

Calendar of Events

| | |
|---|--|
| May 4 ILCMA Professional Development Virtual | May 13 Legacy Project Conference NIU Naperville |
| May 7 SWICMA Luncheon O'Fallon, IL | May 18 ILCMA IDEA Exchange Virtual |
| May 12 Metro Golf Outing Glen Ellyn, IL | June 8 – 10 ILCMA/WCMA Summer Conference The Abbey, Fontana, WI |

To view all
upcoming
events
click here

President's Column

ETHICS MATTER! Be Wary of Conflicts of Interest

What to do when personal intersects with professional

By Martha Perego, ICMA-CM | Oct 01, 2021 | PM MAGAZINE - ARTICLE
Reprinted with Permission

There is an extremely high probability that at some point in your career, you will have a conflict of interest. Initially your reaction to that premise might be to reject it outright. After all, as a professional with a commitment to high ethical standards, you would never put yourself in a position where someone would question whose interests you are serving. You certainly would never engage in self-dealing.

But conflicts of interest don't always arise by intentional acts. In its simplest form and by its very definition, a conflict of interest pops up when your personal interests or loyalties intersect with your professional obligations. That conflict can and often does present itself in the ordinary course of living your life. Think about it. Unless you build a truly impenetrable firewall between your life and work (which is virtually impossible for anyone working in local government), your personal life will overlap with your professional obligations at some point. And when it does, you need to be alert to it and take the appropriate steps to resolve the conflict.

Beyond the unexpected conflicts that arise from your personal life are two other sources of conflicts: taking on a role related to your professional position and intentionally engaging in activity that creates a conflict. Here are examples in these three spheres and advice for reconciling the conflict.

THE UNEXPECTED PERSONAL CONFLICT

Examples of the ways in which your personal life could unexpectedly cross over into your work world are too varied and too voluminous cover. For one manager, the intersection was syrup. A personal hobby harvesting syrup from his backyard

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Job Mart

**Click here to see
job listings**



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raised a conflict-of-interest question in his mind when an investor arrived with a proposal to grow syrup into a local and regional industry. Even though the manager's harvest was very small and not sold commercially, he stopped to reflect whether he would have a conflict of interest here in advancing this economic effort. Key to the determination that this was not a conflict of interest in fact or appearance was that his venture was purely personal. The output was shared with friends, and he had zero interest in ever going commercial. Absent personal or financial benefit, his advocacy for syrup as a growth industry for his city did not present a conflict of interest.

In all instances when the personal unexpectedly intersects with professional it is wise to pause to consider whether because of your role, one of the following will apply:

- You will be obligated to take some official action related to this conflict.
- You will have the potential to gain personally or financially.
- You will face the appearance from others that you can't be impartial or objective.

If any of these factors are present, then consider a workable strategy that extricates you from the conflict.

UNINTENTIONAL PROFESSIONAL CONFLICTS

There are instances where a professional, who is clearly in their lane and may have governing body cover, finds themselves embroiled in a conflict of interest. Consider the case of the city manager who served as the executive director of the city's redevelopment authority. While an independent agency, it was created by the city and receives some funding from the city. The two organizations certainly have shared and mutual interest. Appointing the manager to serve in this dual role was intended to foster cooperation between the two agencies. But this arrangement placed the manager in the difficult position of serving two governing bodies. When faced with opposing positions on an issue, to whom does this city manager owe their loyalty? How does the public know whose interests are being promulgated by a manager serving in this dual role? To compound matters, out of concern for the financial well-being of the redevelopment authority, the manager decided to move funds from the city over to the authority. Even operating from a position of good intent, this action was criticized by the city council who did not regard it as in the city's best interest.

The issue of whose interests are being served is a bit more challenging and nuanced when an individual is appointed to serve on a regional body. In that capacity, they are appointed as the local government's representative with the expectation to serve the interests of their community in the context of also serving the region's needs. At times local interests may

take a backseat to regional interests. When that happens, the representative would be smart to keep their governing body up to speed and to take direction from them.

INTENTIONAL AND UNWISE PROFESSIONAL CONFLICTS

These run the gamut from having a personal relationship with a subordinate staff member to directing staff to hire a relative to investing in a business opportunity in the community where you work. The first creates an enormous liability for the organization and disrupts the culture. The latter is a clear violation of the principle that a public official should not leverage their office or position for personal gain. To avoid self-inflicted harm, review the guidelines in the Code of Ethics on personal relationships, investments, private employment, giving policy advice, advocating for your personal cause, and confidential information, just to name a few.

MURKY GROUND

In between unforeseen conflicts and intentional self-dealing lies what can be murky territory. As in many professions, it's not uncommon to use the talent and expertise gained in a career to teach or work as a consultant. If you are still a practitioner, it is a conflict of interest to serve as a consultant to your organization, represent an entity appearing in an official capacity before your organization, or work behind the scenes for an entity that involves your employer. Your clients should be far removed from your current role. Once you have entered the "encore" stage and no longer work for a local government, you have more leeway to engage so long as you show respect for the current manager and don't overstep your relationship with your former colleagues.

GUIDING PRINCIPLES

Best to frame the issue of conflicts of interest in terms of your integrity and credibility. As you navigate and resolve a conflict, will anyone from the outside looking in question whose interests you were serving? Relating back to Tenet 3 and the commitment to integrity, is your personal and professional conduct building trust? From the perspective of Tenet 12, are you respecting and advancing the principle that holding a public office or position is a public trust?

Be alert to the conflicts of interest that may come your way. Once in your path, discern whether it is a conflict of interest in fact or appearance, will disclosure cure the conflict, or do you need to disengage?

MARTHA PEREGO, ICMA-CM, is director of member services and ethics director, ICMA, Washington, D.C. (mperego@icma.org).



[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.

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:

George Bridges, Chief of Staff, City of Waukegan
 Ashley Eccles, Assistant Village Administrator,
 Village of Lake in the Hills
 Nick Hammonds, Assistant to the City Manager,
 City of Crystal Lake
 Erin Jason, Assistant City Manager, City of Highland Park
 Barry Kauther, City Administrator, City of El Paso
 Brandon Maeglin, Interim City Administrator, City of Geneseo
 Ryan Pinter, Management Analyst, Lake County
 Chris Sparkman, Assistant Village Manager,
 Village of Grayslake

Members:

Josh Allain, Management Analyst, City of Crystal Lake
 Liz Dechant, Economic Development Coordinator,
 Village of Winnetka
 Timothy Johnson, Student, Northern Illinois University
 Luke Masella, Intern, City of Geneva

Who's Who Directory Update

Franco Bottalico is the new management analyst in the village of East Dundee. He was previously a management analyst in the city of Geneva.

His new contact information is:

Franco Bottalico
 Management Analyst
 Village of East Dundee
 120 Barrington Ave.
 East Dundee, IL 60118
 Email: FBottalico@eastdundee.net
 Cell: 847-815-0472

9th Annual ILCMA 5K Race Results

The ILCMA runner and walkers took to the Constitutional Trail at the winter conference last month. Every race we've had in Normal has been anything but normal. The first time in the nine-year history of the race we had rain. We missed the Amtrak train stop but the lead runners were hampered by a freight train that slowed them down just before the finish line. And, we had the warmest weather (36 degrees) in the history of the race. (Normal holds the record for the coldest race at minus 5 degrees.)

Mark Moran continued his dominance in the race series as he captured his seventh age group win. Other age group winners were:

Andrew Buckwinkles
Joe Carey
Micah Chambers
Larry Kravets

Sheri Anderson
Ben McCready
Tami Ogden

Scott Crocker won the walk contest for his third victory in the series. Sheri Anderson thought the 5K was too short a distance (Ah, music to my ears) so she ran a couple of extra miles and still won her age group. (Remember, we are non-competitive.)

The race director would like to thank Jim Arndt for his race day volunteering with registration and being a course marshal. Also Gene Kotlinski, Doug Damery, Michael Nourie and Clint Johnson from the Normal Park & Rec Department for providing and placing the turn-around cones.

The ILCMA runners and walkers will have an opportunity to run around Lake Geneva with the WCMA runners at the summer conference. The fun run/walk will be held on Thursday, June 89th at 4:45 p.m. Plenty of time to finish before dinner and a Taste of Wisconsin. See you next month.





The ILCMA Professional Development Committee presents...

4 in 90

A Virtual Event with 4 Hot Topics and Best Practices in 90 minutes

May 4th 9:30 AM - 11:00 AM via Zoom

- 1** License plate reader system & body camera implementation plan
Presenter, Pat Kreis, Police Chief, Village of Vernon Hills
- 2** Most important initiatives communities should do to advance their business development efforts | **Presenter,** John Melaniphy, Director of Economic Development, Village of Niles
- 3** Employment Recommendations; 5 tips to avoid employee surprises
Presenter: Sara Schillerstrom, Village of Glenview
- 4** Top 5 ways to communicate with the public | **Presenter:** Linda L. LaCloche, Director of Communications, City of Naperville

Virtual Session via Zoom, session begins at 9:30 AM

- \$20 registration
- \$10 Student
- MIT's are complimentary

Visit ilcma.org/events/5422 to register



11TH ANNUAL LEGACY PROJECT CONFERENCE

PREPARING FOR THE POSSIBILITIES TOGETHER

Conference at a Glance

8:00 AM Registration & Continental Breakfast

9:00 AM Welcome, Introductions and Keynote by Anne Kritzmire

10:30 AM Breakout Sessions

- Impact of Technology & the Future of Work -Panel
- The DEI Movement: What it is and What it is not
- Ready, Set, Lead! How do Women Prepare for Leadership

11:45 AM Lunch, Awards & Business Meeting

1:45 PM Breakout Sessions

- Elected Officials Perspective
- Diversity and Inclusion How to Effectuate **Real** Change

3:00 PM Closing Keynote Burnout 9-1-1 Joana Ardelean

4:15 PM After Conference Networking Event

FRIDAY MAY 13

NIU Naperville
1120 Diehl Road
Naperville, IL

Registration and
Breakfast begin at
8AM and the program
begins at 9AM

Lunch is included in
your registration

After conference
networking event at
Pour House, 1703
Freedom Dr Naperville



2022 Women's Legacy Conference **Sponsorship Opportunities**

Gold Level Sponsorship - \$1000

- Logo in Program
- Recognized at lunch
- Sign at the door
- Includes conference registration for two

Silver Level Sponsorship - \$500

- Logo in the program
- Recognized at lunch
- Includes conference registration for one

Bronze Sponsorship - \$300

- Logo in the program
- Recognized at lunch

*Sponsors
make the
Annual
Women's
Legacy
Conference
possible!*

There is still time to sponsor the 2022 Women's Legacy Conference.
Please contact Dawn Peters at dpeters@niu.edu or 815-753-0923.



11TH ANNUAL WOMEN'S LEGACY CONFERENCE

FRIDAY MAY 13, 2022 8AM-4PM

NIU NAPERVILLE, 1120 DIEHL ROAD, NAPERVILLE, IL
REGISTRATION FORM

Attendee Contact Information

Name: _____

First Name for Badge: _____

Title: _____

Organization: _____

Address: _____ City/State/Zip: _____

Email: _____ Phone: _____

Conference Registration

☐ \$120.00 Conference Registration-Legacy Project Member Rate

☐ \$175.00 Conference Registration-Non-member Rate

☐ \$35.00 Conference Registration-Student/Intern Rate

☐ \$10.00 I'd like to have the photographer take a professional headshot picture

☐ I plan to attend the post-conference networking event at the Pour House

☐ I have special dietary needs. Please list: _____

Join or Renew Legacy Project 2022-23 Membership

☐ \$40 Member

☐ \$10 Student/Intern Membership

Register by May 6th! For a full refund, you must cancel your registration by May 6th. Cancellations made after May 6th incur a \$50 fee.

Questions about the conference? Contact: LegacyProject@niu.edu or 815-753-5424

Questions about registration? Contact the registration office OutreachRegistration@niu.edu or 800-345-9472



Three easy ways to register:

ON-LINE: www.legacyprojectnow.org/2022-annual-conference

PHONE: 800-345-9472

FAX: 815-753-6900

MAIL completed registration form and payment to:

Outreach Services Registration Office

Northern Illinois University

DeKalb, IL 60115

If registering by Mail with check make check payable to Legacy Project

If registering by Mail/Fax with Credit Card:

circle one: Visa, Mastercard, Discover, American Express

Card Number: _____

Expiration Date: _____

Name on Card: _____

Address: _____

City/State/Zip: _____

Signature _____

cardholder's name and address must be exactly the way it appears on their credit card statement



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.

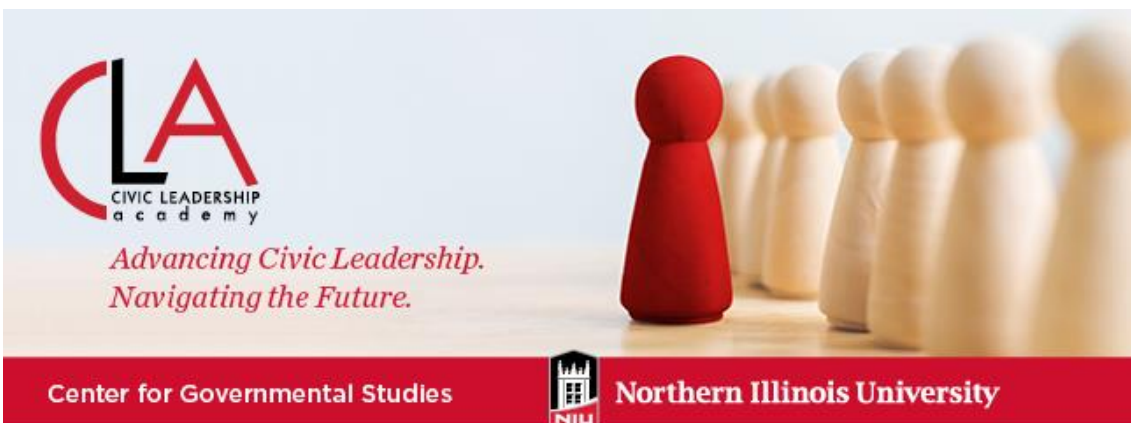
**CLOSING KEYNOTE:**

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!*



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”

Preparing the Next Generation and we need YOU!



ILCMA invites seasoned managers/administrators and assistants to become an ILCMA mentor.

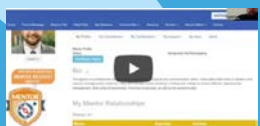
The ILCMA Mentor Match program reflects ILCMA's commitment to developing the next generation of local government management professionals. Mentor Match is the latest addition to an expanding line-up of our services to support members' professional development needs. It is an online tool - including a 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?

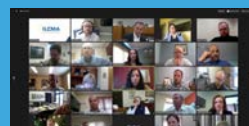
Volunteering as a Mentor can be mutually rewarding: mentees gain encouragement and guidance for their careers, and mentors gain deeper insights into their own careers and the satisfaction of helping others.

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**



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/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 |
| 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



IML Releases Legislation of Municipal Interest Approved by Both Chambers Report

IML has released its [2022 Legislation of Municipal Interest Approved by Both Chambers Report](#) (available via this link) which includes legislation from the 102nd General Assembly that may be of interest to or impact municipal governments.

The legislation included in this report will now be sent to Governor JB Pritzker for further consideration. It is recommended that the bills be read in their entirety for a full understanding of the content. The full text of bills can be found at iml.org/legislative.

If you have questions regarding any bill included within this report, or any other legislative item, please contact IML staff by email at IMLLegislation@iml.org.

Updated IML Resources

IML recently updated its [2022 Proposed State Mandates Report](#) (available via this link) to include additional unfunded mandates proposed during the 2022 Spring Legislative Session and the status of each proposal as of the General Assembly's April 9, adjournment. During this spring session, members of the General Assembly introduced 150 proposals that would impose unfunded state mandates on municipalities, 29 of which passed both chambers.

IML also recently updated its [2022 Proposed Legislation Imposing Local Preemption Report](#) (available via this link) to include additional preemption proposals and the status of each proposal as of the General Assembly's April 9, adjournment. During this spring session, the General Assembly introduced 61 proposals that would preempt municipal authority, seven of which passed both chambers.

IML will continue to advocate against unfunded state mandates and preemptions of municipal authority, which is a constant effort as indicated by these reports.

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.

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

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.](#)

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).

The ICMA logo is displayed in white text on a dark blue rectangular background.A photograph of two women in business attire. One woman, with dark hair and wearing a maroon blazer, is speaking and gesturing with her hand. The other woman, seen from the back, has dark hair in a ponytail and is looking towards the first woman. They appear to be in a professional setting, possibly a meeting or presentation.

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

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IAMMA held it's first in-person conference in two years at NIU Naperville on April 29. Over 80 people were in attendance.



Downstate and Metro Managers Snapshots

Every two years, ILCMA invites newly appointed managers and administrators to a leadership institute where they learn about elected board relations, staff relations, community relations, leadership, values, and ethics, and work/life balance. The April event was held in the Town of Normal. Presenters included Pam Reece, Patrick Urich, Scott Sorrel, Dorothy David, and Danny Langloss. Senior Advisors John Phillips, Robin Weaver, and Steve Carter were also present. ILCMA will host this event on May 5 at Elk Grove Village for suburban managers/administrators. The event is free of charge to encourage participation and is open to both members and non-members.



Metro Managers met at NIU Naperville on April 21. Sharon Tanner, Glencoe, and Jason Stroud, River Falls, WI, presented on evolving you practices, policies, and organization culture to meet changing employee expectations.



Spotlight on: Christopher B. Burke Engineering

Bike to Work Programs

by CBBEL Marketing

May is National Bike Month, when organizations and individuals across the country promote the benefits of bicycling and urge more people to get riding. As an engineering firm with a robust Bike to Work Program and decades of experience designing effective bike paths/bike lanes in communities throughout Illinois, we love National Bike Month.

Since the first bicycle hit the streets in the early 19th century, bikes have been a critical part of the transportation infrastructure. Biking is a green alternative form of transportation, which is why cities across the world promote bike-share programs and have taken significant steps to make their streets more bike-friendly.

Organizations with employees can and should be matching these efforts, taking steps to make it as easy as possible for employees to commute to work by bike. It can be simple things, like providing an area to store and lock bikes or providing opportunities for employees interested in biking to gather and discuss best practices.

But one of the most significant ways an organization can encourage biking is by launching a holistic bike to work program that makes it simple for employees to bike to work.

At CBBEL, we have a long-standing focus on sustainability, which is why we've created a Commuter Program and Sustainability Committee. The Committee's goal is to help reduce our company's carbon emissions, most notably through our award-winning Bike to Work Program.

CBBEL started its Bike to Work Program in 2006, with the goals of encouraging employees to bike to work and making it easy for them to do so. We recognize that there are plenty of barriers to entry when it comes to commuting by bike, such as safety concerns about biking in the road, freshening up before the workday or getting home quickly in the event of an emergency. In creating a bike to work program, it's key to address as many of these barriers to entry as possible.

Some of the key aspects of our program include on-site shower and locker facilities; a company car share program, which gives employees access to shared vehicles if they



need one on a day they've biked; assistance on routes and equipment; shared maintenance equipment kept at the office; and covered bike racks and in-office storage.

We not only try to reduce barriers, but actively entice employees to bike by hosting quarterly equipment giveaways of items like vests, lights, and flat kits. We also award a free bike to the employee with the most miles biked to work in a calendar year. But perhaps the most enticing part of our Bike to Work Program is that employees earn \$0.75 for every mile commuted by bike.

But why should an organization go through all this effort? Because programs like these can have a hugely positive impact. Since the inception of CBBEL's Program, more than 180 employees have biked over 400,000 miles, eliminating approximately 800,000 pounds of CO2 and burning 18.5 million calories. Biking to work provides health benefits both for the environment and employees, building in a set time of the day for exercise. Bike to work programs also create a sense of community and encourage camaraderie among bikers.

We recognize that a full-scale bike to work program is not possible at every organization. But this National Bike Month, the CBBEL team encourages you to think about changes you can make at your organization to make it easier for employees to commute by bike.

If you're interested in learning more about CBBEL's Bike to Work Program, visit our website or contact John Doria at jdoria@cbbel.com. Stay in touch with the latest CBBEL news on Twitter and LinkedIn.

Spotlight on: HomeServe

Lead Lines Are a Hidden, Uncharted Danger to Our Communities

By Dennis Lyon

The American Water Works Association estimated there are more than 6 million lead service lines across the country, but other sources put the number closer to 9 million.

In Wisconsin, the Environmental Defense Fund estimated there were more than 150,000 lead water service lines with an additional 300,000 lines comprised of unknown materials in 2020.

Wisconsin has been eliminating lead in water ever since banning lead water lines in 1984, four years before the federal ban. The Department of Natural Resources funded the replacement of 6,000 lead lines in homes and daycares. Principal forgiveness funding to replace lead lines is available through the Private Lead Service Line Replacement Program. In Wisconsin, utility and private sides of the service line are reported separately because they are maintained separately since 2017; and all line materials are designated, including “Unknown – may contain lead,” since 2019.

Lead Line Locations are Uncertain

We don’t know where lead lines are and could test in the wrong places, underreporting water lead levels—exactly what happened in Flint.

Utilities have incomplete or handwritten records of service lines and, in some cases, the material wasn’t recorded. Locating lead lines is important to remove them, but most utilities don’t have the resources to map them out. Without that knowledge, utilities can’t judge the community impact. In Flint, of the 324 sample sites, only six had lead service lines, according to the Michigan Department of Environmental Quality.

Lead Exposure is Most Harmful to Our Most Vulnerable

When children are exposed to lead, it damages the nervous system, causes learning disabilities and impaired hearing, and impacts blood cells. Adults with high blood pressure and kidney disease are at risk. More than 40,000 children across 26 states had high lead levels, according to the Centers for Disease Control and Prevention.

Service Lines, Plumbing Most Prevalent Source of Lead Exposure

Service lines are the most significant source of lead in drinking water, and are primarily found in homes built before 1986.

Water corrosion contributes to lead exposure, and water will leech lead from pipes when it sits for a long time, if it is hot, if the pipe is worn, and depending on acidity and minerals in the water.



No one can predict
when service lines will fail.

NLC Service Line Warranty Program
by
HomeServe

Contact Mike Chambers:
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Corrosion control measures can help, and carbon filters certified for lead removal can remove lead. Most ordinary filters will not remove lead from water. Filters that do remove lead must be replaced periodically, presenting an issue for low-income households.

Lead Service Lines Are Outside Utilities’ Reach

Removing lead from water means removing lead lines. Part of service lines are on private property and homeowners’ responsibility. When utilities replace their portion, it disturbs the line and causes the lead level to spike. The Wisconsin DNR recommends the entirety of the line be replaced.

However, most low-income households can’t afford to replace their service lines. In Cincinnati, a study found when neighborhood poverty was above average, there was a 63 percent chance homes had a lead line. Where homes were the same age, but neighborhood poverty below average, that dropped to 30 percent. In Washington, D.C., there were more lead line replacements in wealthier neighborhoods than in low-income neighborhoods. Comparing neighborhoods with median annual incomes of \$76,000 and \$15,000, replacements increased by more than 50 percent in wealthier communities.

The average replacement cost is \$4,700: replacing an estimated 6 to 10 million lead lines will cost \$28 to \$47 billion dollars. The bipartisan infrastructure bill will fall short, residents in low-income communities may be left behind.

Water utilities are stretched thin. What can they do to shield residents from the cost of replacing lead lines?

A partnership with the National League of Cities Service Line Warranty Program offers an optional warranty to protect residents from the cost of service line replacement. The program has a nationwide network of contractors and a U.S.-based call center.



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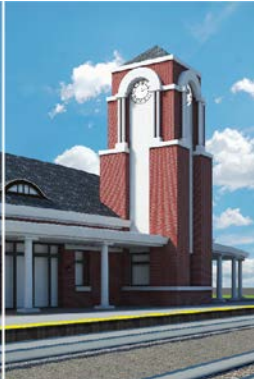
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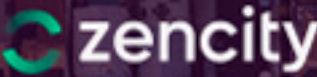


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