

Calendar of Events

June 2
SWICMA
Columbia, IL

June 8 & 10
**ILCMA/WCMA Summer
Conference**
The Abbey, Fontana, WI

June 23
**Legacy Cocktails &
Conversations
Poised for Success
Donation Event**
Tinley Park, IL

August 3
**Brown Bag Lunch n
Learn with Heidi
Voorhees**
Northbrook, IL

August 25 & 26
Downstate Meeting
Normal, IL

September 17-21
**ICMA
Conference**
Columbus, OH

**To view all
upcoming
events
click here**

Important Notice – No Newsletter in July

City/County Management in Illinois will not be published in July.
August 1 is the next publication date.

President's Column

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

Time flies. A colleague of mine recently retired after more than 40 years of service to our City. During his last weeks at the City, I was touched by his wisdom and kindness, as he continued to teach and mentor those of us whom he was leaving behind. His retirement reception was a "Who's Who" of past elected officials, retired employees, and partners from across our community. What a joy it was to see so many people and to reconnect with them in sharing cherished memories. I am certain my friend would admit that 40+ years of service and friendship went all too fast.

At times when treasured colleagues leave for new career opportunities or retirement, I reflect on my own professional journey and the people who have impacted me along the way. At the end of my year as ILCMA President, I cannot adequately express my appreciation for all I have gained from the experience. I have grown so much from being a part of ILCMA. In the past year when my stress levels were high and my energy levels were low, my ILCMA friends were there to lift my spirits and reenergize my commitment to public service. You are my teachers and my inspiration.

Special thanks go out to members of the ILCMA Board, Committee Chairs, and committee members. Each of you carry a heavy load in your home communities, yet you volunteer to give even more through your service to the association.

continued on next page

In this issue

President's Column.....	1
Lifesaver Award.....	2
ILCMA Connect	2
Welcome New Members	3
Directory Update	3
Joint ILCMA/WCMA Conference	4
Call for Volunteers.....	6
Thank you Committee Members.....	8
Adieu Greg Bielawski.....	11
Welcome New Senior Advisor.....	12
Team Leadership Training	13
Members in Transition.....	14
Share Your Stories.....	15
IML Column.....	16
ICMA Coaching Program.....	17
Enhance County Government.....	18
IAMMA Awards.....	20
Legacy Conference Awards.....	22
Understanding Motivation.....	24
Midwest Leadership Institute	25
Corporate Partner Spotlights	26



Job Mart

**Click here to see
job listings**



continued from page one

I have been humbled by your professionalism, work ethic, and limitless ability to look to the future with optimism and resolve. You have contributed to an ambitious strategic plan that is moving our association forward to boldly face tomorrow's challenges. To Dawn and the exceptional staff at the NIU Center for Governmental Studies: we would be nothing without you. Thanks for keeping ILCMA running and making us the premier state association in the country. You rock!

Finally, to my local government colleagues across the state: do not ever take your ILCMA membership for granted. Take advantage of all ILCMA has to offer – attend the conferences, participate in professional development, volunteer for a committee, seek (and give) advice to your colleagues, and be sure to make friends along the way. Time really does fly, so make the most of it.



[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.



[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 and affiliates' membership year, runs from July 1 to June 30th. Before the Summer starts to get away from you, please take a moment to renew your membership. Your first reminders will be sent electronically. After July 15 any members who have not renewed will receive a mailed renewal notice.

Thank you for your support and the opportunity to serve you!

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:

Becky Ahlvin, City Manager, City of Mascoutah

Toni Ashmore, Assistant Village Manager,

Village of Hazel Crest

Sharon Caddigan, Village Manager, Village of Streamwood

James Woolford, Chief of Police, City of Pontiac

Members:

Joe Gallo, Executive Officer, Illinois Smart City & Region Association

Alex Snyder, Management Assistant, Ela Township

Who's Who Directory Update

Lisa Scheiner has accepted a new position as Assistant Village Manager for the village of Streamwood. She was previously the Assistant Village Administrator in River Forest. Her new contact information is:

Lisa Scheiner

Assistant Village Manager

Village of Streamwood

301 E. Irving Park Road,

Streamwood, IL 60107-3096

Email: lscheiner@streamwood.org

Phone: (630) 736-3805

Layla Werner has been appointed as a Management Analyst II in the village of Arlington Heights Public Works. She was previously a management analyst in Lake Forest. Her new contact information is:

Layla Werner

Management Analyst II

Village of Arlington Heights

222 North Ridge Avenue

Arlington Heights, Illinois 60005

E-mail: lwerner@vah.com

Phone: 847.368.5816



3 Tracts

Personal Development/Diversity, Equity and Inclusion

- Free Your Mind-Interactive Techniques for Critical DEI Conversations
- Staying Grounded in a World of Expectations
- The Connected Leader

Economic Development

- Cracking the Downtown Secret Using Local Assets, Arts and Diversity
- Developments, Incentives & Growth
- Leveraging University Partnerships

Community Needs

- Emergency/disaster How to Prepare, Manage and Recover
- Strategic Communication in the instant information Age
- Think Your Users Won't Fall Victim to Social Engineering?
- 6 Tips to Maximize your Budget for Public Infrastructure

PLUS MORE

- Purchase a Professional Headshot
- Pre-Conference Session-*Psychopaths, Narcissists, Bullies: Oh My!*
- Career Counseling Appointments
- 9 and 18-Hole Golf, Yoga by the Lake, & 5K Walk / Run
- Harbor View Cookout Dinner
- Taste of Wisconsin

IMPORTANT DEADLINES

- Room Block at the Abbey closes May 7-be sure to book your room.
- Golf registration deadline is May 23
- Sponsor Registration deadline May 23
- Registration / Cancellation deadline is June 1

Register today at ilcma.org/conferences



ILCMA / WCMA 2022 | SUMMER CONFERENCE

Leaders Making a Difference

RESILIENCE IN DIVERSITY, PARTNERSHIPS, COLLABORATION, LIFE

the **WILL** to succeed

*Keynote
Speakers*

OPENING KEYNOTE:

NEIL HOWE author of "The 4th Turning"

The opening keynote address will feature noted best-selling author Neil Howe, author of the 4th Turning and over a dozen other books on generations, demographic change, and fiscal policy. Howe, an historian, economist, and demographer, is an authority on generations and social change in America. He will share the results of his research on generational cycles, or "turnings", in America, which reveal predictable social trends that recur throughout history.



CLOSING KEYNOTE:

COLLETTE CARLSON "The Connected Leader"

Successful, effective leaders recognize the need to authentically connect on a human level, whether virtually or in-person, to create influence and impact. Connected leaders' model courageous behaviors that create a culture of clarity, transparency, inclusion, and accountability, even in the most challenging times. In this engaging, uplifting, and research-based program, attendees will master their ability to communicate and connect on deeper levels, creating an environment where people thrive.



*Register
Today!*

Call for ILCMA Committee Volunteers

Have you wanted to get more involved with ILCMA, but just haven't gotten around to it? If so, now's your chance to make an impact on ILCMA programs and services. With the Zoom platform, most committee meetings will be held virtually which means that members from all regions of Illinois can be active participants in ILCMA committees! It is the goal of ILCMA to have broad representation in terms of race, gender, and geographic representation on these committees. The following **2022-2023 Committees** are in need of members:

ILCMA Conference Committee

Co-Chair – Pres Elect – Peggy Halik, Woodridge

Co-Chair – Vice President – Phil Kiraly, Glencoe

The Conference Committee shall plan and organize the summer and winter conferences. The Conference Committee shall be divided into two subcommittees in order to divide the labor of planning the conferences. The Committee make-up shall be as follows: ***two representatives from each affiliate (one to serve on the Summer Conference Subcommittee and one to serve on the Winter Conference Subcommittee) and a representative from the host cities for the summer and winter conferences when appropriate. There should also be diverse representation on each of the Subcommittees.***

Summer Conference Committee – June 7 – 9, 2023 at Four Points Sheraton, Peoria, IL

2022-2023 Conference Chair – Peggy Halik

The Summer Conference Subcommittee shall plan and organize the principal annual Association conference held in June, which includes the Annual Business Meeting.

Winter Conference Committee – Marriott, Normal, IL on Feb. 8 - 10, 2023

2022-2023 Chair – Phil Kiraly

The Winter Conference Subcommittee shall plan and organize the Association conference held in February.

Professional Development Committee

2022-2024 Chair – Melanie Marcordes, Assistant to the Village Manager, Barrington

The Professional Development and Education Committee shall provide information and guidelines to further the continuing education of its members. In addition, the committee assists ILCMA members in achieving continuing education goals for their respective organizations and in periodically reassessing the professional development and continuing education goals of the ILCMA membership. There shall be a commitment to the ICMA credentialing program so members are able to achieve professional development goals. ***The committee needs representation from all affiliates as well as the general membership***

Membership Services Committee

2021-2023 Chair – Rudy Espiritu, Village Administrator, Berkeley

The Membership Services Committee shall evaluate current services and provide recommendations on additional member services. The committee shall be responsible for facilitating a survey of the membership every two years. Over the past few years the committee has also focused on diversity initiatives, membership development, and recruitment.

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Communications Committee**2022-24 Chair – Ben McCready, Assistant City Administrator, Geneva**

The Communications Committee shall coordinate activities to promote the local government management profession to cities, villages, counties, and townships throughout the state. The committee shall also coordinate activities and provide information about the profession to educational institutions.

Diversity, Equity, and Inclusion Committee**2021-2023 Co-Chairs – Kimberly Richardson, Assistant City Manager, Peoria****Napoleon Haney, Village Manager, Homewood**

ILCMA is committed to promoting the values of inclusion and equity. The purpose of this Committee is to lead the Association's efforts to address issues identified with input from the Executive Board, membership, and member organizations to implement action plans that progress the Association's goal to create, sustain and promote an active diverse and inclusive community/culture that provides a welcoming and enriching environment for all.

The committee shall be led by two co-chairs. There shall be a co-chair that is a member of the ILCMA Board, and a co-chair selected from the at-large membership of the committee. ***The committee shall be made up of a representative from each affiliate association and four at-large members.*** The term of the committee members and co-chairs shall be two years. A member may serve more than one term.

Committee on Professional Conduct**2022–2024 Chair – Mark Franz, Village Manager, Glen Ellyn**

The Committee on Professional Conduct shall serve as a fact-finding committee to review ICMA ethics complaints or questions involving Illinois members, develops and carries out education and training activities to promote the highest ethical standards of conduct and serves as the primary liaison with the ICMA Committee on Professional Conduct. The term of the chair and members shall be two years. Members may serve multiple terms. There are limited openings on this committee.

If you are interested in serving on any of the above committees, please contact Dawn S. Peters by June 18, 2022 at dpeters@niu.edu or call her at 815-753-0923.

THANK YOU ILCMA COMMITTEE VOLUNTEERS FOR A GREAT YEAR!

ILCMA Volunteers are the heart of the association – it's where the work gets done! This year, and every year, 135 ILCMA members volunteer to assist ILCMA with its programs, services, and conferences. We could not have done it without you!

List of Volunteers for Committees 2021-22

Scholarship & Awards Committee

Chair: Dorothy David, City Manager, Champaign
Drew Irvin, Village Manager, Lake Bluff
Kevin Catlin, County Administrator, Boone County
Doug Brimm, City Administrator, Columbia
Gary Williams, City Manager, Carbondale
Brian Southey, Superintendent of Administration/Public Works, Elk Grove Village
Bridget Wachtel, Village Manager, Flossmoor
Paula Schumacher, Village Administrator, Bartlett

Nominating Committee

Chair: Drew Irvin, Village Manager, Lake Bluff
Kevin Barr, Village Manager, Clarendon Hills
Kevin Catlin, County Administrator, Boone County
Doug Brimm, City Administrator, Columbia
Gary Williams, City Manager, Carbondale
Brian Southey, Superintendent of Administration/Public Works, Elk Grove Village
Bridget Wachtel, Village Manager, Flossmoor
Kathy Thake, Deputy Village Manager, Niles

Committee on Professional Conduct

Chair: Mark Franz, City Manager, Glen Ellyn
Phil Modaff, Director of Public Works, Carol Stream
Walter Denton, City Administrator, O'Fallon
Stephanie Dawkins, City Administrator, Geneva
Pamela Reece, City Manager, Normal
Joe Carey, Assistant Village Manager, Carol Stream
Ray Keller, Village Manager, Lake Zurich
Bryon Vana, City Administrator, Darien

Professional Development Committee

Chair: Maggie Jablonski, Assistant Village Manager, Elk Grove Village
Clay Johnson, Village Administrator, Lindenhurst
Patrick Brennan, Village Manager, Kenilworth
Melanie Marcordes, Assistant to the Village Manager, Barrington
Trevor Bosack, Assistant to the Village Administrator, Woodridge
Nicole Aranas, Assistant Village Manager, Lombard

Phil Modaff, Director of Public Work, Carol Stream
Cole Neder, Assistant Planner, CMAP
Adam Letendre, Purchasing Director, McHenry County
Kyle Zake, Equitable
Ghida Neukirch, City Manager, Highland Park
Brad Burke, Village Manager, Lincolnshire
Peter Scalera, Village Administrator, Bloomingdale

IML Managers Committee

Chair: Julia Cedillo, Village Manager, LaGrange Park
Pam Reece, City Manager, Normal
Bob Barber, Village Administrator, Beecher
Scott Niehaus, Village Manager, Lombard
Scot Wrighton, City Manager, Decatur
JoAnn Hollenkamp, City Administrator, Geneseo
Walter Denton, City Administrator, O'Fallon
Patrick Urich, City Manager, Peoria
Reid Ottesen, Village Manager, Palatine
Gary Williams, City Manager, Carbondale
Julia Cedillo, Village Manager, LaGrange Park

Communications Committee/Promote the Profession Committee

Chair: Mike Strong, Deputy Village Manager
Mike Strong, Deputy City Manager, Lake Forest
Moses Amidei, Village Administrator, Forest Park
Christina Burns, Assistant Village Administrator, Oswego
Robin Weaver, Senior Advisor, ILCMA
Sam Barghi, Management Analyst, Bartlett
Heidi Voorhees, GovHR USA
Jason Bielawski, Village Administrator, Roselle
Paula Freeze, , ILCMA
Hannah Lipman, Management Analyst, Tinley Park
Ben McCready, Assistant City Administrator, Geneva
Adam Simon, Ancel Glink
Mike Shurhay, Planning Technician, Romeoville
Melanie Santostefano, Vicarious Multimedia
Laura Linehan, Assistant Village Administrator, Fox Lake
Scott Eisenhauer, Village Administrator, Rantoul

Member Services Committee

Chair: Rudy Espiritu, Village Administrator, Berkeley
John DuRocher, Village Administrator, Indian Head Park
Matt Havlik, Assistant to the Village Manager, Lisle
Roy Witherow, Assistant Village Manager, Lake Zurich
Joyce Janu, Arthur J Gallagher
Evan Michel, Assistant to the Village Manager, Buffalo Grove

continued on the next page

Robin Ellis, Assistant Village Administrator, New Lenox
Scott Coren, City Manager, Highwood
Roger Nulton, , Equitable
Sharon Tanner, Assistant Village Manager, Glencoe
Andrez Beltran, Assistant to the Public Works Director, Burr Ridge
Jon Kindseth, Deputy City Manager, Decatur
Suzanne Ostrovsky, Assistant to the Village Manager, Hoffman Estates
Tasheik Kerr, Management Analyst, Evanston

Summer Conference

Chair: Randy Bukas, City Manager, Freeport
Randy Bukas, City Manager, Freeport
Brian Southey, Superintendent of Administration/ PW, Elk Grove Village
Karen Daulton Lange, Village Administrator, Lake Barrington
Lori Luther, City Manager, Beloit
Tom Fagan, Azavar
Jeff Fiegenschuh, City Manager, Rochelle
Dave Cook, Executive Director, IPBC
Spiro Hountalas, PFM
Scott Eisenhauer, Village Administrator, Rantoul
Cassy Taylor, County Administrator, McLean County
Ben Roesler, Assistant Village Manager, Lincolnshire
Arica Finney, CORE Construction
Roger Nulton, Equitable
Cory Plasch, Rapp Consulting Group
Eric Johnson, Village Manager, Carpentersville
William Beith, Village Administrator, Wonder Lake
Danielle Melone, Veregy
Kathy Thake, Assistant to the Village Manager, Niles

Winter Conference

Chair: Peggy Halik, Assistant Village Administrator, Woodridge
Peggy Halik, Assistant Village Administrator, Woodridge
Spiro Hountalas, PFM
Scott Coker, City Administrator, Macomb
Evan Michel, Assistant to the Village Manager, Buffalo Grove
Cassy Taylor, County Administrator, McLean County
Mysi Hall, GovHR
Brian Murphy, Village Manager, River Forest
Justin Pisellini, 457 Consulting Group
Kathy Thomas, Ice Miller
Eric Hanson, Assistant City Manager, Normal
Arica Finney, CORE Construction
Jeff Fiegenschuh, City Manager, Rochelle
Emily Rodman, Assistant Village Manager, Glen Ellyn
John DuRocher, Village Administrator, Indian Head Park

Denise Burchard, Assistant to the Chair, NIU MPA
Margo Ely, Executive Director, IRMA
Jake Smith, Assistant to the Village Administrator, Forsyth
Scott Shamberg, Azavar
Christopher Walton, Village Administrator, Savoy

Diversity and Inclusion Committee

Co-Chairs: Napoleon Haney, Assistant Village Manager, Homewood and Kimberly Richardson, Assistant City Manager, Peoria
Evan Michel, Assistant to the Village Manager, Buffalo Grove
Heather Kuykendall, Comptroller, Charleston
Sharon Schallhorn, Administrator, Bureau County
Brian Townsend, Village Manager, Schaumburg
Nancy Hill, Community Development Director, South Elgin
Erika Kennett, Village Administrator, New Baden
Elijah Bebora, Administrative Intern, Glen Ellyn
Ghida Neukirch, City Manager, Highland Park
Daisy Chavez, Human Resources Generalist, Elmhurst
Joan Walls, Deputy City Manager, Champaign

Ex Officio

Evangeline Alpogianis, Admin/HR Generalist, Niles
Casey Biernacki, Deputy Village Manager, Western Springs
Cory Poris Plasch, Rapp Consulting Group
Diane Lantz, Executive Director, IGFOA
Sharon Tanner, Assistant Village Manager, Glencoe
Lucas Hawley, Intern,
Roy Witherow, Assistant Village Manager, Lake Zurich

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?

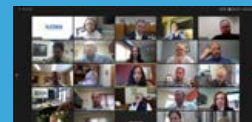
Volunteering as a Mentor can be mutually rewarding: mentees gain encouragement and guidance for their careers, and mentors gain deeper insights into their own careers and the satisfaction of helping others.

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 have any issues logging in to ILCMA Connect contact Alex Galindo at agalindo@niu.edu.



**VIEW ENROLLMENT
INSTRUCTION VIDEO**



**VIEW MENTOR
DISCUSSION VIDEO**

ILCMA Offers Scholarship to ICMA Conference in Columbus, OH

To encourage attendance at the ICMA annual conference, ILCMA and ICMA are pleased to announce they will provide financial assistance to ILCMA members, who are also members of ICMA, wishing to attend their first ICMA conference. ICMA will waive conference registration fees to the annual conference for two ILCMA members. ILCMA will in turn match the dollar amount of those fees to help defray transportation and housing fees. This is an excellent opportunity, particularly for members from communities that do not have the resources to allow their staff to travel to national conferences.

To qualify, applicants must be a full (corporate/voting) member of ILCMA and be attending their first ICMA conference. If you are not an ICMA member, ICMA is offering a 50% 1st year's dues discount to state scholarship recipients. To apply, send a brief letter explaining how you and your community would benefit from receiving this award. Along with the letter, please enclose an up-to-date resume. Applications are due in the Secretariat office no later than August 1. The ILCMA Awards and Scholarship Committee will make a final decision on award recipients in early August. ILCMA will notify ICMA of the names of award recipients indicating they are entitled to a waiver of the conference registration fee.

The 2022 ICMA Annual Conference is scheduled for September 17-21 in Columbus/Franklin County, Ohio. This conference will offer an in-person as well as a digital registration. Registrants for the in-person event will also receive access to the digital event. ICMA's Conference Assistance Scholarships provide members with assistance in attending the conference through complimentary registration and a travel stipend.

ADIEU

By Greg Bielawski, Senior Advisor, ILCMA/ICMA

For twenty years I have been extremely privileged to serve as a Range Rider/Senior Advisor. I hope you have found my service to be of value. It is now time for me to bid you "adieu".



Brad Townsend will be joining Robin Weaver as a resource to the ILCMA and ICMA members in the Chicago Metro area while Steve Carter, John Phillips, and Bob Kuntz will continue their support for members Downstate. Of course, you can contact any Senior Advisor as you may see the need.

My thanks to Dawn Peters and the ILCMA Board of Directors for their support of the Senior Advisor Program. Additionally, a special thanks to retired Range Rider Bob Morris and former ILCMA Executive Director Carol Zar who encouraged me to consider becoming a Range Rider.

I am confident that you will continue to provide high-quality ethical service to your community. Do not let the current and future challenging and uncertain conditions get you down. These will pass as previous generations of local government professionals have learned. When it is time for you to say adieu, you will remember the positive contributions you have made and likely not recall the hurdles that at times seemed to be in the way.

ILCMA is Pleased to Announce Brad Townsend as the new ILCMA/ICMA Senior Advisor

Brad Townsend has been approved as the new ILCMA/ICMA Senior Advisor for the Chicago Metro area. Brad replaces Greg Bielawski who recently announced his retirement as a Senior Advisor. ILCMA sent out a request for letters of interest for a Chicago Metro Senior Advisor and received said letter from Brad Townsend. After going through an interview with the current ILCMA/ICMA Senior Advisors, Brad was recommended for approval by the ILCMA Board, which they did at the May 2022 Board Meeting.

Brad has a breadth of experience having served in various forms of government, various levels of local government (county and municipal), been a member-in-transition, and has private sector experience as well. He will make an excellent Senior Advisor and ILCMA is excited to add him to our great list of advisors!

The International City / County Management Association (ICMA) Senior Advisor Program (formerly known as the Range Rider 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.

SELECTION

There are 87 Senior Advisors in the United States serving members in 22 states, which represent about two-thirds of the ICMA members. Senior Advisors are selected jointly by the ICMA Executive Director and the board of directors of the state local government management association where the Senior Advisor lives.

DISCUSSION TOPICS

ICMA Senior Advisors are available to meet with ICMA and state association members to discuss the profession and concerns of those in the profession. Discussion topics range from relations with mayors and councils, connections with their state association or ICMA, and responses to local controversies to career development counseling and overall management questions. Senior Advisors also help communities interested in adopting or retaining council-



manager government and assist mayors and councils who may be seeking a manager / administrator on a full-time or interim basis.

CONFIDENTIALITY

All discussions 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 substantive problems in a local government. Senior Advisors may consult with local governments as individuals, on a part-time basis, as long as the consulting does not impair the effectiveness of the Senior Advisor.

COMPENSATION

Senior Advisors are not compensated. The only expenses that are reimbursed may include such things as telephone, transportation, luncheon fees, lodging, postage, and other reasonable expenses, which are shared by ICMA and the state association. Senior Advisors determine their own schedule since their time is donated for the betterment of the profession and support to their colleagues.

RESOURCES

The ILCMA Senior Advisor Program follows the International City / County Management Guidelines and Manual. ILCMA Senior Advisors offer Signs of Trouble and Steps to Take as well as other resources for members who are uncertain in their current position.

**The Legacy Project and
Chicago Women in Public Finance
Presents:**

Hybrid Team Leadership Training

Session Provided by:



Description:

Hybrid Team Leadership is designed to empower leaders at any level with the real-time knowledge, insight, and critical skillset they need to navigate uncharted conversations. From knowing how to effectively accommodate varying environmental circumstances to addressing and balancing both team members and organizational needs, participants will leave this course with new insights and a starting point to create and communicate their own hybrid team leadership plan.

Outcomes:

- Define the qualities of a high-performing hybrid team
- Analyze the role of psychological safety in team trust and belonging
- Determine how to develop trust for your team in a hybrid environment
- Explore ways to provide clarity for team members
- Develop recommendations for communication practices and hybrid teams
- Share your hybrid team leadership plan with a partner

SAVE THE DATE

WEDNESDAY OCTOBER 19TH

**REGISTRATION AND BREAKFAST
8:00 AM
SESSION STARTS 8:30 AM
TILL 12:30 PM**

**RIVERWAY AUDITORIUM
6133 N RIVER RD
ROSEMONT, IL 60018**





Advancing Civic Leadership Navigating the Future

May 18, 2021 — Virtual Webinar

The Virtual City Hall - Are You Ready?

Presented by 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; and George Wentz, MPA, Vice President & Principal, HR Green, Inc.; and practitioner panelists
(In partnership with ILCMA.)

May 24, 2021 — NIU Naperville

Trends in Employment Law and Collective Bargaining

Presented by Paul A. Denham, J.D., Attorney, at Clark Baird Smith LLP, Chicago

June 3, 2021 — NIU Naperville

Leadership Lessons: Trying Times Demand Sound Leadership*

Presented by Greg Kuhn, Ph.D., Director, Center for Governmental Studies at Northern Illinois University

*This is one of two core workshops required to earn a CLA 'Certificate of Achievement'.

June 14, 2021 — Virtual Webinar

Respecting Boundaries in the Workplace

Rose M. J. Henton, M.S., Director of Prevention Education and Outreach, Department of Academic Diversity, Equity, and Inclusion, 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/cia



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.)*

Rich Keehner rkeehnerjr@gmail.com 630-824-8369
Darin Girdler dgirdler@gmail.com 618-971-8276



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).

IML Manager Committee Column



U.S. Census Bureau Releases 2020 Undercount Rates

On May 19, the U.S. Census Bureau released the [2020 Post Enumeration Survey Estimation Report \(available via this link\)](#), which indicates that Illinois was undercounted by nearly 2%. This means that Illinois' population grew by nearly 250,000 people.

On May 23, IML Executive Director Brad Cole sent a [letter to Governor Pritzker \(available via this link\)](#) seeking to ensure that each municipality receives their correct allocations of state-shared revenues distributed on a per-capita basis.

IML has developed additional resources and fact sheets for its members to assist in determining how the 2020 Census results may affect each community. [These resources are available on our website at \[iml.org/census\]\(http://iml.org/census\), via this link.](#)

Video Gaming Push Tax Update

On May 18, the Circuit Court of Lake County entered a judgment in favor of the City of Waukegan (City), finding that the City's ordinance imposing a penny-per-play fee (also called a "push tax") on individual users of video gaming terminals is a valid exercise of the City's home rule authority. On May 20, 2022, [IML provided an update on this issue \(available via this link\)](#).

It is recommended that any action to implement a push tax be delayed until it is known if an appeal will be filed in Lake County and/or until a decision is issued in Cook County.

Communities that did not impose such a fee prior to November 1, 2021, may no longer do so pursuant to a recent amendment to the [Illinois Video Gaming Act enacted through Public Act 102-0689 \(available via this link\)](#).

It is our understanding that some gaming operators are contacting local officials asking them to rescind their home rule push tax ordinance due to uncertainty in these cases; it is not recommended that any municipality rescind their push tax ordinance at this time, if the ordinance was properly adopted prior to November 1, 2021. Communities that have adopted such a fee and choose to rescind their ordinance will not be able to adopt the fee again at a later date.

More information, including IML's fact sheet regarding video gaming laws, is [available at \[iml.org/pushtax\]\(http://iml.org/pushtax\)](#).

Reminder: Apply To Serve on an IML Committee

IML has several internal committees that bring together municipal officials from around the state to provide feedback to IML on a variety of issues that impact municipalities. IML committees include:

- Home Rule Attorneys
- Legislative
- Municipal Managers
- Public Works
- Resolutions

Each summer, the IML Board of Directors appoints municipal officials to serve on the IML Resolutions Committee. The Committee is charged with proposing, drafting and recommending the 2022 Resolutions to the IML Board of Directors and IML Membership, to be considered at the Annual Business Meeting in September, during the IML Annual Conference.

Approved resolutions serve as one of the core documents in IML's advocacy efforts at the state and federal level. For reference, the [2021 Resolutions are available via this link](#).

All other committee appointments are made at the IML Winter Board Meeting in December.

If you are interested in serving on the Resolutions Committee or any of the other IML committees, please fill out and submit an [IML Committee Application \(available via this link\)](#).



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

Enhance County Government in Illinois with a County Administrator State Statute

By John Phillips, Senior Advisor Illinois City/County Management Association

Approximately one year ago John Phillips, ILCMA/ICMA Senior Advisor and Dr. Kurt Thurmaier, Chair, NIU Department of Public Administration, were in communication about the absence of any mention of the position of professional county administrator in the IL state statutes. This absence presents some difficulty in recruiting professionals from other states. The two approached Illinois Association of County Administrators (IACA) and then the board of ILCMA and both groups showed strong support. The actual statute has been drafted with the input from several county administrators. Joe McCoy of ISACo has been very helpful and the following article will be published in an upcoming ISACo newsletter.

County governments have seen increased growth in their functions and the complexity of their operations over the years. Many have established the position of county administrator to coordinate the work of the Board and the many standing and special committees that govern the operations of the county. It is estimated that 25 counties in Illinois have added the position of county administrator to assist with this work and have assigned a variety of duties to the position. County Boards have adopted resolutions and ordinances to establish the position and codify the responsibilities of the administrators.

This move was prompted by the desire of county elected officials to identify ways to manage county government more efficiently, improve control over the use of county funds, improve coordination of the many functions of county government and provide professional advice and information to the board to aid them in their decision-making. For example, in Henry County, with the support of staff and the leadership of the board, Kippy Breeden, Henry County Board Chair, says that Administrator Erin Knackstedt played a key role in developing a plan to expand broadband to the rural underserved areas of the county. "Administrator Knackstedt brought the players together and led negotiations to get this important legacy project moving to modernize infrastructure to improve the quality of life for Henry County residents."

Michael Buehler can attest to the importance of having a professional, apolitical county administrator. When voters elected him chairman of the McHenry County Board, Buehler had considerable experience interacting with state and county governments as a successful business owner, but he was a newcomer to elected office. County Administrator Peter Austin, he said was integral in helping him understand his role and the responsibilities of the chairmanship of the sixth-largest county by population, and a county government

with a \$216 million budget. "Fortunately for me, I stepped into a finely tuned, financially sound organization that seamlessly implemented the County Board's directives. The County Administrator was absolutely essential for me to be able to successfully and confidently lead the county and focus on our strategic goals and vision. If codifying the role of the county administrator in state law gives other county governments a template to have the professionalism and dedication we enjoy, I strongly recommend it."

Although many urban and rural counties have taken the initiative to establish the position of county administrator, the position does not exist in the Illinois state statutes that establish county government. County government is a creature of the state with the structure and scope of duties and authority specified. County offices and officers authorized under the statute are identified with their duties and authority noted in detail. However, there is no mention of the position of county administrator in the statutes.

It is proposed that the statutes for county government be amended to provide county boards the option of adopting an ordinance that would establish the position of county administrator. This is proposed for the following reasons:

1. Authorizing the county administrator position in the Illinois statutes for county government would recognize the reality of the existence of the position. It has been established in many counties in Illinois and has become an essential element of effective county government administration.
2. It would provide an established set of duties and responsibilities (subject to county board modification) that would clarify the role of administrators and help avoid conflicts and overlapping duties.
3. It would serve as a guide for county boards considering adding the position by providing the clear range of duties and responsibilities of the position as well as the hiring and termination provisions. Currently counties must generate their own ordinances without guidance from the Illinois statutes.
4. It would make Illinois county government a more attractive option for professionally trained and experienced administrators. It would institutionalize these positions and grant the position credibility within the structure of county government. It would highlight the important role the position plays in many counties in Illinois.

According to the National Association of Counties, (NACo) there are over 1300 counties with county administrators in the country. The trend toward appointing administrators

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accelerated in the 1970s and 1980s. "With increasing county populations and county responsibilities combined with the dramatic rise in the number of federal programs and unfunded mandates in the 1970s and 1980s, a growing number of counties opted to transfer and consolidate the daily management responsibilities under a county administrator structure." (Source: An Overview of County Administration Appointed County Administrators, NACo Trends, June 2015) Thirty-four (34) of the 43 states with appointed county administrators have current statutes sanctioning this function. Most states do not mandate the position but authorize the county board to adopt the position by resolution.

Duties for county administrators typically include administering county ordinances, preparing the budget and appointing and supervising staff who are not appointed and supervised by the elected officials. The administrator must carry out directions and policies of the board and provide reports to the board. They provide information upon request to individual members of the board, committees of the board and the full board. They often implement a capital budget and maintain a centralized budget process. With direction from the board, they may have responsibility to negotiate leases, contracts and other agreements.

Overseeing IT and GIS systems often falls to the county administrator as does general responsibility to maintain county property and protect other resources. They must attend county board and committee meetings and represent the county in intergovernmental activities as required by the board.

The proposed statute specifies that the role of the county administrator is administrative or ministerial in nature and the county board retains their authorized statutory authority as policy makers. In addition, the statute allows the county board to modify the scope of duties to reflect the unique needs in their county.

Appointment is made by the majority vote of the county board. Likewise, removal of the county administrator at any time can be accomplished by the board. The statutes call for the county administrator to be appointed on the basis of merit and give due regard for training, experience and administrative ability. No consideration should be given to the political affiliation of the individual selected.

Illinois should acknowledge this important move toward more professional local government management in the state by adopting a state law that gives county boards the option to adopt a provision from the state statute that establishes the position of county administrator. This move would make it easier for counties wanting to establish the position to do so and would help attract experienced and trained professionals to Illinois to serve in these important positions.

This is the 50th year of IAMMA. The anniversary has inspired me to write a short reflection.

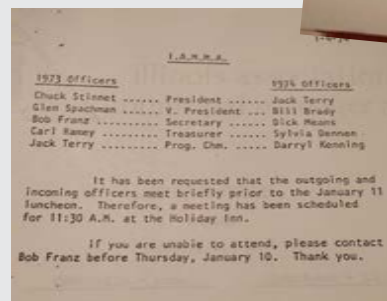
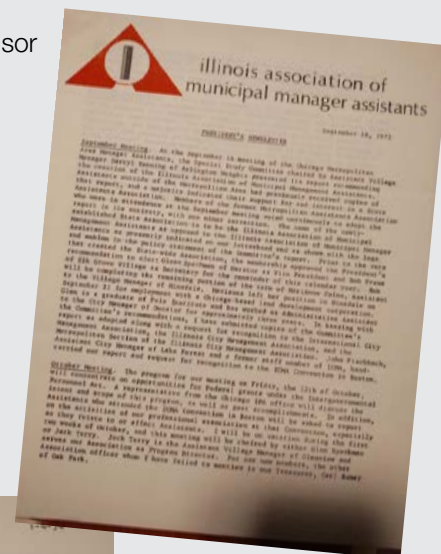
IAMMA began as MAMA (Municipal Association of Management Assistants). Fortunately, the name evolved before I became a member.

My involvement in IAMMA was crucial to:

- 1) my career success;
- 2) keeping my passion for public service; and,
- 3) my well being/happiness.

By attending IAMMA functions I learned a lot from presentations and my peers in conversation. By being active in IAMMA leadership, up to President in 1989-1990, I honed my leadership skills and my public speaking skills. As networking grew, so did my knowledge base, contact list and confidence. Colleagues became trusted mentors, friends and great sources of valuable information. Public service in local government can be lonely. Having trusted colleagues really makes a difference. So, thank you to those who lead IAMMA and serve on its committees. And to those not yet involved, attend IAMMA events and consider becoming a leader. You will undoubtedly receive more than you give to the association.

Robin Weaver
ICMA/ILCMA Senior Advisor



2022 IAMMA Awards

Each year, IAMMA recognizes achievements of its members and others dedicated to the field of public administration. Recognizing local government professionals at all career levels celebrates the efforts of those working to advance city and county management.

Outstanding Manager Award

Recognizes a local government manager or administrator who through their leadership encourages, supports and mentors early to mid-career local government professionals.

- The winner of the outstanding manager award is **Ray Rummel**, village manager, Elk Grove Village. After 32 years of dedicated service to the Village of Elk Grove, Ray Rummel retired from his career in public service on March 31, 2022. Ray is a leader with a vision that can foresee the future and remain in the present. He displays this through his passion for local government and the public administration profession by consistently supporting and encouraging others to grow, innovate, and step out of their comfort zone to achieve.

Ray is what every great leader strives to be; empathetic, encouraging, supportive, approachable, respectful, problem solver, and most of all, a great mentor. Ray made an informal fist bump, as opposed to a handshake, something that's "cool" to do, safe too in today's on-going Covid-19 Pandemic.

Aside from his many achievements and his commitment to Elk Grove Village, Ray still found time to get involved with several associations and organizations in his profession. He has been a member of ILCMA for 35 years. Of those 35 years, Ray has served on the ILCMA Board since 2013 in various roles such as; IAMMA President, Metro Managers President, and Chairperson of several ILCMA subcommittees.

Ray makes others around him feel comfortable and involved in whatever it may be, but also makes sure that young professionals get an opportunity to learn and grow. As a result, he is a firm believer in helping the next generation advance in their careers and shows this through partnerships with University Internship Programs. To this day, Ray's leadership and dedication to growing the professions next generation has left a lasting impact on Elk Grove Village.

Gregory F. Ford Outstanding Member Award is given to a member dedicated to the profession and has made a significant contribution while serving as an assistant to support a local government manager or department head as well as support members within the profession through mentoring.



- IAMMA would like to recognize **Kathy Thake**, and her recent promotion to, Deputy Village Manager of Niles. Kathy is not only involved in the professional community by serving as President Elect for the Legacy Project, but she is also committed to furthering the education of our youth by serving on Foundation 46 Board of Directors. Kathy started with the Village of Niles in 2007 and has served in various roles while mentoring newcomers. Her office door is always open as she welcomes questions of any nature. Her efforts and commitment do not go unnoticed by her colleagues at the Village of Niles and those to whom she mentors. She's one of the first to arrive every day and one of the last to leave. Her dedication and leadership has led to the implementation of various projects and the success of those around her. Therefore, your colleagues would like to present you, Kathy, with the Gregory F. Ford Outstanding Member award.

Outstanding Member Award

Intern is awarded to an intern that has gone above and beyond their everyday assignments and duties to demonstrate leadership and commitment to the local government profession.

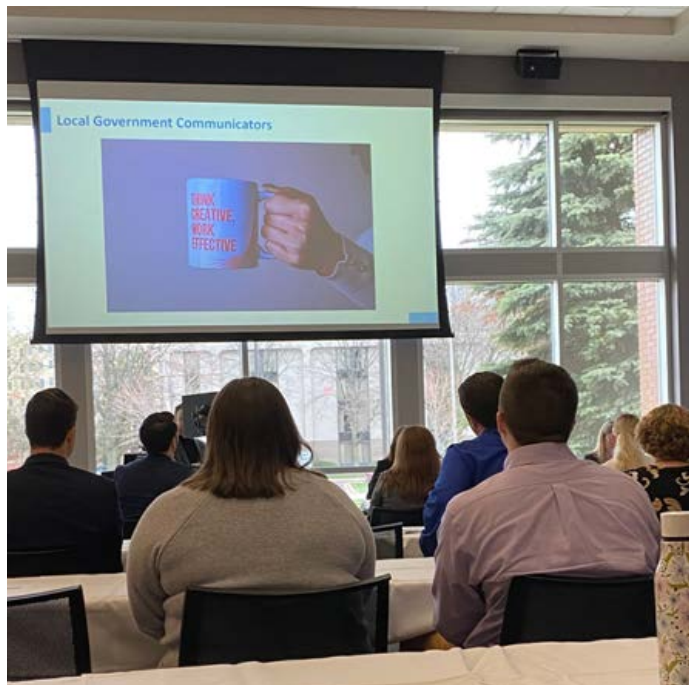
- IAMMA would like to recognize and present **Andrew Buckwinkler** from the Village of Schaumburg with the outstanding member intern award. Andrew has gone above and beyond in his responsibilities as an Intern in the Village Manager's Office for the Village of Schaumburg. The village established its first Key Performance Indicator Program six years ago and has been reporting on its performance in static PDF monthly reports that are downloadable from the village's website. While the village of Schaumburg has received outside recognition for this program, Andrew took it upon himself to quickly learn how to use Microsoft Power BI to establish a dashboard template that can be used to make

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village KPIs more automated and aesthetically pleasing for staff, elected officials and members of the community. Using a standardized template for departmental dashboards will help the village eliminate manual processes and free up time to analyze the reported data.

Outstanding Member Award towards Service in the Community recognizes a member's contributions to IAMMA and other professional associations, as well as recognizes their exemplary service in the community through charitable or civic-minded work.

- IAMMA would like to recognize **Jessica Chernich**, Management Analyst in Beach Park, for her commitment to IAMMA through the communications committee and her civic engagement. Jessica's work goes much beyond local government as she has spent over 7 years working or volunteering for non-profit organizations. Currently, Jessica is on the Board of Directors for Keeping Families Covered; they provide diapers and other basic needs to families by distributing items through community partners and direct-to-client services. Their mission is to eliminate the barriers that exist to access basic human needs for the most vulnerable residents in our community. Jessica, thank you for your work in the local community. We would like to present you with the outstanding service member award.



Legacy Conference Awards

Peters Receives Empowering Women Award at Legacy Conference

Dawn S. Peters was presented the Empowering Women in Local Government Award from the Legacy Project at the annual conference on May 13, 2022. Robin Weaver nominated Dawn for the award and wrote that, "This nomination is a breeze to prepare due to Dawn Peters' excellence in her work. Dawn has her MPA in Public Administration and served as Intern Supervisor for 4 years at

Northern Illinois University. She has worked as the Assistant Director of the Center for Governmental Studies since 2001 and as the Executive Director for the ILCMA (Illinois City/County Management Association) since 2004."

When presenting the award, Legacy Past President Paula Schumacher asked attendees to think back about how difficult the last two years has been and that Dawn had used her significant talents to make things easier for us all to learn, network, meet virtually and most importantly stay connected. Dawn's commitment to moving Legacy forward and improving every facet of our organization is deserving of this recognition. She is our cheerleader, taskmaster, institutional memory and partner. Congratulations Dawn!

Award to Gov HR USA

Jennifer Jones presented the Empowering Women in Local Government Award on behalf for the Legacy Project to corporate supporter GovHRUSA. Company co-founder Heidi Vorhees accepted the award at the Legacy Annual Conference. GovHRUSA is a certified woman-owned business that provides comprehensive executive recruitment, interim staffing, human resources consulting and organizational analysis consulting services for local governments, intergovernmental organizations, school districts as well as other governmental and non-profit entities. GovHR USA was founded by Heidi Voorhees and Joellen Cademartori to serve as a vehicle for excellence in public service, through recruitment and selection, human resources and management consulting, and temporary staffing services for local governments across the United States.



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GovHR supports the Legacy Project's mission in every way imaginable. Both Voorhees and Cademartori are devoted to increasing the representation of women and minorities at all levels of local government and actively support local government organizations dedicated to this cause. Voorhees and Cademartori are frequent speakers on a variety of topics, including recruitment, staffing, workplace dynamics, and employee development and training, at conferences throughout the country.

Sharing their expertise on issues facing women at each step of their careers, from the drafting of the resume, to coaching through the interview process, and landing that first job, navigating salary and equity challenges, maternity leave policies, balancing home and professional demands. GovHR has helped the members of legacy flourish in local government.

Legacy Founders Recognition

Ten years ago a group of women galvanized by the startling few number of women leaders in local government met to brainstorm a solution. They came up with an action plan and started to put it into motion. That plan was the Legacy Project.

The Legacy Project is an organization to support women in local government. It was founded to help women succeed in public service by sharing knowledge and expertise, mentoring women in local government leadership, and to diversify the profession and to encourage greater minority involvement in local government.

The Legacy Project Board of Directors wanted to recognize these women as a whole for that transformational effort. Not just because they established an organization, but because they started a conversation about gender equity and representation in our profession. They put a long overdue spotlight on an issue and led the way for other state and national organizations to start having that same conversation with meaningful results.

These women were also nominated for an ILCMA award for service to the profession.

Anne Marie Gaura, Village Manager, Village of Lincolnwood
 Katy Rush, Vice President, GovHR USA, Ingrid Velmke, Recently Retired, former Village Manager, Village of Western Springs
 Jamie (Belongia) Ludovic, Chief Community Development Officer, Washington County, WI
 Megan Pierce, Economic Vitality Director at City of Louisville, CO
 Sharon Peterson, Assistant City Administrator/Deputy Clerk at City of Countryside
 Ellen Baer, Village Manager, Village of Western Springs
 Kim Nelson, Professor of Public Administration, Univ of North Carolina,
 Mera Johnson, HR Generalist, City of Geneva
 Heidi Voorhees, President, GovHR US.

As noted in the nomination application, "in May of 2012, the Legacy Project was formally granted affiliate member status with ILCMA. It is fitting that on its 10th anniversary of becoming an ILCMA affiliate organization, that these ten women be acknowledged for their foundational steps to create the Legacy Project and the contribution that it has made to the diversity within our profession of public management."



Midwest Leadership Institute

Understanding Motivation

"The reason or reasons one has for acting or behaving in a certain way"

MOTIVATION

LOADING...

The MLI Presentation team will explore the following topics critical to understanding motivation

1. The sources, aspects and traps of motivation
2. The three fundamental motivators
3. The difference between intrinsic and extrinsic motivators
4. Motivation and emotions
5. Motivation and power
6. Motivation and planning for execution

**THE MIDWEST LEADERSHIP INSTITUTE FALL SEMINAR WILL BE HELD
ON OCTOBER 13 & 14, 2022 AT THE NIU NAPERVILLE CAMPUS**
REGISTRATION FEE: \$750 FOR 1-2 PEOPLE / \$700 FOR 3-5 PEOPLE / \$650 FOR 6 OR MORE
VISIT WWW.MIDWESTLEADERSHIPINSTITUTE.ORG TO REGISTER TODAY



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 \$2700 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 24 - 28, 2023** at Northern Illinois University's Naperville campus, 1120 East Diehl Road, Naperville, IL.

Limardi Consulting, LLC



Management Services Provided By:



Spotlight on: Ancel Glink

Did you see the (off-premises) Sign?

By Kurt Asprooth, Partner, Ancel Glink

Signs and how they can be regulated is a question all municipalities face. Can that resident really have a political sign in their yard containing profanity? Do we really have to allow Christmas decorations to be up year-round? Can we prohibit that large off-premise billboard in our downtown district? The law on how, and to what extent, municipalities can regulate signs has changed significantly over the past few years. In 2015, the United States Supreme Court upended most traditional municipal sign regulations in the case of *Reed v. Town of Gilbert*. The Supreme Court held in *Reed* that content-based regulation of signs or their subject matter (i.e., where you have to read the message on the sign to determine if it is permitted or not) are subject to strict scrutiny, a very high threshold for any municipal regulation to withstand. In the wake of *Reed*, many municipalities have begun revising their sign regulations to remove content-based distinctions and instead focus on regulating the size, location, and other physical attributes of signs, all of which are generally permissible “time, place, manner” restrictions under the First Amendment.

However, the Supreme Court’s decision in *Reed* left open one major question – were municipalities prohibited from regulating off-premises signs as well? Many municipalities treat signs advertising products or services sold off the premises where the sign is located (such as billboards) differently than signs advertising goods or services sold on the premises where the sign is located. The legality of the on/off-premises distinction was somewhat unclear after *Reed*. Thankfully, the Supreme Court recently answered that very question in the case of *City of Austin v. Reagan*.

The City of Austin, Texas, like thousands of municipalities across the United States, enacted sign regulations that distinguish between on-premises signs and off-premises signs, regulating off-premises signs more strictly. Austin’s code prohibited the erection of new off-premises signs (e.g., billboards) and categorized existing off-premises signs as nonconforming. These nonconforming off-premises signs could be maintained, but could not be altered to increase the nonconformity, change their illumination, or add any electronic sign aspects.

When outdoor advertising companies sought permits from Austin to digitize their off-premises billboards, their applications were denied under the City’s sign ordinance. The advertisers sued the City under the First Amendment, claiming that the distinction between off-premises and on-premises signs was an impermissible content-based restriction that violated the First Amendment under the holding in *Reed*.

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The District Court held that the City’s sign regulations were content-neutral and the distinction between on-premise and off-premise signs satisfied the constitutional standard for content-neutral signs. On appeal, the Fifth Circuit reversed, finding that the distinction was content-based because a government official would have to read a sign’s message to decide whether a particular sign was off-premise or on-premise. The Fifth Circuit held that City’s sign regulation, as a content-based restriction, could not satisfy strict scrutiny and therefore violated the First Amendment.

In a win for municipalities, the Supreme Court overturned the Fifth Circuit. The Supreme Court found that the off-premises distinction in Austin’s code was based solely on location, and that the substantive message of any given sign was not relevant to applying the ordinance as written. The advertisers argued that, because City officials still have to read signs and evaluate their content to categorize them as on- or off-premises signs, the ordinance discriminated based on content, not just location. The Court rejected this view and came to the “common sense result” that the location-based distinction was “content-agnostic” and therefore should not be subject to strict scrutiny. The Court sent the case back to the trial court to determine if Austin’s off-premises regulations satisfied intermediate scrutiny, a much more deferential standard of review than strict scrutiny.

This opinion provides welcome relief to communities that regulate on-site and off-site signs differently and marks a helpful narrowing of the Court’s severe 2015 decision in *Reed*. Municipalities should continue to review their sign codes for any restrictions that are strictly content-based - temporary sign regulations are most frequently susceptible to being content-based and should be carefully reviewed with an attorney. Any distinctions between signage should focus on the location or physical attributes of the sign itself, and not the message of the sign. However, the City of Austin decision provides a basis for municipalities to regulate off-premises signs more strictly than on-premises signage without having to satisfy the heightened strict scrutiny standard. While the City of Austin decision has not overruled *Reed* and its broad prohibition on content-based regulation, it has opened the door for more “common sense” regulation of signs by municipalities.

Spotlight on: Baird Public Finance

2022 Muni Market Outlook

By: Craig Elder, Baird Senior Fixed Income Analyst and Tom Tzitzouris, Head of Fixed Income Research at Strategas, a Baird owned company

As the side effect of the influx of economic stimulus from Washington used to keep the country out of a deep recession caused by the covid-19 pandemic, inflation spiked higher rising from 1.4% at the beginning of 2021 to 8.5% in March of this year, levels not seen since early 1982.

This resulted in interest rates rising as investors demand more yield to compensate them for this inflation risk. Municipal yields have risen this year with the 2-year Aaa-rated debt yield moving from 0.23% to 2.28% and the 10-year going from 1.04% to 2.87%. Going forward, additional increases in yields will likely be dependent on the Fed's ability to lower inflation levels.

Thus far, the Fed has raised the federal funds rate 75 basis points since the start of 2022. At its May meeting, the Fed agreed to reduce its monthly asset purchase program of \$120 billion by \$15 billion. The market anticipates that the federal funds rate will exceed 3% by early 2023.

What does the remainder of 2022 have in store for the municipal market? Here are our top five takeaways from our conversation with Tom Tzitzouris, Strategas' Head of Fixed Income Research.

Takeaway #1: Democrats seem prepared to take one final shot at passing President Biden's signature legislation addressing social policy, healthcare and climate.

These measures could have a considerable impact on the municipal market – if it ever makes it through Congress. It didn't have enough votes to pass through the Senate in December 2021, and it will need significant revisions to pass in 2022.

Takeaway #2: Individual provisions within Build Back Better could still see the light of day.

An expansion of the SALT deductions, advanced refundings, an increase of bank-qualified debt and a direct-pay bond program all existed in previous drafts of the bill and had some congressional support. Keep in mind that a main financing mechanism of the legislation imposes a surtax on high-income individuals.

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Takeaway #3: Expect a far less accommodative Fed in 2022.

At the beginning of the year, we were forecasting up to four rate hikes – now we anticipate seeing as many as 10, with up to 250 basis points of rate increases, as the Federal Reserve tries to tamp down inflation without pushing the country into recession. As expected, the Fed ended its bond-buying program in March and could explore a balance sheet reduction as soon as May, which could cause long bond yields to inch lower by the middle of Q3. Time is running out for municipal borrowers looking to take advantage of comparatively low interest rates.

Takeaway #4: The November 2022 midterms should cause a spike in volatility.

Midterm elections in November mean candidates will start campaigning in July. Any legislation affecting the muni market, including the remnants of Build Back Better, will have to happen before then or not at all. As the political environment gets more volatile, expect borrowing costs to rise across the curve.

Takeaway #5: Taxes will likely go up if Congress enacts a slimmed down version of Build Back Better.

Any new spending will likely be offset with tax increases and spending cuts. The latest version of the bill imposed surtaxes on single taxpayers making \$5 million or more. It also sought to impose a corporate minimum tax rate, which if enacted could dampen corporate demand for tax-exempt bonds.

For the latest perspective on what's moving the muni market, including Tom's perspective on how infrastructure spending could impact munis, be sure to visit Baird Public Finance's News & Insights page.

This is not a complete analysis of every material fact regarding any company, industry or security. The opinions expressed here reflect our judgment at this date and are subject to change. The information has been obtained from sources we consider to be reliable, but we cannot guarantee the accuracy.

Spotlight on: DACRA

Summertime: Baseball, BBQ's and an increase in building department activity.

Matt Regan, CRO – DACRA Tech

With the warm weather having arrived and summer gracing us with its presence, construction and home and yard improvement season is upon us. It's a busy season for municipal building and community development departments! Is your municipality prepared for the increased volume of transactions and paperwork? These days, municipalities are typically short staffed and may not have access to the latest tools and technology that could help combat this problem. The right software solution can go a long way in easing the woes of this influx and reducing the burden on your staff. Intuitive software solutions are available that can dampen the amount of stress put on resource strapped departments within municipalities. An investment in the right solution can provide answers to today's challenges.

There are many challenges that municipalities and their community development departments face these days. One of them is finding the proper tools to help them streamline intelligent solutions. Trying to determine what tools and features would be most beneficial can be a daunting task. What would provide the most benefit for your department?

Automating processes, recording interactions, and creating a digital trail to reduce your reliance on paper creates efficiencies that dramatically increase the productivity and morale of your staff, all while improving your resident engagement.

Community Development Solutions today can empower your staff by equipping them with the latest technologies and information available and allow them to utilize these at the office or in the field - all while keeping an accurate and detailed history of all interactions and documentation along the way. Eliminate the need for paper forms and allow your inspectors to work from a laptop or tablet in the field, attach documents and images to record an accurate history, access property and owner history quickly and easily without having to return to the office first.

Municipalities, small and large, are looking to improve community engagement and minimize the staff-time spent on daily transactions without sacrificing the service their residents expect. Resident portals allow the community to interact online with your municipality and complete simple transactions without the need to appear in person. This convenience allows



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your staff to focus on their daily tasks and not get bogged down with transactions that can be completed more efficiently online. Reduce the lines and time-consuming procedures that can affect your staff's productivity.

Whether you're looking to improve your department's productivity or enhance your ability to interact with your residents, the right Community Development solution can be a step in the right direction. Equip your department with the ability to rise to the challenges they are facing today and in the future. Provide them with the right tools to meet your community's needs and in turn improve their ability to perform and your residents' experience.

Matt Regan, CRO – DACRA Tech, has over 25 years of experience in the municipal software industry and a focus on administrative adjudication. Matt has extensive knowledge of the adjudication process and the governing statutes. Matt has spent his career working with Police, Building, and Finance Departments to enhance procedures and improve operations in government agencies.

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Spotlight on: FGM Architects

Enhancing Mental Health Through Design

Raegan Porter, IIDA, LEED AP, Vice President, FGM Architects

It's not a new concept that indoor environments impact our emotions and well-being. Which raises the question: Can buildings be designed to enhance people's mental health?

In public safety facilities, supporting mental health presents specific design challenges. First responders, including police, fire and EMT personnel, routinely navigate volatile situations. For too many, there are real consequences including anxiety, depression, burnout, and compassion fatigue.

Mindfulness & Happiness: Powerful Tools

New ways of thinking about mindfulness and happiness provide tools to tackle mental health challenges through design. For more context, mindfulness is the ability to step back, allow our minds to rest and be focused in a given moment. Researchers at the Greater Good Science Center (University of CA) have shown that we're all born with a genetic baseline for happiness. Practically speaking, 50% of our capacity for happiness is genetically determined and 10% is tied to specific circumstances. Therefore, 40% of happiness is linked to our mindset which suggests we have more control over this emotion than we think.

Wellness Through Design

Most new/renovated public safety facilities have design elements that support basic wellness: natural light, temperature control, air quality, noise control, ergonomics and fitness rooms. Increasingly, new spaces are being designed to support users' mental health. Here are examples of new types of wellness spaces.

Light and sound rooms provide an immersive sensory experience, incorporating light that can be changed and dimmed because colors have different wavelengths that correlate to specific emotions.

Essential oil diffusers with calming scents, such as lavender, encourages relaxation. Soft, chunky-textured seating encourages users to stretch out and relax.

These rooms should be soundproof and acoustically treated to maintain quiet. Listening to calming music and guided mindfulness exercises help relax the nervous system and reduce anxiety.

Immersion, Distraction, and Reflection Rooms are based on the theory that people concentrate and perform better after spending time in nature or having the sense of nature. The awe which people experience in the natural world, is tied

to increased happiness and is also the only emotion tied to lowering pro-inflammatory substances that contribute to conditions such as depression and heart disease.

An IDR room with a video monitor featuring Animal Planet or scenes of nature can help generate positive emotions. Other elements include dimmable indirect lighting, soft flooring and a tactile wall to foster a feeling of being outdoors.

Again, it is critical to soundproof the room with nature sounds coming through video monitors or headphones. Essential oil diffusers with outdoor fragrances (woody, floral or rain scents) reinforce a sensory experience of nature. Comfortable furniture that offers swinging or rocking movement is calming, giving the body a sense of weightlessness.

Finally, socializing is one of the best ways to fight depression. Integrating social spaces into break rooms and throughout the building helps cultivate meaningful relationships. Elements of effective social spaces include sound separation from the larger building; increased air supply and good ventilation to remove food odors; comfortable furniture that can be easily reconfigured; art on the walls; access to fresh air and views to the outside.

A New Vision for the Workspace

Wellness rooms provide space to restore calm, balance and perspective. We return to the fray with renewed energy that contributes to efficiency and productivity. Wellness rooms can be created in existing buildings by repurposing underutilized spaces and can double as debriefing rooms, a nursing room or soft interview rooms.

The biggest factor in making wellness rooms successful is having leaders who promote their use by sending the message that taking time to nurture ourselves is not only OK, but also encouraged and supported.



Spotlight on: Zen City

The Opioid Epidemic - What Americans are saying about the crisis

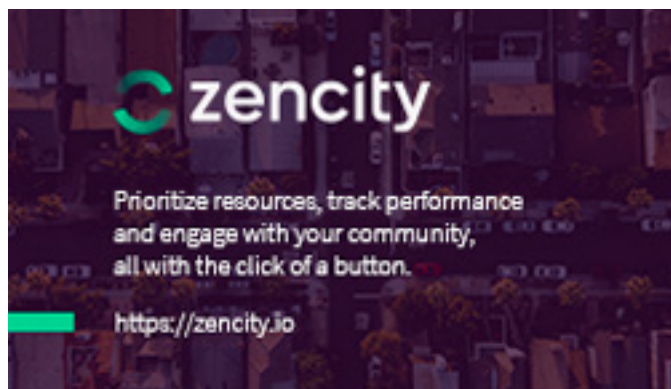
Noam Rabinovich, Research Insights Lead at Zencity

In November 2021, a grim milestone was reached, as more than 100,000 people died over a 12-month period from fatal drug overdoses for the first time in U.S. history. A major culprit was fentanyl, which has been laced into illegal drugs and whose involvement can be detected in most of these deaths. Local governments, health professionals, and police departments are increasingly viewing fentanyl as a top concern and are acutely aware of the need to raise awareness about the dangers of this narcotic and, hopefully, save lives. As a first step, Zencity clients turn to Zencity Organic to understand whether their residents are aware and concerned about the presence and impact of fentanyl in their community, how they discuss this narcotic, and what they are asking their representatives to do.

The prevalence of fentanyl in overdose cases and its heavy presence in narcotics sold in the U.S. is not reflected in resident discourse at this time - with only about a quarter of opioids and overdose discourse referencing fentanyl. Although there is some awareness of the dangers of fentanyl and its involvement in overdose cases, it also suggests a lack of attention dedicated to its pervasiveness and adverse impact.

The relative lack of interest elicited by fentanyl can be partially attributed to the level of attention shown by city and county officials, including elected officials and the police. On average, only 21% of official communication on opioids and overdoses referenced fentanyl. By contrast, local news across the country dedicated an average of 33% of their opioids and overdoses coverage to fentanyl. News reports about fentanyl show a strong focus on arrests and drug seizures as part of the broader efforts to combat drug-related crime.

As a result, residents discuss fentanyl in the context of crime and a police issue, mainly focusing on policies and laws that could remove it from the streets. The most common response by residents was gratitude and appreciation for law enforcement for their efforts to get fentanyl off the streets and keep the community safe. Support for harsher penalties for drug dealers, such as longer sentences and no bail, were also prevalent, as was criticism of the national immigration policy that made it easier for drugs to pass through the border.



Residents are strongly invested in seeing law enforcement address the opioid epidemic, yet the focus on crime reduction means that most mentions of fentanyl are made in the context of arrests and drug seizures - merging the fentanyl discourse into the larger conversation about the opioid epidemic.

By contrast, information about harm reduction and mitigation, such as support for addicts or factual information about the specific dangers of fentanyl, are less prominent in the discourse - a gap that can be filled by official awareness-raising education and messaging.

There is a clear gap in official messaging on fentanyl that focuses on mitigation and reducing harm in the here and now. PSAs by local governments about the health risk posed by fentanyl and substance abuse are often received with many "likes" and "shares" - and are instrumental in educating the public about fentanyl - yet they are few and far between.

Updates about arrests bring the opioid epidemic, and the role fentanyl plays in it, to the forefront - raising awareness about the existence of the drug and its prevalence. However, the lack of focus on mitigation means lesser awareness of available resources and best practices on how to communicate about the dangers of fentanyl or avoid overdoses.



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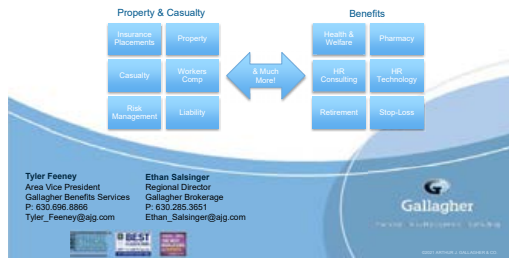


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