ways you didn’t predict? Share your reflections with us – let us know what makes you #ILCMAProud to be a professional local government manager.

We hope you know your story, whatever it may be, is welcome – and we can’t wait to hear it.

Have a story to share? Send us an email at [dpeters@niu.edu](mailto:dpeters@niu.edu).



[CLICK HERE FOR INFO](#)

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.



[Apply Here](#)

## 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 **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 info to the Membership Services Committee for review.

## Who's Who Directory Update

**Evan Walter** has been promoted to Village Administrator in Burr Ridge. He was previously the Assistant Village Administrator and has been serving as the Interim Administrator for the past year.

**Elijah Bebora** is now the management analyst in the village of River Forest. He was the management intern in the village of Glen Ellyn. His new contact information is:  
Elijah Bebora

Management Analyst  
Village of River Forest  
Email: ebebora@vrf.us  
Phone: 708-714-3526

**Sam Barghi** has accepted the position of management analyst in the Public Works Department in the village of Lincolnwood. He was previously the public works management analyst in the village of Carol Stream. His new contact information is:

Sam Barghi  
Management Analyst  
Village of Lincolnshire  
Public Works Department  
Email: sbarghi@lincolnshireil.gov  
Phone: 847-913-2356

**Patrick Carr** has been appointed as the new Village Manager in Tinley Park. He was previously the Assistant Village Manager.

**Allison Matson**, formerly the Assistant Village Manger in Flossmoor, has been appointed as the new Village Administrator in Wauconda.

## Welcome New Members

New applications for Full (voting) membership are listed below and will be effective 30 days from the date of this publication unless a written objection is received by ILCMA. Objections should be addressed to the executive director.

### Full Members:

Joseph La Margo, Village Manager, Village of Niles

### Members:

James Arndt, President/CEO, Arndt Municipal Support Inc.  
Andrew Buckwinkler, Student, Northern Illinois University  
Cameron DeWitt, Administrative Intern, City of O'Fallon  
Chad Dyson, Intern, Village of Roselle  
Elliot Hallett, Junior Management Analyst,  
City of Highland Park  
Stephanie Yanez, Student, North Central College



## ILCMA Professional Development and Metro Managers Hold First Hybrid Meetings In October

ILCMA has ventured into hybrid with great success! One of the ILCMA 2021-2024 Strategic Plan objectives is to ensure that “the services offered by ILCMA shall be strong and remain relevant, useful, and of value to members and use staff resources effectively.” As part of that objective, one of the key tactics is to use virtual platforms to bridge the geographic gaps that exist in the state of IL.

The ILCMA Professional Development Committee offered its first hybrid seminar on Oct. 21 at the NIU Naperville campus. The Metro Managers also held their first hybrid luncheon that same day at the NIU Naperville campus. There were 32 members who attended the in-person “Navigating the New Normal” professional development session and 28 who viewed the session virtually. There were 52 people who attended the Metro Luncheon which featured a legislative update from IML Executive Director, Brad Cole, and 28 people who viewed the session virtually.

NIU Naperville offers the technology to deliver hybrid events at a reasonable price and has been secured as the new location for future ILCMA Professional Development sessions for the foreseeable future.



*Joyce Marter Navigating the New Normal*



*Brad Cole*



*ILCMA hybrid Attendees*



*Metro hybrid Attendees*

**Enroll in the**  
**ILCMA Mentor**  
**Match Program**



**ILCMA invites members to be a part of ILCMA's Mentor Match Program.**

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.

**Why be a Mentee?**

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 ILCMA Connect, which is the current ILCMA listserv platform. ILCMA Connect brings the power of data and search to help mentees find mentors that match their needs. To sign up to be a mentor or mentee, 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](mailto:agalindo@niu.edu).



**VIEW MENTOR ENROLLMENT  
INSTRUCTION VIDEO**



**VIEW MENTEE ENROLLMENT  
INSTRUCTION VIDEO**

***Mentor the Future through  
Speed Coaching:  
A Professional Development  
Session for Aspiring  
Local Government Leaders  
Honor the Future  
at the IAMMA/Metro  
Holiday Luncheon***



***Brought to you by:  
ILCMA Professional  
Development Committee***

**BRING YOUR ASPIRING LEADERS**

**Who:** Municipal and County Managers/ Administrators, Department Heads, Senior Staff, Division Managers and Aspiring Local Government Leaders

**What:** A chance for aspiring leaders to connect one-on-one with Municipal and County Managers/Administrators and Department Directors

**When:** Wednesday, December 15, 2021  
10:30 am to 11:30 am

This session will be immediately before the IAMMA/Metro Holiday Luncheon

**Where:** Harry Caray's in Lombard  
70 Yorktown Shopping Center  
Lombard, IL

**Why:** In the spirit of building the leadership bench, we know that networking opportunities provide new ideas and excitement to advance the careers of emerging leaders

**Cost:** \$35 per person for the Speed Coaching and Luncheon

**RSVP:** By Friday, Dec. 10th by going to:  
<https://2021iammametroholidayluncheon.eventbrite.com>

**Registration 10:15 am**

**Speed Coaching 10:30 to 11:30 am**  
*Participants will have the opportunity to network with City/County Managers and Administrators in a fun yet time-sensitive format!*

***Bring Business Cards!***

**IAMMA/Metro Holiday Luncheon 11:30 am**

**Attendance for both the Speed Coaching and Luncheon will be \$35!**



## ***How to Make the Most out of Speed Coaching....and have fun doing it!***

Congratulations on your decision to join in the fun of the Speed Coaching and Networking Lunch for Aspiring Government Leaders.

You will be engaging with local government leaders from various disciplines across the Chicago Metropolitan area. Here are a few suggestions to help you get the most out of this lively, fast-paced opportunity to expand your network and develop professional connections:

1. Arrive on time for the event so you can receive instructions, pick up resources and informally mingle prior to the speed coaching.
2. You'll participate in 10-minute coaching sessions. Come with a playful spirit; this is intended to be a high-level, low-risk way to get acquainted.
3. Think about what you'd like to give and take from the 10-minute sessions. This is intended to be a high energy, low-risk way to get acquainted.
  - Pick one or two items from a particular session.
  - Make up your own ideas or questions.
  - Just be yourself.
  - If you don't click with someone, no worries; you'll move onto someone else soon.

**\*\*\* FOR ASPIRING LOCAL GOVERNMENT LEADERS, YOU MIGHT THINK ABOUT...**

- Hopes you'd like to realize in your career.
- Some career issue you'd like to get different perspectives about.
- Feedback about options you're considering.
- Connections for volunteer coaches to help you make to advance your interests.
- Gratitude for the opportunity to personally meet and learn.
- Something that you found useful from the exchange.

**\*\*\* FOR LEADERS/COACHES, YOU MIGHT THINK ABOUT...**

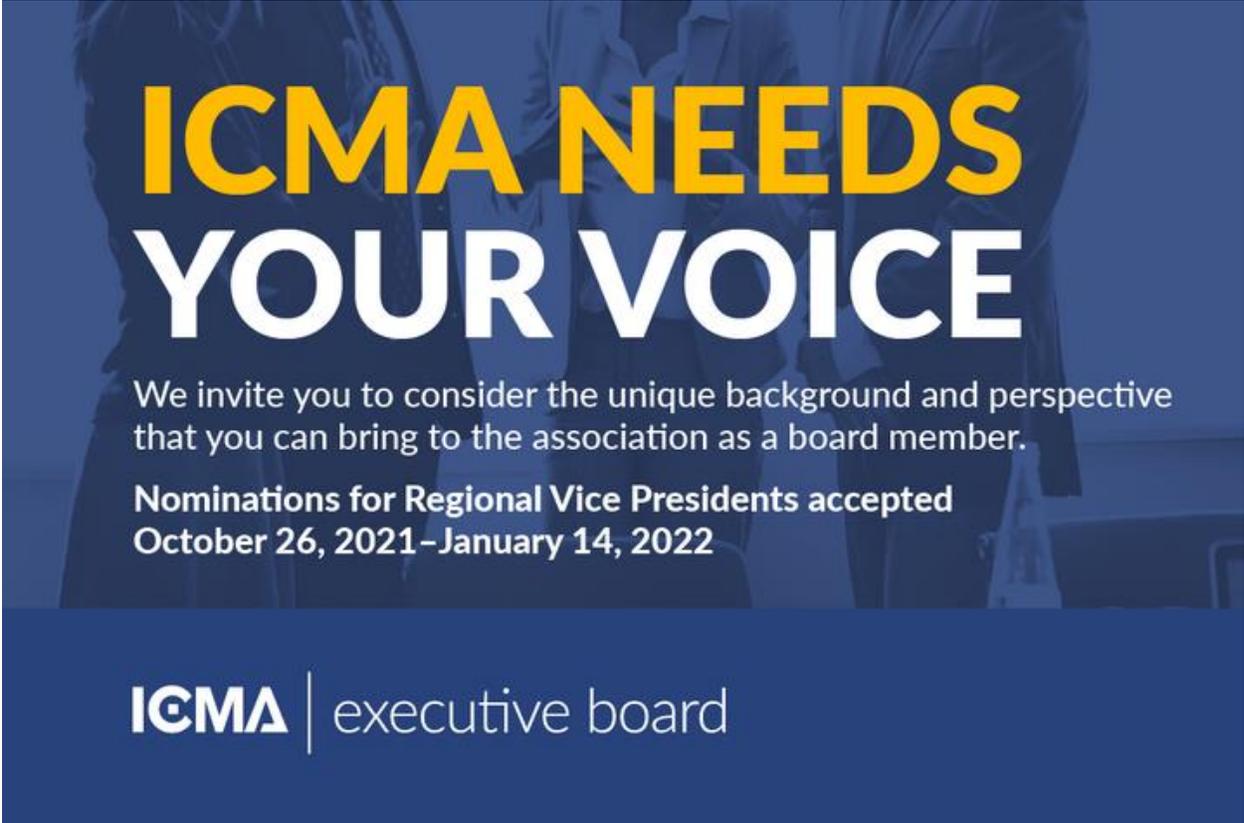
- Your understanding of what's important to the person you are speed coaching.
  - Some options that you think he or she may wish to consider.
  - A brief story or experience that may be relevant.
  - A vision or action that you invite them to embrace.
  - People, resources or education that you think might be useful to them.
4. ***BRING YOUR BUSINESS CARDS!!!*** There is no pressure for further discussion, just opportunities!
  5. At the end of the event, there will be a short feedback session to share the great connections made during the event. Feel free to share—we all want to learn!

*Tips adapted from Cal-ICMA Coaching Program*

## Open: Nominations for ICMA Executive Board Regional Vice Presidents

ICMA needs your voice. Nominations accepted October 26, 2021, through January 14, 2022.

Oct 26, 2021 | MEMBER NEWS



# ICMA NEEDS YOUR VOICE

We invite you to consider the unique background and perspective that you can bring to the association as a board member.

**Nominations for Regional Vice Presidents accepted  
October 26, 2021–January 14, 2022**

**ICMA** | executive board

ICMA invites you to consider the unique background and perspective that you can bring to the association as a board member. ICMA's Regional Vice Presidents play a critical leadership role within the local government management profession, represent members in their geographic region, and serve three-year terms.

*continued on next page*

## Key Dates: 2021-2022 Nominations and Election Process

- Week of October 26, 2021: Call for candidate nominations opens. Members eligible to serve the 2022-2025 term in their region are notified of their eligibility by email and invited to apply for ICMA Executive Board service.
- January 14, 2022: Deadline for candidates to submit their materials to [icmanominations@icma.org](mailto:icmanominations@icma.org).
- March-April 2022: Regional Nominating Committees in each region (Midwest, Mountain Plains, Northeast, Southeast, West Coast, International) convene virtually to interview candidates and select one nominee to appear as the region's recommended candidate on ICMA's annual election ballot for consideration by the membership.
- April 26, 2022: Annual election ballot opens to the membership. Voting begins.
- May 27, 2022: Ballot closes. Voting ends.

## Eligibility to Serve the 2022-2025 Term

An ICMA Corporate member must be serving in a full-time, appointed position to a local government in order to serve on the ICMA Executive Board. Eligibility for executive board service and the ICMA nominations and election process for Regional Vice Presidents are governed by the ICMA Constitution, Board Guidelines, and Regional Nominating Agreements. The geographical protocols contained in the regional nominating agreements provide the opportunity for all states, countries, and position types to be represented on the executive board. The geographical and position type rotation change each year and the requirements vary by region. **The ICMA Midwest Rotation indicates that the 2022-2025 term is for the Non-CAO Position (red added by Dawn Peters).**

## Apply by January 14, 2022

Candidates must submit the following items to [icmanominations@icma.org](mailto:icmanominations@icma.org) by January 14, 2022, in order to be considered by a Regional Nominating Committee.

1. A statement of qualifications for board service and view of the issues facing ICMA. Two-page limit.

2. Current resume.
3. A list of any contributions made to ICMA and state association, country association, or affiliate organizations, such as service on a committee, board, etc.
4. Thoughtful letters of support from members or letters of endorsement from state or affiliate associations that can aid the Regional Nominating Committee in understanding a candidate's qualities, achievements, and potential contributions to the board. (Optional, but recommended.)

Note: A petition should only be submitted if a candidate wants to have the option to appear on the 2022 annual election ballot if they are not selected by the Regional Nominating Committee as the recommended nominee for the region.

### Connect with Us

- **Members interested in pursuing this leadership opportunity are strongly encouraged to connect with their ICMA regional director or email [icmanominations@icma.org](mailto:icmanominations@icma.org).**
- For general inquiries about this process, contact ICMA staff at [icmanominations@icma.org](mailto:icmanominations@icma.org).
- For questions about membership status, contact ICMA staff at [membership@icma.org](mailto:membership@icma.org)

### Resources

Learn more about the eligibility requirements for your region, the role and expectations of board service, the nominations and election process, and the 2021-2022 schedule by visiting [icma.org/BoardNominations](http://icma.org/BoardNominations). It is never too early to start thinking about ICMA Executive Board service!



THE ILCMA PROFESSIONAL DEVELOPMENT COMMITTEE PRESENTS A  
HYBRID NOVEMBER EVENT

## HR MANAGEMENT: THE NORTH STAR FOR TURBULENT TIMES

November 18th 9AM to 11:30AM  
at NIU Naperville or via Zoom

**Presented by: Heidi Voorhees, GovHR USA**



Participants will learn about current HR issues and best practices, including challenges directly facing the public sector:

- Recruitment and Retention
- Succession Planning
- Adapting to Changing Workforce Expectations

**Register at [ILCMA.org/events/nov18](https://www.ilcma.org/events/nov18)**

In-person registration \$40/\$20 Student

In-person w/Metro Lunch \$75/\$50 Student

Zoom Access \$20 / \$10 Student

MIT's are free

*per State mandate all in person participants must wear a mask*

Addresses ICMA Practices Areas: 4 – Staff Effectiveness, 6 – Strategic Leadership, 13 – Human Resources Management and Workforce Engagement



**ICMA**

# 2021 COACHING PROGRAM THRIVE IN LOCAL GOVERNMENT

**UPCOMING FREE WEBINAR – Register at [icma.org/coachingwebinars](https://icma.org/coachingwebinars)**

**WEDNESDAY, NOVEMBER 17**

Growing Your Career: Tips for Redefining  
Yourself in the Minds of Others

**Can't make it to the live webinar?**

Register and get an automatic email notice when the recording is available.  
[icma.org/coachingwebinars](https://icma.org/coachingwebinars)

**SIGN UP NOW! [bit.ly/ALLSIX](https://bit.ly/ALLSIX)**

**Additional free coaching resources at ICMA's Career Center  
([icma.org/careers](https://icma.org/careers)):**

- Digital archives
- Career Compass monthly advice column
- CoachConnect for one-to-one coach matching
- Live speed coaching events, talent development resources, and more.

Join our list for coaching program updates and more: email [coaching@icma.org](mailto:coaching@icma.org).

**Learn more at [icma.org/coaching](https://icma.org/coaching)**

## IML Manager Committee Column



*By Patrick Ulrich, Chair, IML Managers Committee and City Manager, Peoria*

The General Assembly's Fall Veto Session was scheduled from October 19-21 and October 26-28. IML pursued several pieces of legislation designed to protect local revenue, support businesses and economic recovery and remove barriers for cities, villages, and towns to respond to public health emergencies. This included proposals that would grant municipalities greater authority to conduct remote meetings, as well as allow municipalities to provide aid to businesses impacted by the COVID-19 public health emergency.

### **IML Veto Session Priorities**

#### *Use of TIF Funds for COVID-19-Related Business Interruption Funding*

SB 188 (Sen. Feigenholtz, D-Chicago / Rep. Meyers-Martin, D-Olympia Fields)

This proposal amends the Tax Increment Allocation Redevelopment Act to allow municipalities to provide grants, subsidies or loans to local businesses within Tax Increment Financing (TIF) districts that have experienced business interruption due to the COVID-19 public health emergency. SB 188 passed the Illinois Senate on March 10, 2021, but was not called for a vote before the House Revenue and Finance Committee prior to the General Assembly's adjournment. IML requests the Illinois House of Representatives pass SB 188.

#### *Increase Non-Home Rule Video Gaming Terminal Fee*

SB 521 (Sen. Muñoz, D-Chicago / Rep. Rita, D-Blue Island)

Prior to its adjournment, the House of Representatives passed SB 521, which represents an omnibus gaming package. Included in the proposal is a provision that increases the annual terminal fee cap for non-home rule communities from \$25 per terminal to a maximum of \$250 per terminal. IML requests that the Illinois Senate concur with SB 521 as amended by the House.

#### *Municipal Exemption from Parking Excise Tax*

SB 217 (Sen. Castro, D-Elgin / Rep. Zalewski, D-Riverside)

This bill codifies an exemption to the state's parking excise tax for all parking facilities or garages owned and operated by municipalities, counties and townships. SB 217 passed the Senate on March 10, 2021 and the House Executive Committee on March 17, 2021. However, the House of Representatives has not called the bill for a vote before the full chamber.

IML requests the Illinois House of Representatives pass SB 217.

#### *Authority to Conduct Remote Meetings*

SB 482 (Sen. Castro, D-Elgin)

SB 482 removes the requirement of a gubernatorial - or Illinois Department of Public Health (IDPH) -issued disaster declaration as a precursor for the allowance of remote meetings, and allows local officials to address local circumstances that render in-person meetings impractical, thereby allowing for greater public participation and transparency in local public meetings.

IML requests that the Illinois General Assembly pass SB 482. At the recent IML Conference in Chicago, the members of the IML Managers Committee agreed to serve on Policy Committees of the IML. The Illinois Municipal League's (IML) policy committees help IML craft, analyze and advocate for and against legislation of municipal importance.

Every year, IML coordinates meetings with each committee to discuss issues of importance to municipalities throughout Illinois and potential solutions to those issues that could be included in IML's legislative agenda. Nearly all meetings of the policy committees are held via conference call.

Proposals approved by our Board of Directors become IML's legislative agenda for the upcoming year, which IML staff advocates for throughout the legislative process. Policy committee members may be asked to provide written or oral testimony at General Assembly committee hearings, or serve as an expert informational resource for IML as legislation advances.

If you are interested in serving on one or more policy committees, please email IML Director of Legislative Affairs, Mitchell Remmert at [mremmert@iml.org](mailto:mremmert@iml.org)



## Advancing Civic Leadership Navigating the Future

**We will be kicking off the 2021-22 CLA year with the following classes:**

**Nov. 9, 2021 — NIU Naperville**

### **Effective Presentations and Public Speaking**

*Presented by Professor Judy Santacaterina, MA, Director, Bachelor of General Studies Baccalaureate Degree Program and Director of Individual Events, NIU Forensics, College of LA&S at Northern Illinois University*

**Nov. 16, 2021 — Virtual Webinar**

### **Leveraging Federal Funding to Solve the Digital Divide – A Step-by-Step Guide**

*Presented by Ed Barrett, B.A., Practice Leader - Fiber & Broadband Services; Ken Demlow, B.A., Senior Project Manager – People Manager; Ken Price, M.S., Municipal Services Manager; and Dave Zelenok, PE, Manager Local Governmental Services, HR Green, Inc.; and practitioner panelists*

### **What CLA has planned for 2021-22:**

- 8 new classes
- 2 classes will be “hybrid”
- 21 total classes

### **Looking forward to learning together - webinar or in-person.**

CLA Courses Qualify for ICMA's Voluntary Credentialing Program



NORTHERN ILLINOIS UNIVERSITY  
**Center for Governmental Studies:**  
*Outreach, Engagement and Regional Development*

[go.niu.edu/cla](http://go.niu.edu/cla)



## **ILCMA Member Receive ICMA Credentialed Manager Designation:**

**Congratulations to Christina Burns, Oswego, IL 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.

# Understanding the "Level the Playing Field Act"

Thursday  
November 18  
12PM to 1:30PM  
@ NIU Naperville  
or via Zoom  
Zoom presentation  
begins at 12:30PM

Join **Aaron Allen, Manager of the Illinois Department of Revenue Local Tax Allocation Division**, and **Stanley Kaminski, Partner at Duane Morris LLP**, for a presentation on the new LPFA law.

Aaron will provide an overview of the Level the Playing Field Act and how the Act is being administered by IDOR including:

- Physical presence/nexus
- How tax is collected for municipalities
- What the Act means for suppliers/distributors and consolidated ordering centers in your community
- Decoding sales tax reports

Duane will provide insight on things that municipalities should consider in light of the Act's implementation, such as on-going monitoring of tax receipts, impacts on economic development decisions, and potential legal concerns that may arise.

**Great event for Finance Directors!**

**IN PERSON LUNCHEON: \$35 OR \$75 WITH IN PERSON ILCMA PROFESSIONAL DEVELOPMENT EVENT | \$20 STUDENT OR \$50 STUDENT WITH IN PERSON ILCMA PROFESSIONAL DEVELOPMENT**  
**VIRTUAL FEES: METRO PRESENTATION \$15 OR \$10 STUDENT**

**TO REGISTER VISIT: [WWW.ILCMA.ORG/EVENTS/NOV18](http://WWW.ILCMA.ORG/EVENTS/NOV18)**

The health and safety of Metro Members is of utmost importance; therefore, the following COVID protocols will be followed\*: Masks and physical distancing are required at all times. Masks may be removed when eating or drinking. Round tables with chairs that will be 3' apart at a minimum. Buffet luncheon will be served by NIU staff that are masked and will have on gloves. All of the silverware is prewrapped, and a box of disposable gloves is placed by the food & beverages. Sanitary stations throughout the facility. All NIU staff will be masked. \*Protocols may change pending CDC Guidelines.



## Midwest Leadership Institute

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

### Mission

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

### Values

Education

Scientific Objectivity

Developmental Growth

Health

Discipline

Ethical Behavior

### More Information

To learn more about the Midwest Leadership Institute, takeaways, videos, and more, visit [midwestleadershipinstitute.org](http://midwestleadershipinstitute.org) or contact:

David Limardi  
P: 847.533.0402  
E: [dlimardi@gmail.com](mailto:dlimardi@gmail.com)

Robert Kiely  
P: 847.703.3585  
E: [rrkiely@comcast.net](mailto:rrkiely@comcast.net)

Dawn S. Peters  
P: 815.753.0923  
E: [dpeters@niu.edu](mailto:dpeters@niu.edu)

# Midwest Leadership Institute

## Approach

The Midwest Leadership Institute strives to be a peak performance institute for local government organizational leaders. Successful outcomes in local government require a deep understanding of interpersonal leadership. The ability to understand individual and organizational behavior and the ability to diagnose why people act the way they do is crucial. The courage and discipline to admit when you do not know what you do not know, which requires you to know yourself and your emotions, is important for an organizational leader.

## Who Should Attend

Local government organizational leaders including chief administrative officers, deputies and assistants, department heads and others who are interested in leadership education focused on the theoretical and practical.

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

## Curriculum

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

The Institute is an intensive 4.5-day program with both an internal self-focus and an external organizational focus. The Institute consists of ten learning pods including lectures, exercises, and team discussions. The ten learning pods are as follows:

1. The State of Today and the Effect on the State of Tomorrow
2. Fundamental Concepts for Leading People
3. Judgment – The Foundation of Successful Leadership
4. Emotions – When Working with People Gets Tough
5. Power, Authority, Motivation, and Influence
6. Change: Resistance, Motivation, and Performance
7. The Relentless Pursuit of an Ethical Culture
8. Aligning Goals, Tasks, and Relationships
9. The Role of Self-Awareness in Leadership
10. Balancing Work, Family and Self

## Instructors

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

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

## Logistics

Each program is limited to 40 participants to ensure time for one-on-one individualized coaching as well as small group and all-participant events. Tuition for the entire 4.5-day Institute is \$2499 and includes course materials, continental breakfast daily and lunch for four days. Organizations that send multiple participants are eligible for tuition discounts.

The Institute will be held April 25 - 29, 2022 at Northern Illinois University's Naperville campus, 1120 East Diehl Road, Naperville, IL.

Limardi Consulting, LLC



Management Services Provided By:



NORTHERN ILLINOIS UNIVERSITY  
**Center for Governmental Studies**  
*Outreach, Engagement, and Regional Development*



# 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](http://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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## Spotlight on: 457 Consulting

### Broken 457: The Next Frontier for Retirement Plan Lawsuits?

Justin M. Pisellini, PPC

The fiduciaries on retirement plans for colleges and universities across the U.S. have recently encountered a wave of class-action lawsuits asserting breach of fiduciary duty for failures in managing their plans. Alleged in these lawsuits is that the fiduciaries allowed excessive fees, imprudent investment selections, failures in monitoring the recordkeeper, underperforming fund options, multiple recordkeeper options, among other complaints.

The complaints identified in these lawsuits parallel the common issues still plaguing the current 457 retirement plan landscape in Illinois. According to Head of the Employee Benefits Group of McDermott, Will & Emery, Todd Solomon, “there is a realistic chance that 457 plans could be the next frontier for retirement plan lawsuits”.

#### What does Illinois State law say about fiduciary rules?

Solomon indicated that because 457 plans are not regulated by ERISA, the common law of trusts would be the next most applicable law providing fiduciary obligations. The Illinois Trust and Trustees Act provides duties parallel to ERISA. Further, the Illinois Pension Code applicable to public sector pension plans in Illinois includes provisions remarkably similar to ERISA. Though these provisions do not apply to 457 plans, it shows that Illinois legislators looked to ERISA in structuring these fiduciary rules, so courts would likely do the same when interpreting fiduciary rules for 457 plans. If claims were brought under state fiduciary law, government plan sponsors are unlikely to have total immunity. However, there have not been any cases brought in Illinois like this yet.

#### What are common reasons that ERISA-regulated plans have been sued which are still prevalent in the Illinois deferred compensation retirement plan landscape?

- Including investment options proprietary to the plan's recordkeeper.
- Allowing recordkeepers to engage in revenue sharing agreements and charge excessive investment management fees.
- Having multiple recordkeepers, leading to inefficiencies, excessive fees, and confusing participants.
- Not conducting a competitive bidding process for plan's recordkeeping services.
- Not using the plan's bargaining power to negotiate lower fees.
- Retaining historically underperforming mutual funds in the plan.

#### How much potential liability is at stake?

Even with only a 1% difference in compounded returns lost per year due to higher fees and poor fund performance, the numbers are enlightening. If we look at a small plan of \$15,000,000 with a net of \$100,000 flowing into it per year between contributions and distributions over a 20-year period with the average fund performing 7% vs 8%, the amount of potential damages is \$12,345,737. Imagine what the numbers will look like on the larger \$80 to \$100 million dollar plans in Illinois!

#### What to do?

The first step that entities can take to evaluate their 457 plan is to retain a retirement plan consultant to guide them through the fiduciary process. This consultant should be independent from any recordkeeper and legally acting in a fiduciary capacity. Forming a 457 Plan Committee is vital. This Committee, with the help of their consultant, can set an Investment Policy Statement, review the plan documents, monitor the funds in the plan, benchmark the recordkeeper fees, audit the education programs, draft and evaluate RFP, along with other important duties.

#### Moral and Ethical Obligations

Regardless of the legal ramifications to the fiduciary breaches on these 457 Plans, there is a moral and ethical obligation for fiduciaries to provide prudent retirement plan vehicles for their employees. Police officers, firefighters, utility workers, and administrators should have confidence that their 457 plans are held to the highest standards. Taking the steps to address any problems now can potentially save communities from using taxpayer dollars to fund litigation costs.

*For Plan Sponsor Use Only – Not for Use with Participants or the General Public. This information was developed as a general guide to educate plan sponsors, but is not intended as authoritative guidance or tax or legal advice. Each plan has unique requirements, and you should consult your attorney or tax advisor for guidance on your specific situation. All illustrations are hypothetical and are not representative of any specific situation. In no way does advisor assure that, by using the information provided, plan sponsor will be in compliance with ERISA regulations. The hypothetical rates of return used do not reflect the deduction of fees and charges inherent to investing. Securities and advisory services offered through LPL Financial, a registered investment advisor, member FINRA/SIPC. McDermott, Will & Emery is a separate entity from LPL Financial.*

## Spotlight on: Aquify

### Water Scarcity: A Growing Threat for Illinois Communities

*Job #1: Reduce utility water loss through greater system visibility*

*By Carlo F. Cavallaro, Director Business Development, Aquify*

What could be a more important function of local government than providing clean and reliable water to constituents?

Yet, water scarcity is an issue that is real and growing in Illinois. Across the state, cities are seeing their water sources stressed, leading to concerns about availability of drinking water starting as early as 2030. According to some studies, 80% to 90% of the available water supplies in Cook, DuPage, McHenry, Will, Kane and Lake Counties are already being used. Maximum (or near maximum) quantities are being drawn from major rivers like the Kankakee and Fox rivers. Deep aquifers are being depleted faster than they can recharge. According to the Illinois Department of Natural Resources (IDNR), Lake Michigan permit allocations for most communities are likely being adjusted downward to account for new pipelines and demand from water-stressed communities.

Municipal managers are increasingly concerned about meeting necessary water demand; and, critically, how constituents might be saddled with higher water bills and more onerous restrictions on usage as a result.

**Manage the water you already have.** The easiest and least expensive solution is for municipalities to avoid losing the water they already have. On average, U.S. water utilities are losing 15-20% of their sourced, treated, and pumped water before it ever gets to the customer.

**The culprit for this leaky water network is, of course, aging infrastructure.** Each year there are more than 240,000 main breaks across the country and the frequency is increasing. Replacing the aging infrastructure is the obvious and unavoidable answer. But that solution is easier said than financed. There is, however, an immediate step that water utilities can take today.

**Find leaks early to reduce leak “run time”.** A break on the water system will lose as much water as the time it takes to discover and fix it. A very large main break may lose a lot of water in gallons-per-minute (GPM) but these leaks are often discovered and fixed immediately, thus they have a short “run time”. Other leaks may lose less water per minute but if undiscovered for days, weeks or months will lose much



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more water than large main breaks. That’s why reducing water loss is as much about finding the leaks that don’t surface or go unnoticed into storm sewers, creeks, culverts, or unpopulated areas as it is about rushing to fix a big break. Further, many small leaks eventually become larger breaks so early identification can reduce safety risks, traffic disruptions, negative headlines, and boil orders.

**Remote monitoring & insight.** The only way to “see” unreported leaks as they happen (rather than through an annual survey ‘snapshot’) is through remote monitoring and insight. By connecting smart sensors with predictive data and machine learning analytics software, utilities can now achieve continuous system condition assessment. Leaks won’t wait for a scheduled survey. With remote monitoring, you can catch them early and save hundreds of thousands of gallons of water.

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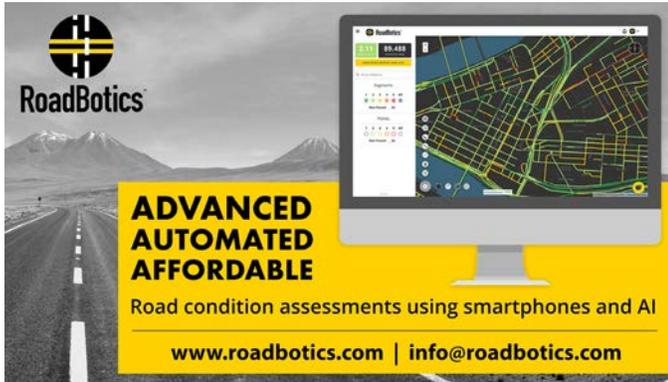
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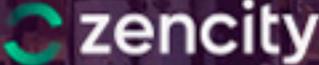
  
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