

Calendar of Events

March 3
SWICMA Meeting
Freeburg, IL

March 9
Legacy Project Seminar
Virtual via Zoom

March 16
ILCMA Idea Exchange
Virtual via Zoom

March 17
Metro Manager Luncheon
Hybrid - Virtual and NIU
Naperville

March 25
IAMMA Night Out

March 29
ILCMA Professional Development
Hybrid Pre-conference Session
Normal, IL and Virtual via Zoom

March 29 – 31
ILCMA Winter Conference
Normal, IL

**To view all
upcoming
events
click here**

President's Column

By Rudy Espiritu, Chair, Membership Services Committee and Village Administrator, Village of Berkeley

The Membership Services Committee has been focused on establishing new programs to increase diversity and membership. As guidance, we considered the priorities from the recently adopted ILCMA Strategic Plan and took a deep dive into the most recent membership survey.

One obvious take from the Membership Survey is that many newly appointed, non-traditional managers have trouble adjusting to the duties and responsibilities of being the City Manager. Most of these non-traditional managers are usually from another department, such as Public Works or Community Development. The membership survey showed that many of them do not feel prepared, as they might not be well-versed on human resources, tax levies or council relations. The Membership Service Committee is working directly with the Senior Advisors to enhance existing ILCMA Leadership Institute for the Newly Appointed Managers/Administrators, slated for April 2022, to help address these issues.

Many non-traditional managers do not join ILCMA because they were already involved in other professional organizations (APWA, IGFOA, APA). Our Committee is also looking to encourage department heads/middle managers to understand the value of ILCMA. So if you have a department head or middle manager that could potentially become a City Manager someday, please encourage them to join ILCMA as an affiliate member.

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Job Mart

**Click here to see
job listings**



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The #1 suggested topic for professional development from the last membership survey was the desire for more training and understanding of diversity, equity and inclusion (DEI). When the membership survey was taken in 2020, we were witnessing the world change from injustices. Many of our communities experienced protests because of these injustices. We are seeing our communities change in real time and we are having to change with it to meet the needs of our communities.

ILCMA is recognizing the need for DEI in our organization and has made it a strategic priority. One of the strategic goals from the ILCMA Executive Board was “to look through the DEI lens.” Taking this strategic priority, the Membership Services Committee sought to understand the composition of our membership. Who is our membership and what ethnicities make up the ILCMA? Here are our demographic findings from the full voting membership, students, and cooperating member categories: White 82%, Black 4%, Latino 2%, Asian 1%, Other 1% (10% of the members did not provide this data).

As you can see, approximately 82% of our membership is white. Maybe that is something you never knew or thought about before, but a person of color would have a different perspective on this. I can say that it was challenging at times, as a person of color in our profession. Over my past 20 years, there were many IAMMA and ILCMA luncheons and conferences where I was only person of color. This was alienating and lonely and I’m sure many other persons of color have felt the same way.

Now looking at this issue from the committee perspective for membership services, how can we be more welcoming and inviting to persons of color who are current ILCMA members? If we are seeking to attract and recruit more into our profession, how can we recruit for diversity and increase inclusivity and a feeling of belonging? The Membership Services Committee is working with the ILCMA DEI Committee to strengthen our outreach to persons of color. In the meantime, at your next ILCMA event, please make the cognizant effort to introduce yourself and welcome a person of color. It may go a long way in that person’s career. I know it did for me.

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:

Taylor Baxter, Director of Parks and Recreation, City of Pontiac
 Karie Friling, Executive Director, Forest Preserve
 District of DuPage County
 Nevada Lemke, City Administrator, City of Silvis
 Teri Raney, Village Administrator, Village of Calumet Park
 Ben Schloesser, Village Administrator, Village of Swansea
 Chris Wagner, Administrative Analyst, Village of North Aurora
 Melissa Williams, Administrator, Schaumburg Township

Members:

Sue Kornatowski, HR Generalist, Village of Oak Park
 Thomas Lake, 311 Center Manager, Village of Schaumburg
 Kaitie Tiede, Operations Manager, Intergovernmental
 Personnel Benefit Cooperative
 Joseph Wentzel, Management Analyst, Village of Schaumburg



[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

Kimberly Richardson has been appointed as the deputy city manager in the city of Peoria. She was previously the deputy city manager in Evanston. Her new contact information is:

Kimberly Richardson
Assistant City Manager
City of Peoria
419 Fulton
Peoria, IL 61602
Email: krichardson@peoriagov.org
Phone: 309-494-8618

Shannon Andrews is the new village administrator in Lake in the Hills. She was previously the assistant village administrator in Lake in the Hills.

Jonathon Bogue has taken the position of assistant village manager in Flossmoor. He was previously the assistant to the village manager in Lincolnwood.

JoAnn Hollencamp has been appointed as the new city administrator in Greenville. She was previously the city administrator in Geneseo.



[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.

A banner for the Joint Summer Conference 2022. The background is a scenic view of a resort with many boats docked at a marina, surrounded by lush green trees and buildings. In the top left corner is the ILCMA logo (Illinois City/County Management Association). In the top right corner is the WCMA logo (Wisconsin City/County Management Association). The text 'SAVE THE DATE' is written in large, bold, white capital letters across the middle. Below it, 'JOINT SUMMER CONFERENCE 2022' is written in smaller, white capital letters. At the bottom, a blue bar contains the text 'JUNE 8-10, 2022 | THE ABBEY RESORT' in white capital letters.

ILCMA
Illinois City/County Management Association

WCMA
WISCONSIN
CITY/COUNTY MANAGEMENT
ASSOCIATION

SAVE THE DATE

JOINT SUMMER CONFERENCE 2022

JUNE 8-10, 2022 | THE ABBEY RESORT

Greg Bielawski Announces Retirement as a Senior Advisor

By Dawn Peters, Executive Director, ILCMA

After 20 years of service to the ICMA Senior Advisor program, Greg Bielawski has announced that he is retiring as of June 30, 2022 as an ICMA Senior Advisor for ILCMA and the Chicago Metro region. Greg noted in his resignation letter "I tell all new Senior Advisors that they will find service as a Senior Advisor to be one of the most rewarding activities in their local government professional life. It has been an honor and a privilege to serve as an ICMA/ILCMA Range Rider/Senior Advisor since 2002 and I hope I have provided support and guidance that ILCMA members find valuable and that ILCMA deems valuable as well." **Greg – you have been a rock star, or as I have called you, the "Grand Poohbah of Senior Advisors" and you will be missed! ILCMA cannot thank you enough for your years of service to ICMA and ILCMA!**

Greg Bielawski has had a full 55-year career in local government, which is in addition to his two years of service in the U.S. Army. According to his ICMA Spotlight article, "He began his local government career in Fort Worth, Texas, as an administrative analyst in 1967. He moved on to the Greater Hazleton Chamber of Commerce in Pennsylvania in 1971; became assistant city manager of Naperville, Illinois, in 1973; and then village manager of Carol Stream, Illinois, in 1980 until his retirement in 2002." Upon his retirement, Greg was recruited by Bob Morris, one of the first ICMA/ILCMA Range Riders (now called Senior Advisors), to help cover the Chicago Metro area.

He was very active in ILCMA during his career having served on the IML Managers committee and was on the ILCMA Board having worked his way up to President in 1986. He is the recipient of an ILCMA Special Service Award and in 2002 was recognized with the ILCMA Robert B. Morris Lifetime Achievement Award. He is a Life Member of ICMA and was honored with the ICMA Distinguished Service Award in 2011. He has also coordinated the ICMA Senior Advisor Program for the last seventeen years.



Not only has Greg been recognized by two professional associations for his professional contributions, the Village of Carol Stream honored Greg when he retired by naming the Carol Stream Village Hall the "Gregory J. Bielawski Municipal Center." This is an honor of which Greg is especially proud.

At the February ILCMA Board meeting, the ILCMA Board voted to rename the ILCMA Service to the Profession award to the "Gregory J. Bielawski" Service to the Profession award. Greg had given so much to professional local government management throughout his career. Upon retirement, he continued to give to the profession through the ICMA/ILCMA Senior Advisor program.

On behalf of ILCMA, THANK YOU GREG FOR YOUR MENTORSHIP, SUPPORT, CANDOR, AND FREINDSHIP! You have been an amazing role model for many, and you will be missed. We all know that you will enjoy your days ahead, especially watching your beloved Iowa Hawkeyes and rooting loudly for them no matter the sport! Best wishes as you officially retire, and don't be a stranger!

ILCMA Board Election Process Begins

Do you have a colleague who could be a dedicated member of the ILCMA Board of Directors? Would you like to serve? Now is the time to nominate qualified candidates for positions on the Board of Directors. A letter detailing why the candidate is qualified to serve along with an up-to-date resume is due at the ILCMA Secretariat, Center for Governmental Studies, NIU, 148 N. Third Street, DeKalb, IL, 60115 or by e-mail to dpeters@niu.edu by March 5. 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.

Metro Chicago Region Senior Advisor Position Open

The ILCMA Senior Advisor Program provides a valuable, volunteer service to our membership. It is interesting to note that in 2021 the five Senior Advisors combined clocked over 1600 hours and made over 3300 contacts. A contact can be a phone call, letter/fax/mail, meetings, or personal contacts. While travel during COVID was not as much as normal, they traveled over 1900 miles to provide their services.

ILCMA is seeking a replacement for Greg Bielawski who will retire in June 2022. This Senior Advisor will join Robin Weaver in serving the Chicago Metro region. If you are a retired, or soon to be retired, manager and are interested in being considered for this position, please send a letter of interest and resume to Dawn Peters, ILCMA Secretariat by April 10, 2022. The current Senior Advisors will review the letters of interest and present a recommendation to the ILCMA Board. The Board will then act on their recommendation at the May board meeting. Interested parties can view information on the ICMA Senior Advisor program at Senior Advisors - ILCMA. You can also contact Dawn Peters at dpeters@niu.edu or 815-753-0923 or any of the existing ILCMA Range Riders with any questions about the program.

ANNUAL WOMEN'S LEGACY CONFERENCE

SAVE THE DATE



MAY 13, 2022 • 8AM-4PM
NIU NAPERVILLE
(+VIRTUAL)

More information coming soon

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 Conference details and registration](#)



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 50th 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

Gregory J. Bielawski Service to the Profession

Leslie T. 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) Gregory J. Bielawski 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. 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.

Senior Advisor Monthly Column

Resources. This year, make the most of all the resources available to you.

By Robin Weaver, ILCMA/ICMA Senior Advisor

International City/County Management Association (ICMA): The website has lots of information and a daily "ICMA Connect" for communication among members. There are also affiliate relationships with professional organizations in 35 countries.

Illinois City/County Management Association (ILCMA) and its Affiliates: Metro Managers, IAMMA, Legacy, Downstate, IACA (County) and SWICMA (Southwest IL). "ILCMA Connect" is for members to communicate/ask questions of other members. Topics covered are wide ranging. Sign up through the ILCMA website.

Other Associations

- ELGL (Engaging Local Government Leaders)
- WLGL (Women in Local Government)
- NFPA (National Forum of Black Administrators)
- LGHN (Local Government Hispanic Network)

Senior Advisors - We are available as resources, and we can direct you to other resources such as other members or communities/counties dealing with specific issues/opportunities. We endeavor to be current on ICMA and ILCMA programs, projects, products, and changes.

Peers and colleagues are a great source of information, so maintain your networks.

Other resources are academic professors, the Northern Illinois University Center for Governmental Studies and our many corporate sponsors.



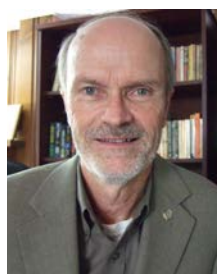
Greg Bielawski



Steve Carter



Bob Kuntz



John Phillips



Robin Weaver

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?

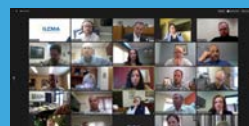
Volunteering as a Mentor can be mutually rewarding: mentees gain encouragement and guidance for their careers, and mentors gain deeper insights into their own careers and the satisfaction of helping others.

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.



**VIEW ENROLLMENT
INSTRUCTION VIDEO**



**VIEW MENTOR
DISCUSSION VIDEO**



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 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>

Presented by the ILCMA
Communications Committee

IDEA EXCHANGE

Employee Recruitment & Retention

March 16 | Noon-1pm | via Zoom

About the Idea Exchange

The ILCMA Communications Committee sponsors a quarterly Idea Exchange. All Idea Exchanges are virtual, are designed for participants to learn from their peers and use breakout rooms to facilitate organic discussions.

On March 16, 2022, the Idea Exchange will focus on employee recruitment and retention for both public safety and general staff. Participants will learn from their peers' successes and challenges implementing various recruitment strategies and initiating employee development and retention programs to keep your staff engaged and motivated. Takeaways will include outreach partners to help create a pipeline for developing talent and recruiting employees.



To register visit:
www.ilcma.org/event/IE316



IML Manager Committee Column



Illinois Municipal League (IML) Launches Free Pension Trustee Training Program

On February 15, 2022, the Illinois Municipal League (IML) launched a free education platform for all Article 3 (police) and Article 4 (firefighters) pension fund trustees. The platform, available online at iml.org/pensiontrustees, provides the statutorily-required training certification for all trustees, at no cost.

The training program provides all required training for pension fund trustees. IML provides this training program at no charge to the trustee, the pension fund and the municipality. Upon completion of each training module, a certificate will be issued to the trustee to prove compliance with statutory training requirements.

As a resource, IML's fact sheet on the new training program is available via this link.

IML's press release announcing the launch of the free educational platform is available via this link.

The online curriculum includes seminars on the following topics and much more:

- Articles 3 and 4 Pension Disability Pension Overview
- Duties and Ethical Obligations of a Pension Fund Fiduciary
- Board Oversight of Cyber Risk: Before a Breach
- Illinois Public Employee Disability Act and Public Safety Employee Benefits Act
- Developments and Potential Changes in Federal and Illinois Labor and Employment Laws

- Qualified Domestic Relations Order
- Pension Plan Funding 101
- Pension Plan Assumptions 101
- Freedom of Information Act and Open Meetings Act
- Cyber Security Best Practices
- Managing Generational Differences and Unconscious Bias in the Workplace
- How to Identify, Address and Prevent Sexual Harassment and Discrimination
- Let Me Ask You a Question

The trustee training program is provided completely online, at no cost to the user and is available 24 hours a day, in partnership with Eastern Illinois University's School of Extended Learning. The training program is available at iml.org/pensiontrustees.

Questions about the platform may be directed to IML by email at pensiontrustees@iml.org.



**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
Voluntary Credentialing Program



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

go.niu.edu/cla



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



Heidi Voorhees

GovHR USA, LLC



The Legacy Project Presents:
Resume Review for Career Advancement

How do you know when you are ready for the next step in your career? This session will provide tips for updating your resume and preparing for an interview. The session will also discuss overcoming typical challenges, and other helpful tips for getting ready for your next career move. Session will include real-world examples in the local government setting.

Learning Objectives:

- How to prepare for your next professional position.
- Overcoming typical challenges in the selection process.
- Creating and engaging resume and cover letter to help succeed in your job search.
- Understanding the interview process and the best way to present yourself for selection.
- Being aware of all facets of the interview process and how to best navigate them.

Heidi Voorhees is the president and co-owner of GovHR USA, and possesses more than 30 years of collective experience working in local government. She has served as both a municipal leader and partner with local governments and nonprofits, handling executive search and management consulting. Heidi's exceptional communication style and lasting relationships have positioned her as a widely-respected leader in her field across the U.S. She is deeply focused on understanding the culture of each organization that GovHR USA serves.

Heidi is extremely passionate about her commitment to advancing women and minorities in local government, which is also a strong emphasis of GovHR USA. She believes in conducting extensive outreach in the search for talented individuals which results in highly qualified candidates from all backgrounds.

VIA ZOOM • MARCH 9 • 11:30 AM TO 12:30 PM



Legacy Project

ADVANCING WOMEN IN LOCAL GOVERNMENT

REGISTER AT
LEGACYPROJECTNOW.COM



Virtual ILCMA Pre-Conference Professional Development Session

"What's Your Organization's Climate on Climate Change"

Climate change, for some organizations, can feel like a daunting challenge in the here-and-now that must be addressed swiftly, but for others climate change is a problem affecting far away environments and peoples. While issues of receding glacial ice and rising sea levels may not have direct impact to many of us in Illinois, our state is not immune to the powerful and deadly effects of rising global temperatures. Municipal and county leaders must consider adapting their operations to be better prepared for more severe and sustained weather events, but additional challenges may come in the form of navigating the opinions of elected officials, employees, and the public for the imminent need for new policies. To better understand the local effects of climate change and the resources available to municipalities to combat it, a panel of practitioners and experts will provide their perspectives into what municipalities need to do immediately to prepare ourselves for an uncertain, and potentially dangerous, environmental future.

Learning Objectives

1. Attendees should walk away with action items to implement or at least a framework / new perspective on evaluating program, projects, purchases, 3-5-10-year planning.
2. How to translate the adaptation part of the Climate Action Plan into action within the context of what is currently possible.
3. Learn how state programs connect to support local governments in developing resiliency.

Presenters

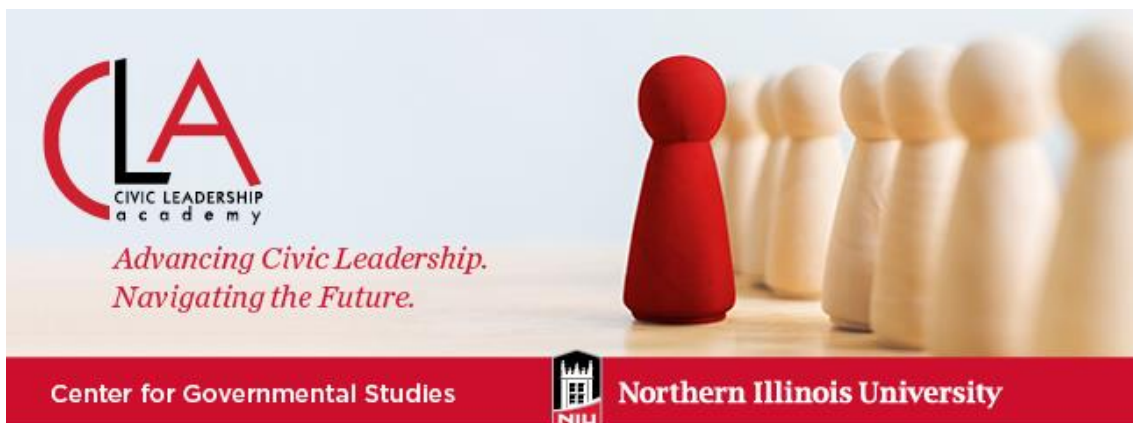
- Dr. Trent Ford, Illinois State Climatologist, Assistant Scientist, University of Illinois
- Edith Makra, Director of Environmental Initiatives, Metropolitan Mayors Caucus
- Ben Mjolsness, Sustainability Advocate and Relationship Builder, City of Naperville
- Dr. Ashish Sharma, Illinois Research Climatologist, Adjunct Professor, University of Illinois

Addresses ICMA Practice Area 6 (Strategic Leadership)

Tuesday, March 29th from 1PM to 4PM | via Zoom | \$30

REGISTER AT [ILCMA.ORG/EVENTS/329](https://ilcma.org/events/329)





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 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

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

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

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

Twitter

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

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

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

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



ILCMA Wishes Bob Morris A Very Happy 100th Birthday!

Bob Morris turns 100 on March 1! He is a legend in ILCMA! 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 are highlighted by many professional contributions and accomplishments including the following:

- In 1964 ILCMA hosted the ICMA 50th 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.

You can send birthday wishes to Bob by emailing him at [morisicma@gmail.com](mailto:morrisicma@gmail.com) or mail a card to: Bob Morris, 205 One Arbor Lane, Evanston, IL 60201

NOMINATIONS OPEN JANUARY 2022 FOR THE ICMA LOCAL GOVERNMENT EXCELLENCE AWARDS

NOMINATE

<p>Those who have made a significant difference in their community or the profession</p>	<p>Those who have implemented innovative programs that address a critical need</p>	<p>Open to all U.S. and International members and programs</p>
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Celebrate Local Government Management Excellence
with a Nomination for the
Local Government Excellence Awards

Nomination Period January 10 – March 11, 2022

Details Visit icma.org/icma-awards

Questions? Contact Joyce Lee, jlee@icma.org



Illinois Public Employer Labor Relations Association

2022 Public Sector Employment Law Seminar

Conducted by:
CLARK BAIRD SMITH LLP



Featuring the Following Plenary Sessions:

If You Were the Arbitrator, How Would You Rule?

Sharpen your skills in this interactive session, where participants are given the facts relating to contract interpretation and disciplinary grievances, hear oral arguments from CBS LLP attorneys, and decide how you would rule. Each case will be followed by insights and analysis from noted Illinois/Florida arbitrator **Jeanne Charles**.

Jeanne Charles, who has been a labor and employment arbitrator/mediator since 2006, has served on permanent panels for such entities as Chicago Public Schools, Chicago Firefighters, Major League Baseball, the State of Illinois, the State of Florida, the U.S. Postal Service, and many more. She is a member of the Federal Services Impasse Panel and serves as a special magistrate for the Florida Public Employee Relations Commission. Arbitrator Charles is an Adjunct Professor for Penn State University's Graduate School of Human Resources and Employment Relations, teaching a class on Advanced Negotiations. We are pleased and honored that Arbitrator Charles will be joining our program.

Friday, March 4, 2022

8:30 am – 4:30 pm
(Registration begins at 7:45 am)

Ask the Attorney Reception Follows

**Drury Lane Theater &
Conference Center
100 Drury Lane
Oakbrook Terrace, IL**

Q & A with Commissioner Javier Ramirez, Director of Agency Initiatives, Federal Mediation and Conciliation Service. *Commissioner Ramirez has been nominated by President Biden to serve as the national Director of the Federal Mediation and Conciliation Service and is awaiting Senate confirmation. He has graciously volunteered his time to answer our questions about mediation and the mediation process. If you have questions that you would like addressed by Commissioner Ramirez, please send them to us in advance (c/o dstensland@cbslawyers.com). We are honored to have Commissioner Ramirez join us for this year's ELS.*

Collective Bargaining Trends and Issues – Bob Smith and Ben Gehrt will discuss collective bargaining trends and developments, including settlement trends. They will also explore bargaining issues related to retaining and attracting talented employees.

And, your choice of two breakout sessions ...

continued on the next page

Breakout Class Descriptions

Each registrant will choose a morning and afternoon breakout session when they register. (Classes will be assigned in order of receipt of registration ... first-come, first served.) Registrants will receive a reminder of their final class assignments at program registration.

(1) (AM Only) - *Beyond Smarter Bargaining: Lessons From the Pandemic*

– The pandemic was a crucible that tested the strength and weakness of our collective bargaining agreements. This session will help attendees learn from the experiences of the pandemic what contract language helped achieve public sector labor relations needs, what contract language got in the way, and strategies for improving your contract language during the next round of contract negotiations, so that you are better prepared for the uncertainty of the future.

(2) *Back to Bargaining Basics:* Whether you are new to the collective bargaining process or a seasoned veteran looking to polish your skills, this session will help attendees gain an understanding of the core principles of public sector negotiations. This session will address key labor principles directly related to the bargaining process, including employee rights and unfair labor practices. We will also discuss strategy for preparing for negotiations, drafting contract language, the basics of mediation, and the impasse resolution procedure.

(3) (PM Only) - *Managing Wage and Hour Risks and Liabilities:* Employees across the public and private sector are getting more assertive about protecting their rights. This can often times lead to employees talking to lawyers about ways they can sue their current or former employers. One area that is often ripe for litigation is wage and hour compliance. The Fair Labor Standards Act is deceptively complex and sometimes counterintuitive. Attend this session both for important reminders about long-standing FLSA principles and to learn the latest developments in this challenging area.

(4) (AM Only) - *The P Words: Pensions, PEDAs, PSEBA, Pandemonium:* These nasty P words need to be countered by another P word: **Preparedness**. Focusing on recent case-law and emerging trends, learn how to prepare your organization, proactively limit exposure, reduce potential liability, and defend against dubious claims. We will discuss how municipalities and other taxing districts can be **Proactive** in aggressively investigating alleged workplace injuries, seek intervention to **Participate** early in the pension application process, and create formal hearing processes to **Preempt** the award of unnecessary legacy costs.

(5) *A Path Forward: EEO - Lessons Learned from the Pandemic and Moving Forward into a New Era of Work*

The Pandemic has forced employers to look at equal employment issues with a new lens. For instance, during the Pandemic, we had to apply established strategies to entirely new issues (such as required testing and vaccines, incentives, handling ADA or religious accommodation requests tied to those required vaccinations). We've also had to deal with the more indirect consequences of the Pandemic (as well as the parallel social issues) including requests for work from home, the rapid loss of women in the workplace and evaporating work pools for public safety positions. In the meantime, the existing ADA, family medical leave and sexual harassment issues have not disappeared. In this session, we will discuss the lessons learned over the last two years and how we can all move forward and address the increasingly diverse issues public employers face.

(6) *Interest Arbitration Update:* Ted Clark and Bob Smith will review the latest trends in interest arbitration, including a discussion of how arbitrators may view the volatile economy and inflation. Arbitrator Jeanne Charles has been invited to join in this discussion.

(7) (PM Only) - *Bargaining Implications and Strategies for the Safe-T Act:* 2021 saw the advent of extensive police reform measures in Illinois, ranging from modified law enforcement techniques to newly created rights for criminal defendants. These measures have been modified at least once (and are anticipated to further change in 2022). One thing remains clear – Illinois law enforcement employers now face a series of potential bargaining obligations for those reform measures that impact a law enforcement officer's terms and conditions of employment – residency, body cam footage usage, disciplinary record retention, and state police decertification processes will likely elicit some type of bargaining request from your police unions. This session will summarize those labor and employment aspects of the Safe-T Act legislation along with the potential bargaining obligations associated with the changes. "Best practices" and potential strategies for responding to these potential bargaining requests will be discussed.

continued on the next page



AGENDA



7:45 am – 8:30 am	Registration & Continental Breakfast
8:30 – 8:45 am	WELCOME: IPELRA President Cristina White
8:45 – 10:30 am	Plenary Session: If You Were the Arbitrator, How Would You Rule? - Guest Arbitrator: Jeanne Charles
10:30 – 10:45 am	Break
10:45 – Noon	<u>AM Breakouts:</u> (1) BEYOND SMARTER BARGAINING: LESSONS FROM THE PANDEMIC (2) BACK TO BARGAINING BASICS (4) THE P WORDS: PENSIONS, PEDA, PSEBA, PANDEMONIUM (5) A PATH FORWARD: EEO (6) INTEREST ARBITRATION UPDATE
Noon – 1:15 pm	Lunch Break
1:15 – 2:30 pm	<u>PM Breakouts:</u> (2) BACK TO BARGAINING BASICS (3) MANAGING WAGE & HOUR RISKS AND LIABILITIES (5) A PATH FORWARD: EEO (6) INTEREST ARBITRATION UPDATE (7) BARGAINING IMPLICATIONS & STRATEGIES FOR THE SAFE-T ACT
2:30 – 2:45 pm	Break
2:45 – 4:30 p.m.	Plenary Sessions: Q & A with Commissioner Javier Ramirez, Director of Agency Initiatives, FMCS Collective Bargaining Trends and Issues

Guest Presenters:



**Arbitrator
Jeanne Charles**



**Javier Ramirez,
FMCS**

Scheduled Clark Baird Smith LLP Presenters:

Ted Clark
 James Baird
 Robert Smith
 Jill Leka
 James Powers
 Benjamin Gehrt
 Roxana Underwood
 Paul Denham
 Kelly Coyle
 Caitlin Manganelli

continued on the next page

REGISTRATION INFORMATION

Advance online registration is **required** and must be submitted **by February 25, 2022**. You may choose to pay via credit card or check. **To register, go to: <https://ipelra.regfox.com/2022-employment-law-seminar>**

Registration is limited to non-union human resource and management professionals, department directors and/or municipal administrators and management attorneys.

Registration Fees:

If you are not sure of your membership status, please contact ipelra1978@gmail.com

Member (A current IPELRA member in good standing)	\$199.00
Organizational Associate of Member (Other employees of the same employer as a current IPELRA member)	\$219.00
Non-Member	\$275.00

Confirmations: Registration/payment confirmations (as well as invoices for check payers) will be emailed to registrants upon completion of online registration. ***Deadline for cancellation is February 25, 2022. Cancellations received after that date and no shows will be considered nonrefundable.***

Lodging:

IPELRA has reserved a block of rooms at the Hilton Chicago/Oak Brook Suites (10 Drury Lane, Oakbrook Terrace, IL), which is located right next door to the Drury Lane Theater and Conference Center. Single or Double rooms are \$129 per night + taxes. To reserve a room, please call 630-941-0100, Group Code: IPELRA.

Approval is being sought for CLE credit for attorneys, as well as HRCI and SHRM recertification credits.



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 or contact:

David Limardi
P: 847.533.0402
E: dlimardi@gmail.com

Robert Kiely
P: 847.703.3585
E: rrkiely@comcast.net

Dawn S. Peters
P: 815.753.0923
E: 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, 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 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

The ICMA logo consists of the letters "ICMA" in a bold, white, sans-serif font, set against a dark blue rectangular background.A photograph of two women in a professional setting. One woman, with dark hair pulled back, is wearing a maroon blazer and is speaking. The other woman, seen from the back, has dark hair and is looking towards the first woman. They appear to be in a meeting or coaching session.

2022 COACHING PROGRAM

THRIVE IN LOCAL GOVERNMENT

UPCOMING FREE WEBINARS – Register at 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

SAVE TIME! SIGN UP FOR ALL SIX 2022 WEBINARS AT ONCE!
bit.ly/3r5k4nm

Additional free coaching resources at ICMA's Career Center (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.

Learn more at icma.org/coaching

**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.

ILEAP: Police Accreditation and the Top 9 Benefits for City Managers

The Illinois Law Enforcement Accreditation Program (ILEAP) is the accreditation program within Illinois. The program has been managed by the Illinois Association of Chiefs of Police (IACP) since it was launched in 2008. It has grown steadily with 46 agencies currently accredited through the program in Illinois.

As a city manager, it's important that you understand what accreditation is and how it can make a difference in your community – ensuring that your local law enforcement officers that protect and serve your citizens meet the highest standards in the state.

Mike Inman, mayor of the City of Macomb has gone through the ILEAP process and stands behind its value.

"We strongly support and believe in the ILEAP Accreditation process," Inman said. "ILEAP Accreditation is an essential component in building trust between our police officers and everyone in our community."

What is accreditation?

Accreditation is the ongoing process whereby agencies evaluate policy and procedure against established criteria. Their compliance is verified by an independent and authoritative body, the Illinois Law Enforcement Accreditation Council.

The standards outlines are policy development guidelines that represent the best practices in each field. The true indicator of compliance, however, lies with peer evaluation by trained, independent professionals. The establishment of meaningful and professional standards and an evaluation for compliance with those standards are the two fundamentals of an accreditation program.

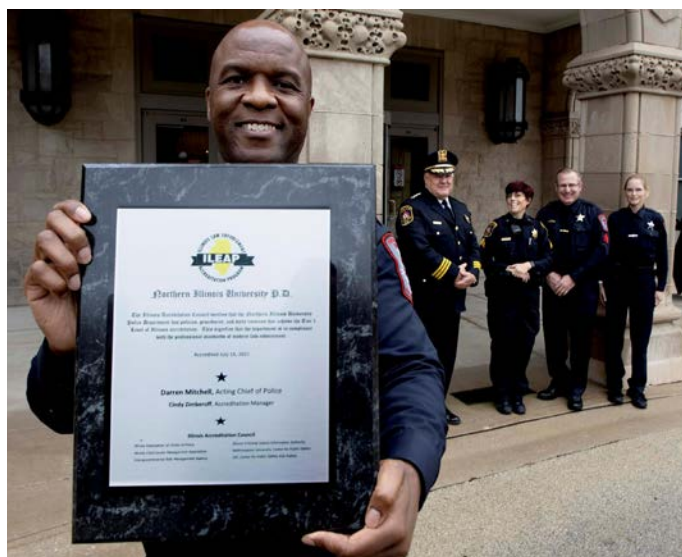
It's a process that City Manager Scott Coker believes brings value to his community and helps build trust with local law enforcement.

"Police accreditation shows our citizens how hard the Macomb Police Department works and that our police force is a highly trained department," he said.

What areas of policing are covered by accreditation?

The standards are divided into four general subject areas:

- Administration.
- Operations.
- Personnel.
- Training.



Northern Illinois University Acting Chief Darren Mitchell proudly holds the plaque received in October 2021, in DeKalb for achieving ILEAP accreditation. Also from left are ILACP Vice President Dean Stiegemeier, who made the presentation; Sergeant Karen Clifton (Maple Park PD), Sergeant Dennis Grant (NIU PD), and Officer Cynthia Zimmeroff (NIU PD). Officer Zimmeroff served as the accreditation manager.

All standards are mandatory to follow except for those standards that are "not applicable" by function. The two tiers are not based on the size of the agency, but on how comprehensive the accreditation.

According to Chief John Lawson of Harper College, who has gone through the process of accreditation: "ILEAP accreditation is formal recognition that an agency's policies and practices meets the standards set out by state accreditation. Accreditation holds all department members to a higher standard and professionalism."

ILEAP standards are continuously updated to follow new mandates and to reflect the highest standards in policing. Standards must comply with the SAFE-T Act, trailer bills, and other legislative actions.

continued on the next page

What are the benefits of ILEAP Accreditation?

By going through ILACP's program, based in Illinois, rather than a national accreditation program, you will be dealing with a small, locally based organization. Our association has members throughout Illinois who are experts on policing in Illinois.

The benefits of being able to prove that your agency meets ILEAP standards are widespread. A few of the major benefits include:

1. Peace of mind knowing your agency is delivering quality service.
 2. Professional recognition for your agency as a statewide leader.
 3. Build trust with the community by inviting evaluation of your police.
 4. Publicly demonstrates transparency and commitment to professionalism.
 5. Potential to increase sense of safety and security among citizens.
 6. Risk management pools may offer discounts for accredited departments.
 7. ILEAP uses trained police professionals to conduct assessments
 8. Demonstrates transparency and commitment to professionalism
 9. A dedicated ILEAP Coordinator that helps agencies through the process by providing accreditation manager training, assessor training, policy guidance, and determining proofs of compliance
- Accreditation gives you a straightforward process for publicly proving your police department meets the highest standards.

What is the assessment like?

The assessment is thorough and consists of:

- A remote, electronic file review prior to arrival.
- Departmental tours.
- Vehicle inspections.
- Interviews with law enforcement.
- Ride-alongs to observe officers on duty.
- An exit interview.

Two or more assessors will be assigned to work with the agency's accreditation manager (AM) to schedule all aspects of the on-site assessment over a two-day time period. There is a two-hour public opinion phone-in session, but no public hearing.

The comprehensive evaluation can be completed in just two days because most of the files will be reviewed off-site prior to the assessors' arrival. The exit interview is conducted at the conclusion of the on-site evaluation.

The AM functions as host and leads the assessors on tours and to the vital areas of operations, evidence / property, investigations, community policing, and any other areas of interest within the department.

The tour highlights specific areas like:

- Records.
- Investigations.
- Evidence/Property.
- Communications.
- Any other areas where ILEAP standards could be observed.

One notable focus of the tour is the evidence room which is inspected for standards such as entry log, extra security measures for valuable evidence, and processes for dispositioned evidence that is no longer needed. Assessors will participate in an audit of the room designed to test the function of evidence room procedures.

Once the file review and onsite assessment are complete, the assessment team prepares and submits an assessment report to the ILEAP committee chair, who reviews and distributes the report to the council for its review and action. If granted, ILEAP Accreditation is valid for four (4) years.

Being accredited is something to celebrate and share publicly. We suggest sending out a press release to local media and sharing pictures of the awards ceremony. A member of the ILEAP Council or the ILACP Board of Officers will present the award certificate at a local ceremony hosted by your agency (City Council Meeting, Department Meeting, etc.).

How can you get started?

Most agencies are able to attain accreditation in about a year. The direct costs are \$400/year for Tier 1 Accreditation (67 Standards) or \$800 / year for Tier 2 (180 Standards).

ILEAP has a partnership with Power DMS that provides discounted Standards Modules to manage ILEAP electronically for \$550/year for department with 50 sworn officers and \$650/year for departments with more than 50 sworn officers.

For more information, please visit <https://www.ilchiefs.org/ileap-illinois-law-enforcement-accreditation-program-> or contact ILEAP Coordinator, Lt. Jeff Hamer, 309.333.0684 (text or calls).



March 2022: 242pp

Hb: 978-1-032-19166-9 | \$160.00

Pb: 978-1-032-20171-9 | \$44.95

eBook: 978-1-003-26257-2

20% Discount Available with this Flyer!

Persuading Local Government

How to Organize and Implement Effective Advocacy Campaigns

Herbert J. Rubin, Northern Illinois University, USA

Based on interviews with mayors, together with documentary evidence, analyses of public meetings, and the author's own experience of advocacy, this book provides a guide to becoming an empowered citizen, giving advice on how to organize and implement a successful campaign for advocacy with local government. With advice on how to organize and implement a successful advocacy campaign – and what to avoid – *Persuading Local Government* provides an antidote to the alienation of national politics, showing that local efforts at persuasion are meaningful and effect change on matters that affect people's everyday lives.

20% Discount Available - enter the code FLA22 at checkout*

Hb: 978-1-032-19166-9 | \$128.00

Pb: 978-1-032-20171-9 | \$35.96

* Offer cannot be used in conjunction with any other offer or discount and only applies to books purchased directly via our website.

Spotlight on: Azavar

Making an impact with cannabis revenue

In towns and cities across Illinois, old bank buildings, car dealerships and restaurant spaces are finding a new life—as cannabis dispensaries.

Residents are flocking to these clean, secure and well-lit spaces to dabble in the goods inside. And when we say “flocking,” we mean “beating down the doors.” In 2021, Illinois cannabis revenue doubled, to \$1.38 billion, with a double-digit increase of 14% in December alone.

While municipalities may have initially been cautious about cannabis due to concern about youth consumption, community perception, etc., local governments are becoming more receptive to dispensaries. The tax revenue is simply too good — and too necessary — to pass up. The State of Illinois can level taxes of up to 35% on cannabis purchases, while local governments can tack on an additional 3% on receipts.

Municipalities around Illinois are reporting a boost in 2021 cannabis sales-tax revenue, with a favorable eye to 2022 activity. Check out the windfalls for just a few of these communities:

- Naperville: \$1.7 million
- Rock Island County: \$1 million, with just one dispensary
- Fairview Heights: \$800,000
- Springfield: \$350,000
- Peoria: \$153,000

How local leaders are making the most of these funds

Creative uses for cannabis dollars are springing up all over Illinois. Municipalities were initially surprised at how high the tax receipts from cannabis were, and 2021 only exceeded expectations.

City managers know that a community's list of capital projects is endless, whether you're talking about must-have updates to critical infrastructure or nice-to-have projects that enrich quality of life. Ottawa, in LaSalle County, has a town pool that's seen better days so city council members are considering earmarking the city's roughly \$360,000 in cannabis taxes for an upgraded, \$5 million pool complex.

Other communities use cannabis taxes to address historic inequities in communities hard-hit by drug policies. Rockford, for example, directs its \$400,000 in cannabis taxes to the REGROW grant program, funding business-development, violence-prevention, youth-engagement and other initiatives. Springfield also directs a set percentage of cannabis tax revenue to spur economic development in neighborhoods with long-term disinvestment.



Still more communities, like Rock Island County, simply add these new tax dollars into the general-revenue fund. This strategy may be particularly attractive for communities where tax dollars have fluctuated due to the pandemic's ups and downs. Downstate, Collinsville had initially slated these funds for use on both operating expenses and capital improvements, but when the pandemic hit, city leaders reallocated dollars toward essential emergency services.

Wherever communities choose to spend these dollars, leaders should be careful to communicate that these early days of legal cannabis represent a boom time that likely cannot be sustained. More communities are welcoming these businesses, which increases supply and drives down potential tax revenue for all.

Municipal leaders should let data drive decision-making

When weighing where to allocate funds, take your community's specific situation into account.

- Look at historical tax data to illustrate a complete picture of your municipality's fiscal health yesterday and today. This will help you determine whether you may need a general-funds buffer, or can splurge on a long-desired project.
- Analyze specific industries via SIC codes, or even via specific businesses. This approach will uncover areas in need of revitalization and potential and guide your hand in steering funds toward economic development projects.
- Tell a better story with data using data-visualization tools. Dry data direct from the Illinois Department of Revenue can make even the most determined finance directors start yawning. But charts and graphs can help your whole team gain insights, generate ideas, and evaluate success. Plus, data-visualization tools help civic leaders more effectively share and substantiate programs with the public.

As the new year begins, take the opportunity to review projections for cannabis tax revenue for your community, your planned initiatives around those funds, and how you're sourcing community data. It's too soon to know if 2022 will be another boom year for cannabis tax revenue, but it never hurts to be prepared with thoughtful insights and analytics for smart decision-making.

Spotlight on: Trusted Capital Group

How Well do you Know Your Colleagues?

by Mark Essendorf, CFP®, AIF®, Financial Planner, Midwest Region

Do you know them well enough to be aware of whether they are struggling with financial issues? If not, you may be missing an opportunity to significantly improve the lives of those you work with, and in doing so, also improve the productivity and general outlook of those individuals you count on to do the daily work of the municipality.

Why is this an important issue? Statistically, 89% of workers questioned say that employer sponsored financial wellness programs are important to them, and 70% cite the role of such programs in reducing personal financial stress. Although it is likely that you already have a medical wellness program in place, it is equally as unlikely that you have addressed financial wellness in a similarly meaningful way.

Still, stress from financial situations has only worsened through the pandemic; and it's affecting productivity, engagement, and retention. Consider the following:

- Financial issues are cited as the top reason for stress by 54% of those questioned
- This is far and away the largest issue followed next by the job at 18%, relationships at 12%, and health concerns at 11%
- 43% of employees say they handle personal money matters at work, and 20% report worrying about financial matters at work at least once a week, resulting in a productivity loss of 47 hours per employee annually

Perhaps you think these financial issues exist but certainly they are not very widespread. Consider the following:

- 82% of Americans have insufficient savings to fund an emergency expense
- 75% of Americans experience some element of financial anxiety every day
- 42% of Americans have no savings at all
- Outstanding student loan debt tops 1.6 trillion dollars in the US
- The average annual medical expense in the US is \$7,685 leading 53% of employees to skip medical appointments, tests, and medications to save money

There are steps you can take to reduce financial stress and create greater productivity, stability and personal contentment among employees. You might consider the following for your organization:

- You likely have a wellness committee or program – is wellness discussed only in the context of medical insurance and health, or is financial wellness considered as well?



- When employee benefits are a topic of discussion, have you considered providing access to a Certified Financial Planner?
- Have you done an analysis of the city's retirement plan so that you know all its elements are in the best interest of your employees?
- What are the financial educational opportunities you provide your employees?
- Are you aware of all the ways a retirement plan can benefit employees, if properly constructed?
- Is there any mechanism to provide for an objective analysis and help with one's employment and compensation agreement?
- Does everyone understand how the pension plan works and what it means for their retirement?

At TCG, we look forward to continuing our conversation with you, and we wish you the best in all your endeavors.

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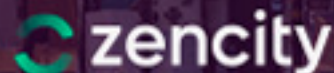
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