

## Calendar of Events

February 9 <b>The Legacy Project</b> Northbrook, IL	March 17 <b>ILCMA Professional Development</b> NIU Naperville
February 16 <b>IAMMA Professional Development</b> Webinar	March 17 <b>Metro Manager Luncheon</b> NIU Naperville
February 23 <b>Downstate Lunch n Learn</b> Virtual via Zoom	March 29 – 31 <b>ILCMA Winter Conference</b> Normal, IL

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

## President's Column

*By Dorothy David, ILCMA President, City Manager, City of Champaign*

Mental health challenges have become a “front-of-mind” topic these days. Our willingness to talk openly about mental health in the workplace is long overdue, however; we have barely begun to scratch the surface of understanding of how mental health impacts us, our colleagues, and the important people in our lives. If a journey of a thousand miles begins with a single step, then it is a good first step to admit that mental health challenges affect us all.

According to an article in the Harvard Business Review, “It’s a New Era for Mental Health at Work,” by Kelly Greenwood and Julia Anas, employees are leaving workplaces in greater numbers than ever because of unsustainable and overwhelming work. While the impact seems to be greater on younger workers and workers in underrepresented groups, all organizational levels are experiencing symptoms of mental health challenges. If you think because you are a leader or a manager that you are immune, think again. Your mental health is just as essential to your workplace culture as the health of others in your organization.

I am keenly aware that the last few years have taken a toll on my personal mental health, and I am growing in self-awareness of my limitations. I am grateful for my ILCMA colleagues and our friends at the Midwest Leadership Institute who have offered valuable insights into this topic for many years. As we venture into to 2022, let’s keep this important topic “front-of-mind,” starting with a focus on our personal mental health. Let’s be intentional about maintaining our professional connections, seeking support when we need it and offering support in return. I promise extending your hand to a colleague to discuss their mental health challenges may be just what is needed to help you along your own mental health journey.

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## Job Mart

**Click here to see job listings**



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Speaking of maintaining our professional connections, there is no better way to do this than attending the 2022 ILCMA Winter Conference at the Marriott in Normal on March 29 – 31. The benefits of attending a professional conference extend far beyond the content itself. It provides an opportunity to meet new ILCMA members and reconnect with old friends – I can't think of a better way to give yourself a little joy! You are not on this journey alone! Your ILCMA colleagues are here for you!



[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.

## 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:

Denise Burchard, Village Administrator,  
Village of Campton Hills  
John Burica, Assistant Village Administrator,  
Village of Frankfort  
Alyssa Darnall, Executive Assistant, City of East Dubuque  
Gary Gibson, County Administrator, Lake County  
Michael Hall, City Manager, City of Sycamore  
Cassandra Hiller, Assistant County Administrator, Lake County  
Matthew Meyers, Assistant County Administrator,  
Lake County  
Scott Randall, City Manager, City of Centralia  
J. Mark Rooney, Village Administrator,  
Village of Round Lake Beach  
Matthew Timmerberg, Management Analyst,  
Village of Downers Grove

### Members:

Diana Bobadilla, HR Generalist, Village of Oak Park  
Briittni Calderon, Assistant to the City Administrator,  
City of Lockport  
Lance Dorn, S. B. Friedman  
Blake Eggleston, GIS Coordinator, City of Sullivan  
Scott Eisenmenger, Deputy Police Chief,  
Village of Buffalo Grove  
Michele James, Veregy  
Andrew Larson, Fire Chief, Village of Arlington Heights  
Aaron Lewis, Grant Specialist, Region 1 Planning Council  
Vanetta Logan, Executive Coordinator, Village of  
Oak Park  
Michael , McCammond, Deputy Chief of Police,  
City of Loves Park  
Thomas Semanic, Student, Northern Illinois University  
Jason Shallcross, Community Development Director,  
Village of Algonquin  
Kevyn Sutter, Communications Director, City of Freeport  
Fred Weber, GRP | Wegman  
Angelica Wedell, Polco  
Ben Young, Account Executive, Tyler Technologies

## Who's Who Directory Update

**Suzanne Ostrovsky** has been promoted to assistant village manager in Hoffman Estates. She was previously the assistant to the manager.

**Kathy M. Thake** has been promoted to Deputy Village Manager in Niles. She was previously that Assistant to the Village Manager in Niles.

**Hadley Skeffington-Vos** has taken the position of Deputy Village Manager in the village of Palatine. She was previously the deputy in the village of Niles. Her new contact information is:  
Deputy Village Manager  
Village of Palatine, 200 E. Wood St., Palatine, 60067  
Phone: 847-359-9031  
Email: [hskeffingtonvos@palatine.il.us](mailto:hskeffingtonvos@palatine.il.us)

**Erika Storlie** is the new village administrator in the village of East Dundee. Her new contact information is:  
Village Administrator  
120 Barrington Avenue, East Dundee, 60118  
Phone: 847-426-2822 Email: [estorlie@eastdundee.net](mailto:estorlie@eastdundee.net)

**Rob Sabo**, formerly the assistant city manager in Highland Park, has been appointed village manager in Rolling Meadows. His new contact information is:  
Village Manager  
3600 Kirchoff Road, Rolling Meadows, 60008  
Phone: 847-394-8500 Email: [sabor@cityrm.org](mailto:sabor@cityrm.org)

**Megan Miles**, previously asst. to the village manager at Downers Grove, is now Senior Consultant with Baker Tilly

**Jim Marino** is the new city administrator in Crest Hill. He was previously the village manager in Homewood. His new contact information is:  
1610 Plainfield Road, Crest Hill, 60403  
Phone: 815-741-5124  
Email: [jmarino@cityofcresthill.com](mailto:jmarino@cityofcresthill.com)

**Napoleon Haney** is the new village manager in Homewood. He was previously the assistant village manager in Homewood.

**Greg Summers** has been appointed as the new village manager of Oak Brook. He was previously the assistant village manager in Orland Park. His new contact information is:  
Village Manager  
1200 Oak Brook Road, Oak Brook, 60523  
Phone: 630-368-5020 Email: [gsummers@oak-brook.org](mailto:gsummers@oak-brook.org)

**Brian Murphy** is the new village administrator in the village of River Forest. He started his position in early December. Brian's new contact information is:  
Village Administrator  
400 Park Avenue, River Forest, 60305  
Phone: 708-366-8500  
Email: [bmurphy@vrf.us](mailto:bmurphy@vrf.us)

**Karleen Gernady** is the new management analyst in the village of Lindenhurst. She was previously an intern in Elk Grove Village. Her new contact information is:  
Management Analyst  
500 Northgate Road, Lindenhurst, 60046  
Phone: 224-372-6005  
Email: [kgernady@lindenhurstil.org](mailto:kgernady@lindenhurstil.org)

**Mysi Hall** has been promoted to Communications and Human Resources Manager at GovHR USA.

**Ethan Sowl** has accepted the position of management analyst in the village of Riverside. He was formerly the management intern in Riverside.

**Darin Girdler** is the new administrator in the city of Clinton. His new contact information is:  
City Administrator  
118 West Washington Street, Clinton, 61727  
Phone: 217-935-6552  
Email: [dgirdler@clintonillinois.com](mailto:dgirdler@clintonillinois.com)

**David Alarcon**, previously the village administrator in Winthrop, is the new village administrator in the village of Lakemoor. His new contact information is:  
Village Administrator  
28874 Illinois Route 120, Suite C, Lakemoor, 60051  
Phone: 815-385-1117  
Email: [david@lakemoor.net](mailto:david@lakemoor.net)



[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.

## ILCMA Board Election Process Begins

Do you have a colleague who could be a dedicated member of the ILCMA Board of Directors? Would you like to serve? Now is the time to nominate qualified candidates for positions on the Board of Directors. A letter detailing why the candidate is qualified to serve along with an up-to-date resume is due at the ILCMA Secretariat, Center for Governmental Studies, NIU, 148 N. Third Street, DeKalb, IL, 60115 or by e-mail to [dpeters@niu.edu](mailto:dpeters@niu.edu) by March 5. There is one Director position that expires in June 2022, so there will be one opening for a three-year Director position. If a current Director with an unexpired term is interested in the Secretary/Treasurer position, then there will be TWO Director positions open. Nominations will also be accepted for President Elect and Vice President. Officers are elected for one-year terms with the expectation that an officer will ascend to the next position the following year. Newly elected board members will serve three-year terms. ILCMA is committed to diversity and encourages all qualified individuals regardless of race, color, national origin, sex, religion, age, physical or mental disability, marital status, veteran status, gender identity and expression, sexual orientation, political affiliation, or any other factor unrelated to professional qualifications, to apply.

After the nominating deadline, the Nominating Committee, chaired by Drew Irvin, ILCMA Past President, with a representative from each of the affiliate groups and one at-large member will meet to determine a slate. The slate will be announced in the April newsletter. At that time, others wishing to have their name appear on the ballot will have an opportunity to submit a petition. If a contested election results, a ballot will be mailed May 15, 2022. If no contest develops, the election of the slate will take place by electronic ballot through SurveyMonkey.

## ICMA Awards Nominations Accepted

ICMA recognizes the many achievements of its members with award programs that highlight extraordinary accomplishments as well as dedicated service to the profession!

**PROFESSIONAL EXCELLENCE AWARDS:** Recognize individual achievement that may have been accomplished through tenure with a number of local governments or organizations.

**PROGRAM EXCELLENCE AWARDS:** Presented to local governments and their chief administrators in recognition of their innovative and successful programs.

**DISTINGUISHED SERVICE AWARD:** This award is presented to an individual who has made a lasting impact on the community and the profession.

### Leadership at the Local Level:

It Starts With Us

March 29–31, 2022

#### WINTER CONFERENCE



**Illinois City/County Management Association Winter Conference 2022**

#### Sessions Include:

- Recruiting, Retaining, and Rewarding Talent during the Great Resignation
- Manager/Police Chief Relations: *Partnering to Support the Police Department in Defusing Tense Encounters*
- Evolution and Solution of Revenue
- Learning the Fundamentals of Cybersecurity
- Manager-in-the-Middle – How to Handle a Contentious Board
- Community Engagement in Budgeting and Financial Decisions
- Plus, much more! See the [Brochure](#) for descriptions of all sessions

#### UPDATED IMPORTANT DATES

**MARCH 14** Room Block Deadline  
**MARCH 14** Exhibitor Registration Deadline  
**MARCH 21** Registration/Cancellation Deadline

#### ILCMA Winter Conference 2022

March 29-31, 2022  
 Bloomington–Normal Marriott Hotel & Conference Center  
 201 Broadway Ave  
 Normal, IL 61761

[CLICK HERE FOR INFO](#)

## Speed Coaching Snapshots

ILCMA held a successful Speed Coaching Session in conjunction with the IAMMA/Metro Holiday Luncheon on Dec. 15. Thank you to the following coaches who signed up:

- Greg Bielawski
- Randy Recklaus
- Robin Weaver
- Tim Wiberg
- Heidi Voorhees
- Joe Carey
- Ghida Neukirch
- John Coakley
- Allison Matson
- Pat Carr
- Stephanie Dawkins
- Craig Anderson
- Katy Rush
- Christopher Martin
- Mike Earl



## Holiday Gathering

IAMMA and Metro members enjoyed a holiday gathering on Dec. 15 at Harry Caray's in Lombard. Members also brought gifts to the event and raised \$2,655 from 31 donors to support the SOS Children's Villages as well! Thank you to all who contributed to this great cause!



**Thank You ILCMA Senior Advisors!**

ILCMA is lucky to have the services of five former managers/administrators who serve the profession as ICMA Senior Advisors in the state of Illinois. The ILCMA/ICMA Senior Advisors are Greg Bielawski, Steve Carter, Bob Kuntz, John Phillips, and Robin Weaver. Their contact information is located on the ILCMA website and on the back of every ILCMA newsletter. Collectively, they clocked over 1,600 hours, traveled over 1,900 miles, and made over 3,300 contacts in 2021! ILCMA thanks each of you for your service to the profession!

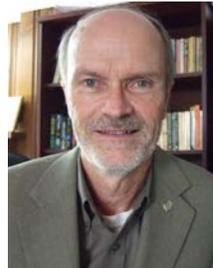
ILCMA/ICMA Senior Advisors submit year-end reports, which serve to provide a good overview of the areas of concern in the profession. Areas of concern for 2021 were mostly still connected to the COVID-19 pandemic.

Provision of services despite residual budget constraints from the height of the pandemic has remained a major area of concern for members. As we well know, however, local government management does not get a break. Along with the pandemic's challenges, members still dealt with other concerns, one being recruitment difficulties. Recruitment remains a struggle while many are retiring or considering different career paths altogether. Members are also facing dysfunctional elected bodies and political interference, state of Illinois issues, and diversity, equity, and racial justice issues. Despite this, the Senior Advisors report that the state of the profession is strong.

The Senior Advisors collectively reported 8% more activities in 2021, 5% less contacts than in 2020 and 52% more hours than in 2020. The latter seems attributable to more hours in attending conferences and staying current by attending webinars, professional development activities.

While IL Senior Advisors were more active in 2021. They are 5% of all ICMA Senior Advisors and at the time of this draft report they represent 7% of all ICMA SAs who have reported 2021 activity. Yet, they account in 2021 for 11% of all ICMA SA reported activities undertaken, 12% of all SA reported contacts made and 18% of all SA reported hours committed. IL SA's also have the least number of SAs than our three state counterparts but compare nicely. ILCMA/ICMA Senior Advisors ROCK!

One of the roles of a Senior Advisor is to provide support to members in transition. The resilience of our in-service members as well as MITs during and post-COVID-19 is to be commended. This year, we saw that MITs weighed the pros

**Greg Bielawski****Steve Carter****Bob Kuntz****John Phillips****Robin Weaver**

and cons of continuing in the profession. ILCMA members should continue to reach out to our ILCMA MITs and invite them to professional development events, regional luncheons, webinars, and conferences, when those are in-person again. Another important role of a Senior Advisor is to assist communities that are hiring their first manager/administrator or are interested in learning more about council/manager form of government. The Senior Advisors have worked with many communities over the past year on this initiative all over the state.

The International City/County Management Association (ICMA) Senior Advisor Program was established by the ICMA Executive Board in 1974 to make the counsel, experience, and support of respected, retired managers of the profession available to the local government management profession. Senior Advisors are retired managers with extensive experience who volunteer their time to provide a unique source of outside counsel to their colleagues.

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



## ILCMA AWARDS PROGRAM



**NOMINATE A COLLEAGUE TODAY!**  
**NOMINATIONS DUE BY**  
**April 30, 2022**

ILCMA started the awards program in 1994 in order to honor those in the association who have exemplified excellent public service. There are two major award categories: The Robert B. Morris Lifetime Achievement Award and the Special Service Award. There are three categories within the Special Service Award: Service to the Profession, Service to the Association, and Service to the Community. The award criterion for each award is described in detail below.

### **Robert B. Morris Lifetime Achievement Award**

The ILCMA Lifetime Achievement Award was renamed the Robert B. Morris Lifetime Achievement Award in 2004 in honor of Robert B. Morris. Mr. Morris was hired in 1951 as the Village Manager (VM) in Glencoe and was the first VM in Illinois not trained as an engineer. Bob went on to serve in the village of Glencoe for over 30 years. His distinguished career and ILCMA legacy is highlighted by many professional contributions and accomplishments including the following:

- In 1964 ILCMA hosted the ICMA 50<sup>th</sup> Anniversary Conference in Chicago, IL. Bob Morris served as the chair of the conference committee.
- Also, in 1964 Bob Morris was elected ICMA Regional Vice President.
- From 1982–1991 Bob served as Midwest Manager and Director of Training and Development, ICMA Retirement Corporation, Evanston, IL
- ILCMA joined the ICMA Range Rider (now Senior Advisor) program and Bob Morris became one of the first Illinois Range Riders. Les Allen, long time manager of Decatur, was his counterpart. Bob went on to serve as a Range Rider until 2006.

#### **Qualifications**

The Robert B. Morris Lifetime Achievement Award is presented to a retired individual who has served no less than 20 years in local government, at least eight of those in Illinois. Selection for the Robert B. Morris Lifetime Achievement award is based on the following criteria:

- 1) The nominee's professional contributions to the communities in which he/she has served;
- 2) The nominee's personal contributions to the communities in which he/she has served;
- 3) The nominee's contributions to the advancement of the local government management profession through leadership, advocacy, and the development of other professionals;
- 4) The nominee's exemplary service to the Illinois City/County Management Association;
- 5) A clear indication that the nominee has, throughout his/her career, dedicated himself/herself to public service above and beyond the organizations in which he/she served.

The award recognizes a manager whose service has been judged by peers as strong or exceptional, and who has made major contributions beyond direct service to local government (e.g., through service to the associations and the profession). An ILCMA Lifetime membership is awarded to the recipient.

## Special Service Awards

Service to the Association

Service to the Profession

Leslie T. “Les” Allen Service to the Community

### **Qualifications**

The Special Service Award is presented to individuals who have notable association or affiliate activity and significant professional accomplishments in the following areas:

- 1) Service to the Association: The nominee has actively served the Illinois City/County Management Association through exemplary service to an ILCMA committee, the executive board, or has made other significant contributions to ILCMA.
- 2) Service to the Profession: The nominee has demonstrated concern for the support, well-being, and growth of other professionals and those aspiring to a career in local government management, or the nominee has actively promoted the profession to the community at large including, but not limited to, university programs, Illinois Municipal League, and regional councils of government.
- 3) Leslie T. “Les” Allen Service to the Community: The nominee has demonstrated exemplary service within one’s organization by being an above average professional manager and having displayed the characteristics of integrity and leadership in order to provide exceptional service to one’s community in order to get project(s) completed. This award can also honor a nominee who has served a cause that is beyond that of the municipality or county through volunteerism in national, state, regional, and local organizations. This award can encompass private interests, family interests, acts of heroism, charitable acts, or social accomplishments.

Don’t forget to nominate a member anytime throughout the year for the ILCMA Lifesaver Award! This award is for members who go above and beyond for a member in transition.



**ICMA**



# 2022 COACHING PROGRAM

## THRIVE IN LOCAL GOVERNMENT

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

**THURSDAY, APRIL 14**

Community Engagement:  
The Art of Doing it Well

**WEDNESDAY, MAY 18**

Managing Council/Staff Relationships  
in an Election Year

**THURSDAY, JUNE 16**

The Generational Workforce: Why It's  
Important to Know the Work/Lifestyles  
of Your Teammates

**THURSDAY, SEPTEMBER 8**

Organizational Culture: Use the Return to  
Work to Attract and Retain Talent

**WEDNESDAY, OCTOBER 20**

Alternatives to Silo – Leadership at Every Level

**THURSDAY, NOVEMBER 17**

Everyone Has Personal Challenges: How  
to Balance Personal Requirements and  
Organizational Demands

All Webinars start at 1:30pm eastern time.

**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)

**SAVE TIME! SIGN UP FOR ALL SIX 2022 WEBINARS AT ONCE!**  
[bit.ly/3r5k4nm](https://bit.ly/3r5k4nm)

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

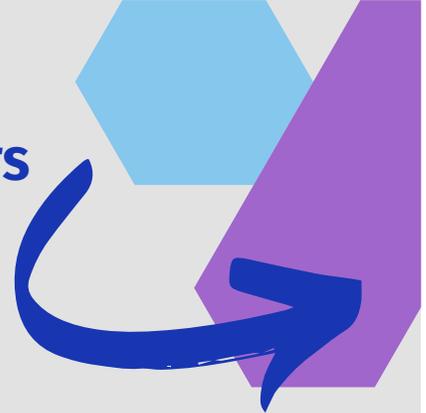
- Digital archives
- Career Compass monthly advice column
- CoachConnect for one-to-one coach matching
- Live speed coaching events, talent development resources, and more.

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)**

## **DOWNSTATE CITY/COUNTY MANAGEMENT ASSOCIATION PRESENTS**

# **SLOW DOWN TO GO FAST: A COMMUNICATION TOOL TO PIVOT MINDSETS**



 **11:30 am to 1:00 pm | February 23, 2022 | via ZOOM**

We all live in that day-to-day spin jumping from one fire to the next. This webinar empowers leaders with pivot conversations - a powerful communication tool to help slow down the spin and manage what we can control.

Pivot conversations is a valuable coaching and communication tool that can be used during performance reviews or in quick, daily conversations. This tool helps leaders redirect employees' mindsets to focus what they can control, which increases engagement and performance. Even better – the tool slows down employees from spinning, which in turn, helps them go fast and accomplish more.

Join us for this interactive webinar to connect with colleagues, hear about trends in other organizations and learn a communication tool that will enhance your leadership skills.

*Addresses ICMA practice areas: 4 Staff Effectiveness 14 Communication and Information Sharing*



Kerri Burchill, PhD, launched her leadership consulting company in 2018 and works with leaders and teams to improve interpersonal skills and increase trust and productivity. Her work includes designing and implementing leadership development programs, training accredited coaches, facilitating difficult conversations, increasing accountability through team building activities, and consulting on organizational initiatives.

Kerri's journey to understanding human behavior is unusual. She started off as a middle school teacher, then administrator. In her 30s, however, Kerri and her partner thought their life was a little too comfortable, so they carved out a new path of growth and moved from Canada to the Caribbean, New York City, Detroit, Baltimore, Southern Illinois and now San Antonio. Along that path, Kerri completed her PhD and Executive Coaching Certificate.

**Watch your inbox for a calendar invite**



# FEEDBACK MEETING ON DIVERSITY, EQUITY, AND INCLUSION IN THE ICMA CODE OF ETHICS

## BE A PART OF THE CONVERSATION

Join your colleagues in a conversation on the ICMA Code of Ethics review focused on better integrating the local government management profession's commitment to equity and social justice and the ethical responsibility of members to serve the best interests of everyone living in their communities.

The Illinois City/County Management Association and Wisconsin City/County Management Association will host a facilitated dialogue for members to share their feedback on this effort to review the Code.

The virtual meeting will be held on **Tuesday, April 12 from 12-1pm Central**. A calendar invite has been sent. Simply accept the invite to join the session.

Please contact ICMA's ethics advisor, Jessica Cowles, at [Jcowles@ICMA.org](mailto:Jcowles@ICMA.org) or 202-962-3513 with any questions.

## Resources

The ICMA Code of Ethics, more detailed information on this current review, and a history of revisions to the Code are available on ICMA's website:

<https://icma.org/ethics>



**Annual  
IAMMA / GovHR USA  
Professional Development Seminar  
*Leading from the Second Chair***

You're invited to our annual series on "Leading from the Second Chair."  
Please join us as we continue the discussion about what efforts local government staff can do to develop diversity, equity, inclusion and belonging programs for their organization.

***Wednesday, February 16, 2022  
11:00 am - 1:00 pm (cst)***

**Please RSVP by February 11, 2022**

**[Sign-Up Here!](#)**

## IML Manager Committee Column



The Illinois Municipal League (IML) invites you to submit a topic proposal or speaker recommendation for our 2022 educational opportunities.

We are planning to host numerous educational opportunities including the IML Annual Conference, online seminars and in-person workshops throughout the year for our members. We are eager to partner with subject-matter experts who can translate their knowledge and experience into solutions that help municipal officials better serve their communities.

If you know a speaker whose area of expertise aligns with a possible IML educational event or who would like to present, please consider submitting a topic proposal or speaker recommendation today.

We encourage you to submit topic suggestions now and throughout the year, as we expand opportunities for IML educational events.

If you have a pre-recorded video presentation and would like to submit it for consideration to be added to the IML Education Resources webpage, you may do so via this link.

### TOPICS OF INTEREST INCLUDE:

- Current Legislative Issues
- Economic Development
- Finance and Revenue
- Legal and Regulatory Issues
- Public Safety
- Trending and Current Events
- Zoning and Land Use

Topic recommendations for the 2022 IML Spring Municipal Attorneys Seminars (April 26 in Bloomington and April 28 in Mt. Vernon) will be accepted until January 25, 2022. Speakers selected for the Attorneys' Seminars will be contacted and receive more information by February 1, 2022.

Topic recommendations for the IML Annual Conference (September 15-17, 2022) will be accepted until April 1, 2022. We will keep this submission process open throughout the year to benefit from your suggestions for other or future possible educational events.

### OTHER IDEAS?

Do you host webinars, conduct research or write articles? We want to collaborate with you in keeping our members informed. Please send us your suggestions along with speaker recommendations.

Thank you.

Visit [iml.org/topics](http://iml.org/topics) to submit recommendations

All presentations may be recorded and become the property of the Illinois Municipal League for use in other educational programming.



Advancing Civic Leadership  
Navigating the Future

**Feb. 9, 2022 — Virtual Webinar**  
**Achieving a Respectful Workplace**

Presented by Rose M. J. Henton, M.S., Director of Prevention Education and Outreach, Department of Academic Diversity, Equity, and Inclusion, Northern Illinois University

**Feb. 24, 2022 — Virtual Webinar**  
**The Performance Measure Puzzle: Part 2. How to Appropriately Construct and Use Performance Measures**

Presented by Greg Kuhn, Ph.D., Director and Jeanna Ballard, MPA, Senior Research Specialist, Center for Governmental Studies at Northern Illinois University

**Mar. 1, 2022 — Virtual Webinar**  
**Resilient Engineering: 6 Tips to Maximize Your Budget for Public Infrastructure**

Presented by Jim Halverson, AICP, Vice President & Principal; George Wentz, MPA, Vice President & Principal; Tim Hartnett, B.S., Vice President/Practice Leader - Governmental Services; Russ Loebe, ICMA-CM, Vice President Governmental Services; Dave Zelenok, PE, Manager Local Governmental Services; Jeremy Kaemmer, PE, Project Engineer II; and Eric Hall, PE, Regional Director, HR Green, Inc.; and practitioner panelists

**Mar. 4, 2022 — Virtual Webinar**  
**Strategic Planning – Part 1: Basics**

Presented by Greg Kuhn, Ph.D., Director; Melissa Henriksen, MPP, Assistant Director, Public Management and Training; and Jeanna Ballard, MPA, Senior Research Specialist, Center for Governmental Studies at Northern Illinois University

**Mar. 8, 2022 — NIU Naperville (Hybrid)**  
**Conducting a Community Needs Assessment**

Presented by Mindy Schneiderman, Ph.D., Assistant Director, Center for Governmental Studies, Northern Illinois University



CLA Courses Qualify for ICMA's  
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**Interested in Becoming a Credentialed Manager?**

The Application Deadlines and Fees are:

- January 3
- July 7
- April 3
- 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.

**Need Additional Help?**

**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:

- 1) 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.
- 2) 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.

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.)*

Brad Myers    bmyers0001@gmail.com    719-314-7510  
Rich Keehner    rkeehnerjr@gmail.com    630-824-8369

## National Mentor Month – January 2022

January was National Mentor Month. Launched in 2002, the objective of this annual, month-long celebration is to grow and bring attention to the power of relationships. In many cases, mentors are sought after to provide both professional and personal guidance. More recently, mentorship has been advocated as a vital key to career advancement, and more and more organizations are working toward providing mentoring opportunities from within the workplace, including the local government space.

“Mentors provide a wealth of knowledge and experience to us, they guide us through challenges and increase our likelihood of success, they lift us up and take our success personally.” The benefits of mentoring are typically expected on the mentee’s side, but the reality is that they are immense for both parties. Some of the more profound positive effects of a mentoring relationship include increased confidence, sounder mental health, and a greater likelihood of promotion. Olivete Nazarene University conducted a recent survey of 3,000 people, regarding professional mentorships.

They found that:

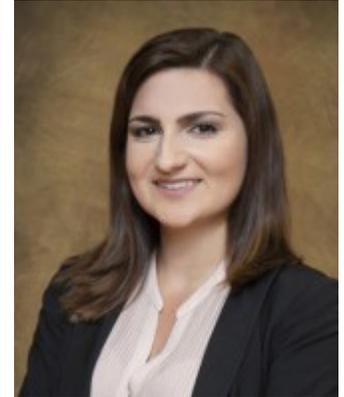
1. 76% of people think mentors are important, however, only 37% of people currently have one
2. Most people opt for same-sex mentors (69% women, 82% men)
3. People with mentors are happier at their current jobs than those without
4. Only 14% of mentor relationships started by asking someone to be their mentor. 61% of those relationships developed naturally

With countless studies showcasing the positive outcomes created through mentorships, why is it that only a mere 37% of professionals have had, or currently participate in one? The data shows that people are interested in mentorship, but they don’t know where to begin (especially if a relationship doesn’t develop naturally).

Would a mentor be beneficial for you? If so, ILCMA and IAMMA have partnered to develop the ILCMA Mentor Match Program. The program kicked off in February 2021, and has served as a conduit in the development of several professional mentoring relationships since. “I believe that having a mentor and being a mentor are both very important. I’ve served in each role, and I’ve really appreciated the opportunity to be a mentor. Providing a sounding board, an introduction or simply



Paula Schumacher



Brianna Bacigalupo

to help individuals along their career path is an honor, and a way to build our profession,” explained Paula Schumacher, Village Administrator, Village of Bartlett.

As of January 2022, 26 mentors and 27 mentees have enrolled in the program. The majority of the mentees enrolled currently serve as Management Analysts, including Brianna Bacigalupo, Senior Management Analyst, Elk Grove Village. “I’ve had such a wonderful experience as a mentee thus far. As an Analyst still early in my local government career, I signed up for the Mentor Match program to gain more guidance on how to excel in my career and accomplish my future career goals. My relationship with my mentor has been extremely valuable because I have learned about her experience in the field and I have received so much encouragement and support to help guide me.”

National Mentor Month may have just ended, but this wonderful program is in place year-round. For more information, please visit the ILCMA Mentor Match Program page, or contact Dawn Peters with any questions you may have.



# 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](mailto:agalindo@niu.edu).



**VIEW ENROLLMENT INSTRUCTION VIDEO**



**VIEW MENTOR DISCUSSION VIDEO**

Please join The Legacy Project for a workshop with Joana Ardelean on *How to Achieve the Ultimate Work-Life Balance Without Sacrificing your Career*.

In today's world where remote work is a new norm and professionals work at all hours, work-life balance has taken on a totally new meaning. This workshop will explore a new way of operating by providing a framework that allows for balancing all sides of your personal life, along with managing a growing career.

**LEGACY PROJECT PRESENTS  
BROWN BAG LUNCH**

*How to Achieve the Ultimate Work-Life  
Balance Without Sacrificing your Career*

**Feb, 9th  
11:30am-1pm  
GovHR- Conference Room  
Northbrook, IL**

**JOANA ARDELEAN**

**BURNOUT  
911**  
The Ultimate Guide  
to  
**Work-Life Balance**  
**JOANA ARDELEAN**  
MSHRM, SHRM-CP, PHR, CC  
HUMAN RESOURCES EXECUTIVE

**REGISTER AT  
LEGACYPROJECTNOW.ORG**

**Legacy Project**  
ADVANCING WOMEN IN LOCAL GOVERNMENT

**Registration Link:**

<https://www.eventbrite.com/e/legacy-project-brown-bag-lunch-burnout-911-tickets-245892811017>

**Joana Ardelean** is a human resources executive, coach, speaker and writer, and a proud Romanian with rich traditions filled with faith. She strives for mastery in her field, is an award winner, is triple certified and has a graduate degree in Human Resource Management.

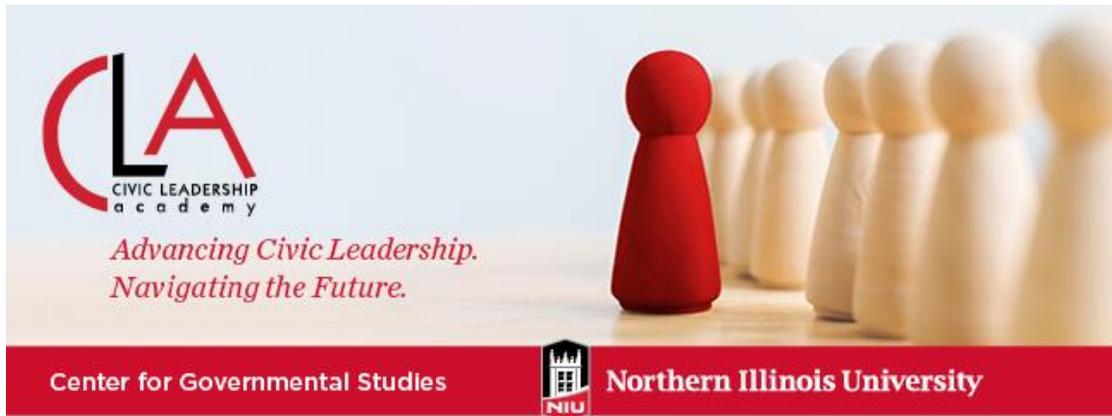
Joana spent almost two decades at industry giants such as PricewaterhouseCoopers, KPMG, RR Donnelley, and different local government agencies. But her passion shines through when she is helping high performing women struggling with burnout and overwhelm at work and at home. Ardelean loves to show ambitious professionals the incredible life of flow, calm and ease that's possible on the other side of their struggle and help them get there. Her coveted framework is now published in her book: *"Burnout 911: The Ultimate Guide to Work-Life Balance."*

**Watch for information coming soon on these upcoming Legacy Project events:**

March 9th - Virtual Lunch - Resume Update with Heidi Voorhees

April 13 - Brown Bag Lunch (Bartlett, IL) - International Opportunities with Robin Weaver

May 13th - Annual Women's Conference - Naperville, IL



NIU’s Civic Leadership Academy workshops are tailored to local government and nonprofit leaders who serve in a variety of fields and at all levels of their organizations. CLA workshops are engaging learning environments that provide active learning opportunities to develop new skills for professional and personal effectiveness and growth.

In partnership with ILCMA, CLA is offering the following webinar:

## The Virtual City Hall

May 18, 2022

1–4 p.m.



The COVID-19 pandemic has necessitated that municipalities and counties develop alternative methods to safely deliver public services to their residents, contractors and development communities. With many cities under lockdown, public safety is paramount and understandably the highest concern for city managers, mayors and city council members. However, how does an agency keep its virtual doors open for business when it’s not safe to keep the physical doors open? Explore digital solutions for services such as permitting, plan checking, inspection and related services. Contactless service requires that anything your agency offers at a public counter must

be available remotely. Explore current techniques as well as innovative approaches to touchless permit and project service delivery with an eye toward how these techniques will benefit the community after COVID-19 safety restrictions are lifted.

### Presented by HR Green Members



**Tim Jonasson, PE**  
Assistant Practice Leader



**Dave Zelenok, PE**  
Manager Local Governmental Services



**Ken Demlow, B.A.**  
Senior Project Manager – People Manager



**Tim Hartnett, B.S.**  
Vice President/ Practice Leader - Governmental Services



**George Wentz, MPA**  
Vice President & Principal.

**Current ILCMA members at the time of this workshop qualify for a discounted rate.**

[go.niu.edu/cla](https://go.niu.edu/cla) to register  
Registration Options – Select “Partner”



# 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).

**2022**  
**ICMA** | REGIONAL  
CONFERENCES

*Midwest*  
ST. LOUIS, MO  
MARCH 23-25

# BUILD YOUR RESILIENCE

Creating balance in the personal and professional.

The 2022 ICMA Midwest Regional Conference will take place in St. Louis, Missouri on March 23-25 at the Hilton St. Louis at the Ballpark. This year, the regional conference is focused on building your personal and professional resilience. It is also dedicated to enhancing your ability to bounce-back and thrive by offering new strategies, best practices, and creative solutions to some of the greatest challenges faced by your region.



Ready to register? Scan this QR code to go directly to the Midwest Regional Conference event page or visit [icma.org/regionalconferences](https://icma.org/regionalconferences).

**Who and What is IPWMAN?**

by Mark W. Doerfler, Secretary, Illinois Public Works Mutual Aid Network (IPWMAN) and Chris Bethel, Director of Public Works, Woodridge

The Illinois Public Works Mutual Aid Network (IPWMAN) is a statewide mutual aid network in Illinois that provides public works mutual aid to member agencies during natural or man-made emergencies and disasters, as well as during preplanned events.

The mission of the Illinois Public Works Mutual Aid Network, in the spirit of intergovernmental cooperation, is to develop and maintain a statewide network of public works related agencies whose principal purpose is to provide mutual aid response and recovery assistance to each other when confronted with emergencies and disasters.

IPWMAN members benefit from statewide mutual aid. While local mutual aid agreements are important for day-to-day operations, statewide mutual aid comes into play when large events such as tornados, mass flooding and large storms occur. Events like these will quickly overwhelm your agency's resources and personnel, as well as those of your neighboring agencies. You or your neighbors may not have the needed equipment to deal with the issues at hand, or the event may impact you personally, and you may be unavailable to manage the resources that are needed to mitigate the incident. These are just a few of the many reasons to become member of IPWMAN that is approaching 450 member agencies. Should your community need it, help will come from all corners of Illinois, from qualified people, who are eager to help.

Membership to IPWMAN is open to any public agency that provides public works related services. Benefits of membership include:

- Access to personnel and resources when an emergency overwhelms the resources available,
- Guidance in coordinating a response to an emergency,



- Consistent understanding of the responding and requesting agencies' roles during response by following the terms of the mutual aid agreement,
- Response that is based upon the need of the requesting agency as opposed to unsolicited responders hampering recovery efforts, and
- Opportunities to participate in emergency training programs.

The key tenant of IPWMAN is "no agency is too large to need help and no agency is too small to provide assistance." IPWMAN's strength comes from each agency's desire to help one another. Disasters can cripple a community financially, so to alleviate that, responding agencies provide up to five days of support at no cost. If an event requires assistance beyond five days, IPWMAN will simply ask additional agencies to respond. Since the first IPWMAN deployment, over \$2.5 million dollars of aid has been provided in response to requests for assistance. Most recently, IPWMAN responded to Woodridge after the Father's Day Tornado and both Lake in the Hills and Minooka following significant storms causing major tree damage. IPWMAN's largest deployment provided over \$500,000 worth of resources to the Village of Coal City following a tornado that devastated most of the community in November of 2013.

IPWMAN was started in 2009 by a group of 12 individuals who recognized that public works mutual aid was being done, it just wasn't organized. They saw many local agreements were in place, but they also had the foresight to see that during large events, local agreements would quickly become exhausted, causing a need for a statewide network of agencies. With the help of other mutual aid agencies like ILEAS, MABAS,

*continued on the next page*





IDOT, IEMA, and the County Engineers, IPWMAN developed a mutual aid agreement, incorporated and elected a board of directors. Three months after its inception, IPWMAN had its first deployment, proving that there was a critical need for this type of network.

Today, IPWMAN is governed by an Executive Board and 16 Regional Directors (2 directors from each of the 8 IPWMAN regions). All positions are elected from employees of member agencies, allowing the organization to be controlled by its members. Both Executive Board members and Regional Directors serve on a volunteer basis, receiving no pay for their work. The IPWMAN regions are set up following the IEMA regions, thus eliminating confusion on which agency belongs to which region.

### **A Stricken Agency's Perspective**

Municipalities know different types of disasters can strike at any time – floods, blizzards, derechos and tornados are potential events that can (and do) happen regularly in Illinois. Emergency management and planning – from tabletops and training classes to equipment purchases and operational contingency planning – communities attempt to be prepared to respond no matter the disaster. Mutual aid that can draw from a large geographic area is a significant component of most municipal emergency response plans - be it ILEAS for police, MABAS for fire, or IPWMAN for Public Works.

The Village of Woodridge joined IPWMAN in 2009 as a “belt and suspenders” mutual aid protection – the Village was already a part of the DuPage County Public Works Mutual Aid Agreement and the thought was its not likely we'd ever exhaust the resources that other DuPage communities would be able to share, but let's be conservative and join both.

On Father's Day, June 20, 2021, an EF3 tornado impacted four communities in southern DuPage County, including Woodridge. The tornado had wind speeds up to 140 mph which damaged/destroyed homes/business, with over 600 impacted properties including significant tree loss of just under 400 parkway trees and countless private trees, which were ultimately tub ground into over 10,000 cubic yards of

chips, not including all of the material hauled away by private contractors.

Since first joining IPWMAN in 2009, the Village has responded and helped other communities, but this was our first request where Woodridge needed assistance.

The response from other agencies to Woodridge's request was overwhelming – there were 34 agencies that ultimately assisted the Village following the tornado, nearly all IPWMAN members. It was clear each organization sent top notch employees to assist – everyone was highly skilled and had great attitudes and worked hard. The results were unbelievable in how quickly the initial phase of the clean-up was completed.

The process to request mutual aid is simple with a single phone number to call and the IPWMAN duty officer will coordinate the resources you need in a responsive and seamless fashion so you can focus on the management of the event. However, with their experience from other disasters responses, the IPWMAN staff can also help the stricken agency brainstorm through the plan and potential challenges likely to arise.

IPWMAN functioned exactly how it should by drawing from a larger area when there is a disaster impacting multiple towns that a local mutual aid agreement just can't respond to. What was proven true after June 20th was that the resources, know how, and genuine interest in serving the public, is done no better than by local government agencies helping one another.

Since joining IPWMAN, Woodridge has paid membership dues of \$3,500 (\$250 a year for an organization of our size). The cost to the Village of the mutual aid response for the Father's Day Tornado was \$0, aside from the food, water, and fuel provided to the responding agencies. But had the Village needed to hire contractors to have done that same work, it would have cost approximately \$300,000.

If your town is not a member of IPWMAN – it's time to ask yourself, why not, remember it's not if a disaster is going to happen, but when it will happen. For more information or to join IPWMAN, please visit [www.ipwman.org](http://www.ipwman.org) or feel free to contact IPWMAN via email at [info@ipwman.org](mailto:info@ipwman.org) or by calling 1-844-IPWMAN-9.





### Midwest Leadership Institute *Helping local government navigate a complex world in a time of disruptive change*

#### Approach

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

#### Who Should Attend

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

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

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.

#### Curriculum

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

The nine learning pods are as follows:

1. Leadership in the New Order of Things and Fundamental Concept for Leading People
2. Judgment – The Foundation to Successful Leadership
3. Emotions – The Ultimate Motivator
4. Self-Awareness – Overlook at your Own Risk
5. Resistance, Motivation and Performance
6. The Unique Challenges of Public Sector Ethics
7. Groups Committing to Reality
8. Aligning Goals, Tasks and Relationships
9. Balancing the Competing Needs of Work, Family and Self

If you are an **ICMA Credentialed Manager**, the Institute includes practice areas 1,2,6,8,9,13,14,17,18

#### 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, Midwest Regional Director, ICMA, MPA, ICMA-CM
- Robert Kiely, City Manager, Lake Forest, MPA, ICMA-CM

#### 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 four days. Organizations that send multiple participants are eligible for tuition discounts. Please see below for contact information.

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

Visit [www.cgs.niu.edu/midwest\\_leadership\\_institute](http://www.cgs.niu.edu/midwest_leadership_institute) for more program details and area lodging options. Please contact Dawn Peters at [dpeters@niu.edu](mailto:dpeters@niu.edu) or call her at 815-753-0923 with questions.

## Register Today



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## Spotlight on: Comcast

### APRA Funding for Broadband Infrastructure

*By Sean McCarthy, Regional Vice President of Strategic Initiatives, Comcast*

The American Rescue Plan Act and Infrastructure Investment and Jobs Act both include significant funding for local broadband infrastructure. A lot of communities are considering how to invest these dollars to increase residential and commercial access to state-of-the-art, reliable high-speed Internet service – and connect low-income households. This doesn't require complex plans. In fact, everything communities need to expand Internet access is already in place.

#### **Access to State-of-the-Art Internet Service Already in Place**

Comcast has 68,000+ miles of fiber-dense network infrastructure that delivers download speeds of up to 1.2 Gigs to homes and up to 100 Gigs to businesses in the more than 400 Illinois communities we serve. And when we serve a community, we deliver the same high-speed options to every zip code, which is a critical component of efforts to close the digital divide.

#### **A Partner to Power Existing and Emerging Business Corridors**

We've been partnering with municipalities, economic development agencies and real estate developers for years to expand our network and bring fiber and advanced telecommunications services to industrial and business corridors to help them attract new businesses, grow and compete – locally, regionally and even internationally.

#### **Comcast's Broadband Adoption Program for Low-income Households has already helped more than 10 million Americans Connect to the Internet at Home – 1.3 million right here in Illinois**

Internet Essentials, Comcast's low-cost broadband Internet service for eligible low-income students of all ages, seniors, veterans, people with disabilities and public housing residents participating, is available anywhere Comcast provides Internet service. In addition to Internet service, Comcast can provide a computer at significantly reduced costs, along with free digital literacy training designed to help program participants build digital skills that can help them participate and excel in an increasingly digital world.



# COMCAST

During the pandemic, we partnered with school districts across the state to bring Internet Essentials to households with students that weren't already connected. This helped these students connect remotely to their classrooms, study, do homework and succeed in school.

Financial assistance is available to low-income families that want to access programs like Internet Essentials. The Affordable Connectivity Program (ACP) is the new name of \$14.2 billion federal program designed to help low-income households connect to the Internet. Through the program, eligible households can receive a credit of up to \$30 per month (up to \$75 per month for eligible customers in Tribal lands) toward their Internet service. We would welcome the opportunity to partner to create educational materials designed to increase awareness, help households enroll and bring ACP funds into your community.

#### **Comcast can Connect Your Community**

To learn more about any of these programs and how we can partner, please contact [economic\\_development@comcast.com](mailto:economic_development@comcast.com) or click here.

Working together, we can connect your community and close the digital divide.

Sincerely,

Sean McCarthy  
Regional Vice President of Strategic Initiatives  
Comcast

## Spotlight on: GovTempsUSA

### New Recruiting Realities – Five Ways to Improve and Increase Your Talent Pool

By Heidi Voorhees, Co-owner, GovHRUSA and GovTempsUSA

\*Real Story #1: Jamie has 25 years' experience in private sector human resources. He is engaging, smart and knowledgeable about recruitment and retention, collective bargaining, employee development and has numerous HR professional certifications. He makes \$160,000+ annually in the private sector but is interested in public service. Jamie cannot apply for an HR Director position in local government, because nearly every HR Director position requires a bachelor's degree and he does not have one.

Postscript – Jamie applied for an HR Director position with a large public agency with 2,000 employees – they did not require a bachelor's degree. He came in second in a very competitive recruiting process.

Real Story #2: Keeley has a civil engineering degree and is an Assistant Director of Public Works, skilled in management, operations, capital improvements and customer service. Her hometown is advertising for a Director of Public Works, but she cannot apply because the position requires a Professional Engineer's License.

Comment: Local government leaders often sleep better when the Finance Director has a CPA and the Director of Public Works has a P.E. These are increasingly difficult credentials to secure in local government candidates – local government must review the purpose for these credentials and be creative in addressing that purpose in another way – can an Engineering firm fill in for the few times a year a P.E. is required? If the candidate has an accounting degree, what are you gaining with a CPA? If the CPA or CPFO is important, can you hire the candidate without those credentials and support their efforts to obtain the desired credential?

*The Great Resignation...A candidates' market...unprecedented numbers leaving the workforce...remote work...Employer of Choice...*

Local government is facing significant challenges in recruitment and retention. Here are some easy tips for improving your talent pool:

1. Review the Job Requirements – before you advertise, review the job requirements. Does the job really require a bachelor's degree? What about years of municipal experience – are 3 years required when one year would be enough? What is unique about the position that requires years of local government experience? If you can insert the word “preferred” or “ideally”, you may increase your talent pool. You do not have to hire the person with less municipal experience or without the degree, but at least you might see their resume.

2. Pay Competitively and Advertise the Compensation – It is critical that government pay competitively in this tight labor market. Failure to advertise the compensation hiring range will definitely reduce your candidate pool. The information is public – don't make candidates work for it.

3. Use Social Media/Websites – Investing in advertising is critical. Use LinkedIn, Facebook, Twitter and Instagram to advertise your positions. Advertise on general local government websites such as ICMA, ILCMA.org, IML.org and govtjobs.com. Consider job specific websites such as GFOA, APWA, APA and websites dedicated to diversity. Expect to spend approximately \$2500 for a comprehensive outreach. If you cannot afford that, focus on social media and state association websites. Use your community's Facebook page.

4. Streamline Your Process – Consider language such as “open until filled” and then have a rolling interview process so when a qualified candidate comes along, you are ready to do a screening interview. Advise the candidates of unforeseen delays in the process and respond to their inquiries.

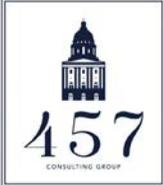
5. Invest in the Candidate's Process – Put your best foot forward in the interviewing process. Communicate clearly with the candidate about the process. If the candidate is coming in from out of town, ensure they have accommodations and conduct a tour of the community. Remember what it was like to be a candidate --it will help you ensure your process is welcoming and reflects the values of your organization.

Real Story #4 – Ted is an early career data specialist working in a large city. He loves his work and is ready for the next step. He applied for a municipal position in a nearby state. He did not get the position but the Assistant City Manager for the large city where he applied personally called him to say they will likely have another position open that Ted might be very interested in and to watch for it. This new position more closely matches Ted's goals and he is waiting for it.

Real Story #5 – Rebecca was a leading candidate for a critical position in a city halfway across the country from where she lived. Her mother passed away the weekend before the interview process which included multiple panels, a tour, and a public engagement process. Five candidates were invited. Rebecca could not attend the interview process, but the city stayed in touch with her. The city did not feel any of the other four candidates were a fit, so they redid the whole interview process 30 days later when Rebecca was available. She got the position and was the change agent the city needed.

Summing up...local government must be nimble with its recruiting processes while still preserving the integrity of its processes. Flexibility and creativity are key to recruiting today's workforce.

\*Names have been changed to reflect a popular streaming program...the stories are real.



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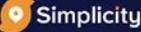
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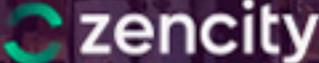
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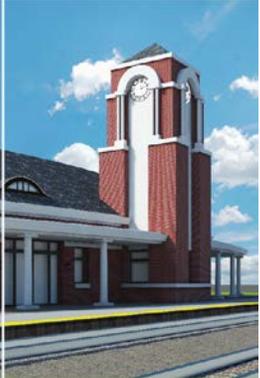
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