

Calendar of Events

November 4 SWICMA Luncheon O'Fallon, IL	December 9 SWICMA Luncheon Highland, IL
November 9 ILCMA Professional Development NIU Naperville/Hybrid	December 16 Speed Coaching Session Lombard, IL
November 9 Metro Manager Luncheon NIU Naperville/Hybrid	December 16 IAMMA/Metro Holiday Luncheon Lombard, IL
November 16 IAMMA: What's Next: Economic Development TBD	January 20, 2023 IL Financial Forecast Forum NIU Naperville/Hybrid

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

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President's Column

By Ben McCready, Chair, ILCMA Communications Committee and Assistant City Administrator, Geneva

Working in a historic City Hall, I often ponder what services or programs were contemplated when the architects first sketched a workplace that has since been repurposed, refurbished, and reconditioned to meet the needs of a modern local government. While the masonry and stonework are clear indicators that the structure was built with longevity in mind, I wonder if those that commissioned this structure considered changes to technology or service delivery. Did they foresee the rise of municipal websites? Or a baker's dozen worth of social media platforms?

Serving as the Chair of the ILCMA Communication Committee, I have the pleasure of connecting with talented individuals to assist ILCMA in advancing communications goals, a task that requires us to be attuned to the pace of change and consider how emerging trends will affect strategy. This work has been especially meaningful over the past 24 months as the committee worked to facilitate relevant idea exchange topics, showcase members at all levels in the profession, and advance ILCMA's strategic plan in an area of rapid change.

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Job Mart
Click here to see job listings



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In addition to ongoing work, the Committee is proud to share ILCMA's recent participation in ELGL's Gov Love Podcast where Moses Amidei (Village Administrator, Forest Park, IL) and Hannah Lipman (Assistant Village Manager, Tinley Park, IL) discussed ILCMA's efforts to promote careers in local government. As shared on the podcast, at the core of the committee's work is a continuing effort to strengthen the City Management profession and attract the workforce necessary for our organizations to thrive. Building upon the successful launch of ILCMA's Explore Local Government Careers video, the Communications Committee is focused on making a digital splash with future team members that may be in high school, college, or currently employed in the private sector. You can click here to see the Career Resource page on the ILCMA website.

While there's another exciting year ahead for the Communications Committee, I encourage all of us to consider how we're connecting with future local government leaders. In the meantime, you can help make an impact and promote local government careers by visiting a local classroom, adding the Explore Local Government Careers video to your employment website, and planning for resiliency. Taking stock of emerging trends is evermore a necessity in our work. Similar to how we must grapple with the advent of self-driving electric vehicles and hybrid work – we must also consider how new tools, new platforms, and new mediums will allow the best and brightest to connect with us and discover a career in local government.



[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:

- Erik Berg, Management Analyst, City of Wheaton
- Michael DeLuhery, County Administrator, Tazewell County
- Ted Marciniak, Township Manager, Ela Township
- Alison Murphy, Assistant to the Village Administrator/
Village Clerk, Village of Sugar Grove
- Robert Palmer, Village Administrator, Village of South Barrington
- Melissa Wiak, Assistant Village Manager, Village of Long Grove

Members:

- Nicholas Arquette, Village Planner, Village of Bensenville
- Laura Linehan, Senior Consultant, Baker Tilly
- Ethan Lord, Associate Director, IMET
- Noah Rife, Administrative Intern, Northern Illinois University



Congrats Bob Karl!

Congratulations to Bob Karl who retired in September after serving as the City Administrator of Pontiac, IL for over 40 years. ILCMA believes that he holds the Illinois record as the longest serving CAO for a single community in Illinois.

Who's Who Directory Update

Elijah Bebora is now a management analyst in the village of Lincolnwood. He was previously a management analyst in River Forest. His new contact information is:

Elijah Bebora
Management Analyst
Village of Lincolnwood
6900 N. Lincoln Ave.
Lincolnwood, IL 60712
Phone: 847-745-4716
Email: ebebora@lwd.org

George Issakoo is the new assistant city manager in Lake Forest. He previously served as the assistant village manager in Brookfield.



Interested in Becoming a Credentialed Manager?

The Application Deadlines and Fees are:

- January 3
- April 3
- July 7
- October 2

In addition to the \$75 cost of the Applied Knowledge Assessment, the online application fee is \$50. Paper applications are no longer available.

From the Desk of the ICMA President

View this email [in your browser](#).



executive board

Re: 2022-2023 Nominations & Election Process for ICMA Executive Board Service

Dear Colleagues,

On behalf of the ICMA Executive Board, I look forward to working with you during this year's regional nominations and annual election process to identify the best qualified individuals to serve on ICMA's Executive Board.

Key Dates for Your Associations

- **October 18, 2022:** Call for candidate nominations opens. Members eligible to serve the 2023-2026 term in their region have been notified of their eligibility and invited to apply for ICMA Executive Board service via email.
- **December 2, 2022: Deadline to confirm your association's representative to a regional nominating committee. Please submit the individual's full name and contact information to icmanominations@icma.org with a copy to your region's Regional Director.**
- **January 13, 2023: Deadline for candidates to submit their materials to icmanominations@icma.org.**
- **March-April 2023:** Regional Nominating Committees convene virtually to interview candidates from each region (3-4 hours). One hour orientation meetings for committee members will be held in advance of the interviews and committee members will be provided with candidate materials.
- **May 2, 2023:** Election ballot opens.
- **June 2, 2023:** Election ballot closes.

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Candidate Submission Materials for 2023

Candidates must submit the following items to icmanominations@icma.org by **January 13, 2023**, in order to be considered by a Regional Nominating Committee. All items must be emailed in a single PDF packet/attachment and late materials will not be accepted.:

1. A statement of your qualifications for board service and your view of the issues facing ICMA. Two-page limit.
2. Current Resume
3. A list of any contributions you have made to ICMA and state/affiliate organizations, such as service on a committee, board, etc.
4. Thoughtful letters of support from members or letters of endorsement from state or affiliate associations that can aid the Regional Nominating Committee in understanding your qualities, achievements, and potential contributions to the Board (*Optional, but recommended*).
5. Petition signed by 15 ICMA Corporate members (*Optional*).

Plan for the Future

Please review the geographical protocol contained in your [region's nominating agreement](#) which outlines the state and position type rotations for each year. The rotation of states and position types eligible to compete is unique to each region and it changes every year. State association leadership developed these customized regional requirements and selection criteria during the transition to a *regional* nominations process in an effort to enable representational balance in the regions. **The rotations outlined in the [regional nominating agreements](#) also exist to help your associations plan, identify, and develop candidates for future years.**

Eligibility and the regional nominations and election process for Regional Vice Presidents are governed by the ICMA Constitution, Executive Board Guidelines and [Regional Nominating Agreements](#).

[Access Regional Nominating Agreements](#)

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Reach Out at Any Time

ICMA encourages eligible members interested in applying to serve on the ICMA Executive Board to connect with your associations, current or former ICMA board members, ICMA regional directors, and to visit [ICMA's website](#) for detailed information on this process, the board service commitment, and additional resources. Please let us know how we can assist your associations throughout this process.

On behalf of the ICMA Executive Board, I thank you for our ongoing partnerships and joint commitment to help develop, identify and select ICMA's future Regional Vice Presidents for the benefit of our peers and our profession.

If I can be of assistance to you, please reach out to me at Jeff.Towery@mcminnvilleoregon.gov.



Jeff Towery
ICMA President, 2022-2023

ICMA - International City/County Management
Association
777 North Capitol Street, NE Suite 500
Washington, DC 20002-4201
(202) 962-3680



Enroll in the

ILCMA Mentor

Match Program



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

The ILCMA Mentor Match program reflects ILCMA's commitment to developing the next generation of local government management professionals. Mentor Match is the latest addition to an expanding line-up of our services to support members' professional development needs. It is an online tool - including a searchable database - that facilitates the establishment of mentoring relationships. It is user-driven, allowing registered Mentees to search among registered Mentors using specified criteria to find individuals whose experience and expertise match areas in which they wish to be mentored. Likewise, registered Mentors can search for and identify potential Mentees.

Why be a Mentor?

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

Why be a Mentee?

Mentees gain encouragement and guidance for their careers, and mentors gain deeper insights into their own careers and the satisfaction of helping others.

Mentoring offers value for people at any career stage, and everyone can benefit from mentors who help them see their situation and opportunities from a fresh perspective; even successful executives seek out mentoring. Mentors are encouraged to share expertise, insight, and experiences from their life's work to help others negotiate their own career paths, overcome obstacles, reinvigorate their passion, and plan next steps.

The future of the profession depends on the mentorship for the next generation of managers. ILCMA invites you to use the new mentor/mentee matching service through ILCMA Connect, which is the current ILCMA listserv platform. ILCMA Connect brings the power of data and search to help mentees find mentors that match their needs. To sign up to be a mentor or mentee, all you need to do is go to your ILCMA Connect page and sign up to be a mentor: <https://connect.ilcma.org/home>. If you any issues logging in to ILCMA Connect contact Alex Galindo at agalindo@niu.edu.



VIEW MENTOR ENROLLMENT INSTRUCTION VIDEO



VIEW MENTEE ENROLLMENT INSTRUCTION VIDEO

Illinois Association of County Administrators (IACA)

ILCMA 2023 Winter Conference Scholarship Program

The Illinois Association of County Administrators (IACA) is pleased to offer a scholarship to an aspiring county professional to attend the Illinois City/County Manager's Association (ILCMA) 2023 Winter Conference. IACA presents this opportunity to promote the county administration profession and offer awardees the opportunity to learn more about public management through the diverse and exciting conference sessions and to meet professional county and municipal managers from across the state.

Eligibility is open to all county employees, regardless of their department or position, for those counties that have membership in IACA. The scholarship award will be up to \$500 to cover the conference registration, hotel accommodations and eligible travel costs to the ILCMA Winter Conference to be held February 8 – 10, 2023 at the Marriott Hotel in Normal, Illinois.

This application period opens on November 1, 2022 and will close on December 16, 2022.

SELECTION CRITERIA FOR CONFERENCE SCHOLARSHIP AWARD:

- Submit a letter and completed scholarship application from November 1, 2022 through December 16, 2022 via email to Scott Hartman: SEHartman@mchenrycountyil.gov or US Mail to: IACA Scholarship Committee c/o Scott Hartman, 2200 N. Seminary Avenue, Woodstock, IL 60098
- Announcement of ILCMA 2023 Conference Scholarship recipient will be on December 19, 2022.
- IACA will contact individuals who were not selected via email.
- Selected recipient agrees to attend the Annual ILCMA 2023 Conference and be receipt reimbursed for travel and hotel accommodations associated with attending the conference. No other expenses will be provided.

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IACA Scholarship Application

Applicant Name: _____

Mailing Address: _____

Current E-mail Address: _____

City: _____ Zip _____

Home County: _____ Home/Mobile Phone: _____

County Department: _____ County Position: _____

IACA Member Sponsor Name _____

County _____

Letter to IACA Scholarship Committee:

In no more than 250 words, outline your career plans and future goals and explain how these plans/goals will connect to a career or future in County Administration. All submitted letters will be reviewed by the scholarship committee for a determination of the top 3 applicants.

The IACA Scholarship Committee will present to the full IACA membership, for their review, the top 3 applicants which will include the committee's selected recipient.

To be considered for a scholarship you must:

1. Return the completed application and also enclose a letter addressed to the IACA Scholarship Committee c/o Scott Hartman;
2. Send electronically or via US Mail no later than Friday, December 16th.

Signature of Applicant: _____ **Date:** _____

The Scholarship winner will be announced on December 19, 2022

IML Manager Committee Column



IML Managers Committee

By Julia Cedillo, Chair and Village Manager, La Grange Park

Legislative Advocacy

During tonight's Village Board Meeting, I received an email from a retired Mayor of a community where I served early in my career. He noted nice things about my affiliation with the IML Managers Committee. What inspiration for writing this column! Once I recovered from the thoughtfulness of the gesture, two things came to mind: (1) How fortunate to have the opportunity to serve; and (2) How fortunate we are to have an organization such as the Illinois Municipal League to advocate on behalf of all 1,295 Illinois municipalities. These days we are all particularly busy, but I know that if I need information on a piece of legislation, that the IML is tracking it and has information available on the Legislative homepage at IML.org. The IML website is a reliable resource for all local government leaders and I think an important tool in IML's mission "to educate, advocate and empower." The IML website provides virtual training on an array of topics including pension trustee (Articles 3 & 4), FOIA and OMA requirements, understanding conflicts of interest, and more. On IML's Legislative Page, you can find state and federal legislative agenda, position papers, or you can search tracked legislation. If you cannot remember to visit the website, the IML can visit you in your email inbox by subscribing to the Statehouse Briefing, Federal Focus, the Legal Bulletin, and Review Magazine.

Experience teaches us that effective legislative advocacy is a constant, and not a one-time thing. We can all do better at it and we can all help each other to be more effective. Each year, the IML publishes what I like to think as four primer documents to help guide advocacy: (1) Legislative Principles & Policies, (2) Proposed State Mandates Report, (3) Proposed Legislation Imposing Local Pre-emption, and (4) Legislation of Municipal Interest Approved by Both Chambers. These documents help familiarize us with the legislative landscape.

One way we can help each other is by becoming familiar with IML's agenda and providing feedback because the IML is actively engaged in legislative development. For example, while there is uncertainty as to what will be discussed at

the November Veto Session, the IML has prepared a Veto Session Agenda with four pieces of proposed legislation: (1) the authority to conduct remote meetings once the disaster declaration ends, (2) the electronic publication of notices on a website to fulfill public notice requirements, (3) the authority for non-home rule communities to assess lift assist fees in congregate care settings, and (4) simplify the Statement of Economic Interests by modifying the required disclosures or creating a separate and simplified form for local officials. If your community has data – quantitative or qualitative information on the impacts of legislation – send it to the IML. If your community spends tens of thousands of dollars on public notices that could be spent elsewhere, the IML wants to hear from you. Separate from the Veto Session Agenda, but in the same vein, if you are developing your Lead Service Line Replacement Plan and you have concerns about how it is going; the IML wants to hear from you because they have a seat on the Advisory Board.

For next session, I recommend that we stay tuned for the IML's published 2023 State Legislative Agenda and Federal Legislative Agenda. Once familiar with its contents and potential impacts, reach out to the office of legislators representing your community, neighboring communities, councils of government, professional associations, and when necessary, your residents. Legislative advocacy requires regular and repetitive engagement with legislators and others with common interest. Professional managers should coordinate legislative advocacy with their elected officials, as the ICMA reminds us that, "some officials prefer to have elected to elected communications, while the manager can work with the elected officials' chiefs of staff." It is vital to note that as professional managers, we must advocate while keeping our professional ethics in check.

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The ICMA notes that, "any advocacy we engage in must not jeopardize our ethical commitment to being politically neutral and non-partisan as outlined in Tenet 7 of ICMA's Code of Ethics." The August issue of PM magazine has a helpful article on the importance of political neutrality by Matthew Candland. He reminds us that we must advocate heavily on the policy side and "tread very carefully on the political advocacy side, especially with politically volatile issues." He further reminds us that today, more issues are viewed as politically partisan than in years past, and that positions can vary by community. For this reason, we recognize that legislative advocacy is an important responsibility for professional managers but it can be a challenging balance. We should be aware of the political environment but not engage. The IML is a helpful resource to help us become knowledgeable on legislation and its impacts so that we can advocate on policy related issues. Lastly, when proposed legislation does become law, we must operationalize compliance – and the IML can help there too with its IML Fact Sheets.

These opinions are my own and thanks for reading. Thanks to Jessica Cowles (Ethics Advisor, ICMA) for contributing. IML Municipal Managers Committee Members: Julia Cedillo, Manager (La Grange Park), Reid Ottesen, Manager (Palatine), Bob Barber, Administrator (Beecher), Walter Denton, Administrator (O'Fallon), JoAnn Hollenkamp, Manager (Greenville), Scott Niehaus, Manager (Lombard), Pamela Reece, Manager (Normal), Patrick Urich, Manager (Peoria), Gary Williams, Manager (Carbondale), Scot Wrighton, Manager (Decatur), and ILCMA Liaison Dawn Peters, Executive Director (ILCMA)



IAMMA KICKOFF EVENT

**Come out and enjoy cold drinks with your IAMMA friends
to kickoff the season!**

**Please join us for drinks and appetizers on
November 3rd at 7:00 pm**

Beerhead Bar & Eatery

100 N. York St, Elmhurst, IL 60126

Click [HERE](#) for the Event Page



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).

ETHICS MATTER! Err on the Side of Caution

The best approach to achieving an ethical outcome

by [Martha Perego, ICMA-CM](#) | Sep 01, 2022 | PM Magazine - Article



Media stories about the unethical conduct of local government professionals are so dismaying. They cast a truly noble profession in a negative light and feed very false stereotypes about what motivates decent, smart, and dedicated people to devote their career to serving communities.

A city manager caught “cheating at the margins” on compensation or another who outright “cooks the books” on travel expenses nurtures the false narrative that the motivating factor to work in government is self-dealing, not service to others.

Unethical conduct erodes the public’s confidence in every facet of local government. The county engineer who devised a plan to solicit and take bribes from contractors undermines public trust and credibility in the procurement process. Taken at face value it is also not unreasonable for the public to question the soundness of any infrastructure built by these contractors. Would the engineer really hold them accountable at the risk of personal profit?

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These scenarios, all ripped from the headlines, describe premediated, calculated conduct designed to deceive. It is unethical and illegal.

Can we take some solace that most of the unethical conduct reported to ICMA rarely involves illegal and outrageous conduct? Not really! It doesn't take a \$10 million embezzlement case to harm staff, send an organization into a tailspin, undermine public trust, or damage the reputation of the profession.

Cases adjudicated by the ICMA Committee on Professional Conduct this past year, where they concluded that a member violated the [ICMA Code of Ethics](#), highlight the impact of unethical actions.

Conflicts of Interest

A manager and assistant manager fell in love and embarked upon a romantic relationship. Falling in love with a colleague you work for or with on its own is not an ethics violation. It crosses the ethical line when the conflict of interest that the relationship creates is not cured immediately, (i.e., the relationship ends or one of the parties leaves the organization). Failing to disclose the relationship quadruples the ethics issue. Now have you not only entered a problematic relationship, but your honesty is suspect since you didn't report it. In this case, neither party informed the city council about the relationship. An anonymous letter sent to city council brought it all out in the open. Obviously, any efforts by the manager and assistant to be discreet or to outright conceal the relationship were not successful. An ongoing relationship and lack of transparency exposed the organization to significant legal and financial risks.

Conflicts of interest are not always so intentional or extraordinary as this one. They can appear or be created in the most mundane circumstances. One manager crossed the ethical line when she sought city staff assistance to resolve a minor traffic accident she had while driving her personal vehicle.

Unprofessional Conduct On and Off Duty

After the town manager was arrested for assaulting an employee at work by throwing an object at her, it was also disclosed that he sent numerous inappropriate text messages to a town intern. The legal issue was resolved on a deferred prosecution agreement and the town entered into a separation agreement with the manager. The town also spent over \$300,000 in financial settlements with the two employees. As the leader of the organization, the manager is required to model appropriate conduct that sets the correct ethical tone for the entire organization. Equally important is to ensure that it is a safe and respectful environment in which to work.

On that note, imagine going to work in an organization where the manager makes derogatory and sometimes race-based comments about employees, governing body members, and members of the community? Or where his approach to managing creates a culture where employees did not feel comfortable disagreeing with him due to a fear of retaliation?

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Your ethical obligations don't end when the workday does. Tenet 3 of the ICMA Code of Ethics requires members to demonstrate by word and action the highest standards of ethical conduct and integrity in all public, professional, and personal relationships. A member failed to meet that standard when he made unwanted and repeated advances toward a colleague while intoxicated at a professional conference. In another case, the local government settled a lawsuit after a colleague accused the manager of sexually assaulting her at a conference. Another member was charged after work hours with public intoxication, disorderly conduct, and assault and battery. While he accepted legal responsibility for his conduct, the media coverage reflected poorly on the organization and the profession.

Disrespectful Conduct

After a manager left the organization for a position in another local government, he emailed his former governing body disclosing over three years of text messages between him and the mayor. The tone and language in his transmittal email was highly unprofessional. Beyond that, it was troubling that he only shared the messages he had with one elected official. His explanation that he was legally obligated to turn over all public records upon his departure didn't square with the fact that he did not preserve or share his texts with the other elected officials.

Treating others with respect applies to colleagues as well. A recently retired manager expressed his concerns about his former organization in a letter to the editor. That created the opportunity to undermine public confidence in his successor and her ability to manage the organization without his unsolicited advice. A member has the right to voice their opinion, but that right must always be balanced by the ethical obligation to ensure any commentary does not undermine trust and confidence in a colleague or reflect poorly on the profession. In another case, a manager used a state association listserv to make unprofessional and inappropriate comments about a colleague.

Another manager's disrespectful comments were aimed at both an elected official and a peer. This manager posted a comment on his personal social media post following the resolution of an issue between the city and state. The comment referenced the governor in a manner that did not reflect the highest standards of ethical conduct and integrity. He also sent an email to city employees containing a preemptive declaration that he would never implement a specific law or policy. Lastly, his comments to a colleague on the state association listserv failed to adhere to his ethical obligation to treat his colleagues respectfully.

Maintaining Political Neutrality

Political neutrality is a hallmark of the profession. The requirement to refrain from any political activity which undermines public administrators applies to all ICMA members who work for a local government, despite their role. One county manager violated the standard by attending state and national political party conventions as a delegate. The manager also sought appointment to the state commission responsible for mapping out the congressional and state legislative districts. Using a commission to do this critical work may appear to be a nonpartisan. But in this case, the path to the commission was entirely through the state legislature. Appointees were either caucus members or selected from a pool vetted by the state legislators. Beyond the partisan nature of the

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appointment process lies the potential conflict of interest for a sitting county manager to play a role in drawing a legislative district for their county.

Another manager endorsed two candidates for local elected office on her personal social media account, canvassed for these candidates, and made small financial contributions to their campaigns.

Would simply linking from your social media page to an elected official's page cross the line of political neutrality? If the elected official's page is purely personal or a mix of personal and government business, that would not be a problem. In this case, the county administrator linked to the county commission chair's page, which included a link to his re-election campaign site. That created the appearance that the county administrator was engaged in campaign activity even as passive an act as this seems. Context and seasons matter.

Final Thoughts

These members were censured publicly or privately for conduct that violated ICMA's Code of Ethics. Unlike bribery schemes, most of this conduct was not premediated. These individuals landed in a situation, perhaps of their own doing, that presented them with the time and opportunity to choose an ethical path. From the first step to the last, the best ethical outcomes result from awareness that the situation is an ethics issue, seeking advice, vetting options, and erring on the side of caution.

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ICMA



2022 COACHING PROGRAM

THRIVE IN LOCAL GOVERNMENT

UPCOMING FREE WEBINARS – Register at icma.org/coachingwebinars

THURSDAY, NOVEMBER 17

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

Can't make it to the live webinar?

Register and get an automatic email notice when the recording is available.
icma.org/coachingwebinars

SIGN UP NOW! 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



*Advancing Civic Leadership
Navigating the Future*

Nov. 11, 2022 – Virtual Webinar

New Civics: The Dynamics of Today's Civics and Globalization*

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

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

Dec. 8, 2022 – Virtual Webinar

Strategic Planning – Part 1: The Basics

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

Jan. 13, 2023 – Virtual Webinar

Strategic Planning – Part 2: Advanced Tools and Techniques

Presented by Melissa Henriksen, MPP, Assistant Director, Strategic Management, Policy and Community Development and Alli Hoebing, MPA, Research Specialist, Center for Governmental Studies, Northern Illinois University

Jan. 26, 2023 – NIU Naperville and Online (Hybrid)

Preparing for and Responding to Emergencies (NEW)

Presented by James Ford, Protective Security Advisor, Cybersecurity and Infrastructure Security Agency, Department of Homeland Security and Robert Williams, Jr., MBA, Police Officer, Public Safety Department, Northern Illinois University

Jan. 31, 2023 – Virtual Webinar

Planning for an Age-Friendly Community (NEW)

Presented by Mim Evans, Senior Research Associate and Aaron Lewis, Research Specialist, Center for Governmental Studies, Northern Illinois University; and Terry Willcockson, Grants/Communications Manager, City of Woodstock



CLA Courses Qualify for ICMA's
Voluntary Credentialing Program

go.niu.edu/cla



NORTHERN ILLINOIS UNIVERSITY

Center for Governmental Studies

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

Chasity Wells-Armstrong

chasity.wellsarmstrong@gmail.com

331-757-5999



NOVEMBER METRO LUNCHEON

November 9th

In-person @ NIU Naperville

11:30 AM Check-in &
Networking

12:00 PM Luncheon begins at

12:30 PM Presentation

Virtual via Zoom

12:30 PM Presentation

Rate is the same for in-person and virtual attendance-\$35. Register for the ILCMA Professional Development Session "Crisis Communications" as well for \$65.

Student Rate \$25 or \$45 for both events.

In-Person Session is at NIU Naperville, 1120 E. Diehl Rd, Naperville, IL

To register visit

www.ilcma.org/events/nov9/

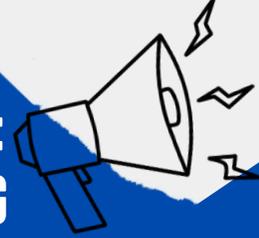
A COMPREHENSIVE LEGAL REVIEW OF RECENT CASES RELEVANT FOR MUNICIPAL GOVERNMENT

WEDNESDAY, NOVEMBER 9th

From the SCOTUS to the Illinois Supreme Court, there have been some important opinions for municipalities, including First Amendment issues, Gender Dysphoria and the ADA, off premise sign regulations, Board censures and several PAC opinions. Come to this Session to make sure you're up to speed on relevant legal issues.

Presented by Margo Ely,
Executive Director of the
Intergovernmental Risk
Management Agency.

*Addresses ICMA Practice Area: 8. Policy
Facilitation and Implementation*

**ILCMA NOVEMBER PROFESSIONAL
DEVELOPMENT EVENT****MANAGING THE MEDIA FIRESTORM:
CRISIS COMMUNICATIONS TRAINING**

This course provides introductory training on crisis communications for local government leaders through theory that can be immediately turned into practice. It highlights through case studies how both inaction and acting without a communications strategy when things have gone wrong can lead to disastrous results for communities. Highlighting foundational principles to ensure a municipality implements intentional and strategic public messaging, it leaves leaders better prepared to return to their cities and villages with a plan to ensure they're ready to communicate with the people they serve when it matters most.

- How to determine what information to share publicly and when
- Why the "hide and hope" strategy of shutting down communication can make a situation worse
- Considerations in crafting the message and choose the messenger
- Why running your communications like a newsroom works in a municipality's favor for establishing credibility, creating transparency and contributing to the narrative

Presented by Julie Parker, Julie Parker Communications. Julie Parker has a unique and extensive background in television and radio news, media relations and crisis communications, having served as both an Emmy award-winning TV news reporter, the media relations director for two of our nation's largest police departments and as a senior media advisor for the International Association of Chiefs of Police. She guides for-profit, nonprofit and governments organizations as part of the communications consultancy she founded in 2014. Among Julie's most noteworthy accomplishments are directing the public information strategy for a county government serving a diverse population of 1.1 million people during the COVID-19 pandemic and answering the call 30 days after January 6th to lead communications strategy for the United States Capitol Police.

Addresses ICMA Practice Areas 2. Community Engagement 9. Community and Resident Service 14. Communication and Information Sharing

IN PERSON OR VIRTUAL

Attend in-person at NIU Naperville or virtually through Zoom. Registration rate is the same for in-person and virtual attendance \$35. Register for Metro Luncheon "A Comprehensive Legal Review of Cases for Municipal Govt." as well for \$65. Student Rate \$20 or \$45 for both events.

NOVEMBER

9TH

9 AM-continental breakfast &
registration 9:30 presentation
and zoom session begin

To register visit: <https://www.ilcma.org/events/nov9/>

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



Brought to you by:
ILCMA Professional
Development Committee

BRING YOUR ASPIRING LEADERS

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

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

When: Wednesday, December 14, 2022
10:30 am to 11:30 am

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

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

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

Cost: \$40 per person for the Speed Coaching
and Luncheon

RSVP: By Friday, Dec. 9th by going to:

[REGISTER HERE!](#)

Registration 10:15 am

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

Bring Business Cards!

IAMMA/Metro Holiday Luncheon 11:30 am

**Attendance for both the Speed Coaching
and Luncheon will be \$40!**



continued on the next page

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

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

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

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

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

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

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

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

Tips adapted from Cal-ICMA Coaching Program



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: rркиely@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.

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



Ruth Limpers served IGFOA members for over two decades. Throughout her service, Ruth was dedicated to advancing the mission of IGFOA and its leadership. On September 8, 2021, Ruth lost her battle with ALS. To honor her memory and commitment to IGFOA, the Ruth Limpers' Scholarship Fund (RLSF) was created to support the studies of students at an accredited educational institution interested in a career in government finance.

This scholarship is funded through donations from private individuals, organizations, and other funding activities of IGFOA. Three scholarships in the amount of \$1,000 each will be distributed annually, one in each category listed below.

- **Public Sector Member** - public sector adult members who are a part-time student & full time employed; and member's children who are full-time students.
- **Non-Public Sector Member & Students** – Members of IGFOA's Partners' Program who are a part-time student & full time employed; their children who are full-time students; and full-time students with no affiliation with IGFOA but are interested in a career in government finance
- **Diversity, Equity and Inclusion (DEI) Student**

Eligibility

Eligible Student is defined as both graduate and undergraduate students (including high school seniors/incoming freshman) formally accepted in an accredited community college or 4-year college/university in a full-time curriculum or for full-time employees, a part-time curriculum that will result in an associate, bachelor's or master's degree.

Type of Degree

The degrees acceptable for the scholarships include associate's, bachelor's and master's in accountancy, finance, or any business-related degrees as well as MBA and MPA degrees.

Award Criteria

Applications will be judged objectively and subjectively according to the following criteria:

- Academic – Merit Based (objective)
- Volunteerism or Extra-Curricular Activities (objective)
- Letter of Reference (subjective)
- Short Answer Questions (subjective)
- Other Factors Considered Relevant by the Committee (e.g., access to employer tuition reimbursement program; member vs. non-member)

To be considered for the scholarship, IGFOA must receive by February 1, 2023:

1. The completed application form;
2. A digital transcript; and
3. A letter of recommendation.

To learn more, visit www.igfoa.org/about and click on the Ruth Limpers' Scholarship Fund to access information and to download the application form.



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LUNCHEON

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11:30 AM

Join us for a Speed Coaching Event
at 10:30 AM

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Or bring an unwrapped gift to the Holiday Luncheon on December 14, 2022.





Presented by the ILCMA
Communications Committee

IDEA EXCHANGE

Community Engagement Best Practices

December 6 | Noon-1pm | via Zoom

About the Idea Exchange

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

This quarter's exchange topic will be Community Engagement Best Practices, and we will explore that idea by reference to four different areas of municipal concern:

- Comp Plan/Strategic Plan development
- Major Community Projects (public or private)
- Volunteer/Employee Recruitment
- Expressing a “welcoming, inclusive community” policy



To register visit:
www.ilcma.org/events/ix126



Spotlight on: 457 Consulting Group

Should You Consider Guaranteed Income Options Inside Your Entity's 457(b) Plan?

By Justin Pisellini

What is a Guaranteed Income Fund?

A guaranteed income fund is a unique investment option that was invented for defined contribution retirement plans. These products can allow participants to remain invested in the market while they receive guarantees on future income payments even if the market were to drop. Due to the recent market volatility, they have been receiving a lot of attention amongst plan sponsors and participants alike. Relevance to Government Employees

As public sector focused retirement plan consultants, we have noticed that these employees tend to enjoy the comforts of conservative investing. While conservative investing is great for when markets are falling, they tend to underperform over the long term. In most 457(b) plans, the only guaranteed option available to participants is the 'Stable Value' fund. Stable value funds serve a great purpose within plans but have certain limitations. One problem with stable value funds is that returns are limited to the stated crediting rate, averaging 2.48% over money market over the last 15 years (1). If a balanced portfolio is earning 6.48% per year on average, holding money in the stable value is potentially leaving 4% per year on the table. Adding a guaranteed income option may allow these participants to invest in a growth-oriented investment while still receiving a certain level of protection, which could lead to higher long-term returns. Lastly, since people tend to invest in things that they are familiar with, government employees have gravitated towards a product that acts similarly to their largest asset, their pension.

Relevant Industry Trends

Under the CARES act of 2019, it was ruled that if a plan fiduciary was selecting a guaranteed income option for their plan, they would be subject to the "time of selection" fiduciary standard. This means that as long as the guarantor of the product was considered prudent at the time of selection, the fiduciary would have met their duties - allowing plan fiduciaries to no longer be concerned with the ramifications of the guarantor defaulting years down the road. This has made it much more attractive for administrators to utilize these products. While this ruling specifically pertains to ERISA plans, several legal experts agree that 457(b) fiduciary duties under Illinois Law are parallel to ERISA and following ERISA standards is best practice.

Benefits to Administration



Justin Pisellini
President
630-808-0761
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As plans grow in size, they are able to obtain volume discounts through benchmarking and the RFP process. Employers want their plan to grow so that they can realize further discounts for the employees. Studies have shown that retirees are more likely to keep their money inside of their employer retirement plan if they have an option that would guarantee a stream of income (2). Employees are also more likely to avoid selling their investments during a market downturn if they know that they have features that give income guarantees. Lastly, this option can encourage conservative participants to reach for a higher return than the stable value is offering. All three of these can lead to a healthier plan and more secure retirement for all participants!

Securities and advisory services offered through LPL Financial, a registered investment advisor. Member FINRA/SIPC. The opinions voiced in this material are for general information only and are not intended to provide specific advice or recommendations for any individual.

(1) <https://www.stablevalue.org/what-makes-stable-value-attractive/>
 (2) https://www.napa-net.org/news-info/daily-news/lacking-confidence-employees-want-help-retirement-income-strategies?utm_source=MagnetMail&utm_medium=email&utm_term=mikecicotello@annexus.com&utm_content=COM%5FNAPA%5FeNews%5F10%2E19%2E2022%5FDaily%5FWed&utm_campaign=ARA%20Joins%20Amicus%20Brief%20Rebuffing%20BlackRock%20TDF%20Suit



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Justin Pisellini
President
630-808-0761
justin.pisellini@lpl.com

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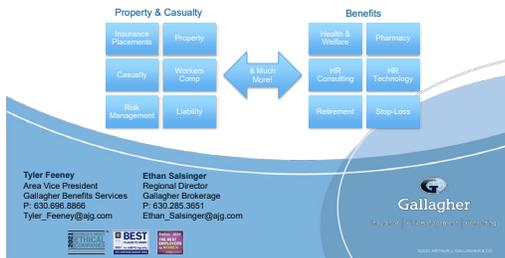
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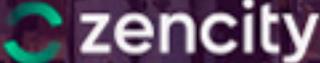
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Executive Director/Editor
Dawn S. Peters
Phone: 815-753-0923
Fax: 815-753-7278
dpeters@niu.edu

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ICMA Senior Advisors in Illinois

Ready to serve you in times of need.
Contact information for Senior Advisors:

Steven Carter
217-359-1338
stevenccarter@sbcglobal.net

Brad Townsend
Phone: 630-390-8800
Email: btownsend196@gmail.com

Bob Kuntz
Phone 636-527-9068
kuntzb@charter.net

Robin Weaver
630-835-6417
rweaver3333@gmail.com

John Phillips
309-428-5495
phillipsjohn99@gmail.com