

Calendar of Events

December 6
ILCMA Idea Exchange
Virtual via Zoom

December 9
SWICMA Luncheon
Highland, IL

December 14
Speed Coaching Session
Lombard, IL

December 14
**IAMMA/Metro
Holiday Luncheon**
Lombard, IL

January 20, 2023
IL Financial Forecast Forum
NIU Naperville/Hybrid

February 8 – 10, 2023
**ILCMA Winter Conference/
IAMMA Golden Gala**
Normal, IL

**To view all
upcoming
events
click here**

President's Column

Phil Kiraly, Chair, Winter Conference Committee and Village Manager, Glencoe

In our profession, we often find ourselves in situations where a moment of learning from our past – maybe from an internship, discussion with a mentor, commiseration with a colleague or something we have read/heard/appreciated – helps to guide us to the best answer for the issue we may be facing in that moment. It's because the work we do and the experiences we have built upon one another help us to effectively deal with the problems of the day in service to our Boards, our staff teams, and our constituents.

A critically important part of our built base of knowledge includes those opportunities we take to learn, especially in a setting where we can learn together. It's with this in mind that I encourage you to block out February 8 – 10 in your already overflowing calendars and find the time to come together with friends, colleagues and thought leaders at the 2023 ILCMA Winter Conference in Normal, Illinois.

For the past several months, it's been my honor to work with a group of dedicated volunteers on the Winter Conference Committee – as well as the inimitable Dawn Peters, Executive Director of ILCMA – to plan days full of learning for our Association.

continued on next page



**ILCMA offices will be closed from
December 22 through January 2.**

**We wish you a happy holiday season and a
wonderful New Year!**

– Dawn and Alex

In this issue

President's Column.....	1
Lifesaver Award	2
ILCMA Connect	2
Welcome New Members.....	3
Directory Update	3
ILCMA Winter Conference Info	4
Mentor Match.....	11
IAMMA/Metro Holiday Luncheon	12
IAMMA Member Spotlight.....	13
IML Column.....	14
IAMMA Holiday Sock Exchange	15
Share Your Stories	16
Senior Advisor Column.....	17
Speed Coaching	18
IL Financial Forecast Forum	20
Need Additional Help?.....	22
Midwest Leadership Institute.....	23
Corporate Partner Spotlights	24



Job Mart

**Click here to see
job listings**



continued from page one

This year's Winter Conference will ask you to step outside your comfort zone and find opportunities to hone your skills and develop that toolkit of knowledge you'll take home with you and reference often. We will explore:

- How to align shared principles between law enforcement and our communities to build better relationships and grow recruitment efforts (in Wednesday's pre-conference session);
- How to use social media to your benefit, consider how climate change should be impacting your CIP process, new ways to provide valuable benefits to your workforce, and the ongoing threat of all things cyber, from fraud to phishing.
- Participate in thought-provoking keynote speakers that will provide concrete takeaways as you navigate difficult conversations on diversity, equity, inclusion and belonging, as well as ways to focus on your own health and wellbeing.
- Hear engaging presentations from ICMA President Jeff Towery, IML Executive Director Brad Cole and Intersect Illinois CEO Dan Seals, as well as conversations with our ICMA Senior Advisors.
- The services and products of event sponsors, to gather solutions to bring back with you.
- Enjoy downtime with colleagues at social events, including dinner Thursday evening at Destihl Brewery, as well as the opportunity to challenge your PR in the 5K.
- Celebrate 50 years of IAMMA – the organization so many of us provided truly formative experiences and relationships for success in our profession. The IAMMA Golden Gala event will take place at the Castle Theater in Downtown Bloomington will include a stroll down the IAMMA Local Government Walk of Fame and revisit IAMMA's journey through the decades, entertainment, refreshments and of course the annual Euchre tournament. Registration is open! If you're a first-time attendee, please take advantage of *free* event registration opportunities, and if you're an IAMMA member, to celebrate you and the great work IAMMA has done these past 50 years, we're providing a \$50 registration discount.

On behalf of the entire Winter Conference Committee, I hope you will make time to join us in Normal February 8 – 10. I promise you will learn and return home refreshed and better prepared to serve your communities.

Phil Kiraly, Glencoe Village Manager and 2023 Winter Conference Committee Chair



[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.

Members:

Todd Gordon, Gewalt Hamilton Associates
Janelle Silva, Communications Manager, City of Wood Dale
Michael Warner, Gewalt Hamilton Associates
Philip Wasserburg, Administrative Intern, Village of Skokie

Who's Who Directory Update

Jim Hoff has taken the position of Communications Supervisor for the city of Naperville. He was previously a management analyst for the Woodridge Police Department. His new contact information is:
Jim Hoff
City of Naperville
Communications Supervisor, City Manager's Office
400 S. Eagle Street
Naperville, IL 60540
Phone: 630-305-5984
Email: HoffJ@naperville.il.us

A new look is coming to



ILCMA Connect is upgrading to a Thrive Community Platform. This new set up looks a lot like social media sites you may be familiar with. It includes features designed to allow you to more easily:

- Personalized your experience
- Keep track of discussions that interest you
- Stay informed of upcoming events & member benefits
- Connect with other members
- Find a Mentor/Mentee



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.

Look for changes coming to ILCMA Connect December 1st



TENTATIVE SCHEDULE

Wednesday, February 8

Noon

Registration Open

11 a.m. – 1 p.m.

Legacy Project Luncheon at Medici's

1:00 – 4:00 p.m.

Exhibitor set-up

1:30 – 4:30 p.m.

Pre-Conference Session "Equity and Shared Principles in Policing & Police Recruitment"

6:00 – 7:00 p.m.

MIT Reception with Senior Advisors

6:30 – 7:00 p.m.

Welcome First Time Attendees, Scholarship Winners, & New to the Profession

7:00 – 9:00 p.m.

Welcome Reception hosted by Downstate/SWICMA

Thursday, February 9

7:30 – 8:45 a.m.

Breakfast

8:45 – 10:00 a.m.

Welcome/Introductions/Keynote: *Moving from Concept to Contact: Utilizing the Tools for Effective DEIB Conversation and Conflict Resolution* by Dr. Alonzo Kelly

10:00 – 10:30 a.m.

Break in Exhibit Hall Open

10:30 a.m. – 4:00 p.m.

Resume Reviews/Mock Interviews

10:30 – 11:45 a.m.

Concurrent Sessions

Session 1: Deep Dive "Moving Concept to Contact"

Session 2: Fun Means Business: Maximizing the Value of Tourism for Your Community

11:45 – 12:45 p.m.

Lunch followed by ICMA Update by Jeff Towery, ICMA President

12:45 – 1:45 p.m.

Luncheon Keynote: *Why Illinois* by Dan Seals, CEO, Intersect Illinois

1:45 – 2:15 p.m.

Break in Exhibit Hall

2:15 – 3:30 p.m.

Concurrent Sessions

Session 1: Don't Get Bitten by the Social Media Beast

Session 2: Infrastructure Planning for the Future in Light of Climate Change: The Importance of Strategic Thinking and Finding Funding to Assist

3:30 – 3:45 p.m.

Break

3:45 – 5:00 p.m.

Concurrent Sessions

Session 1: Q & A for Aspiring Managers/Administrators –

Session 2: Senior Advisor Insights: Thoughts From People Who Have Been There and Done That!

6:00 – 8:00 p.m.

IAMMA 50th Anniversary Dinner

8:00 – 11:00 p.m.

IAMMA's Golden Gala Celebrating 50 Years

Friday, February 10

6:15 a.m.

ILCMA 5K Run/1.5M Walk
Meet in Marriott Lobby

8:00 – 9:00 a.m.

Breakfast with Brad:
Legislative Update – Brad Cole, Executive Director, IML

9:00 – 10:15 a.m.

Concurrent Sessions

Session 1: Recruiting & Retention: Understanding the Benefits of Health and Financial Wellness on Employees

Session 2: Cyber Security, Fraud and Phishing – Lessons Learned and Best Practices

10:15 – 10:30 a.m.

Break

10:30 – noon

Closing Keynote

How to Stay Sane in a Crazy World by Amanda Gore

**In memory of
Gregory J. Bielawski
for his service to ILCMA**



SESSION INFORMATION

WEDNESDAY, FEBRUARY 8

1:30 – 4:30 p.m. PRE-CONFERENCE WORKSHOP

Pre-Conference Session Registration Cost: \$40

Equity and Shared Principles in Policing & Police Recruitment

Policing has changed over time and today, strong social justice movements are shaping local police forces. Many community members are demanding change. The task to even have conversations around equity in policing can be daunting and difficult. During this dynamic pre-conference session, Ms. Haley will share her insights on developing and adopting shared principles between law enforcement and the communities and people they serve. Recently, as President of the Illinois NAACP, Ms. Haley assisted the Illinois Chief of Police Association in drafting the 10 Shared Principles of Policing: <https://www.ilchiefs.org/shared-principles>. The 10 Shared Principles of Policing were developed to provide an avenue to build trust between law enforcement and communities of color. Ms. Haley's presentation will emphasize treating all persons with respect and dignity. Law enforcement and community leaders have a mutual responsibility to encourage all citizens to gain a better understanding and knowledge of the law to assist them in their interactions with law enforcement officers. As part of developing shared principles is exploring what is being done in police recruitment; what recruitment might look like to reach a more diverse population and developing a more diverse workforce.

ILCMA members are encouraged to invite their Police Chiefs to this session.

Learning Objectives

1. An understanding of the 10 Shared Principles of Policing Developed via a Partnership of the NAACP Illinois State Conference and Illinois Association of Chiefs of Police and What can be done to the shared principles at the local level.
2. Incorporating the 10-Shared Principles of Policing in your local police agency to build trust between law enforcement and communities of color. What this may mean from a department operation and serving the community perspective.
3. Current opportunities in recruiting from diverse populations and increasing diversity in police departments

Speaker

Teresa Haley, Training and Education Program Manager, State of IL Department of Transportation

Addresses ICMA Practice Area 3 (Diversity and Inclusion); 6 (Strategic Leadership); 9 (Community and Resident Service); 10 (Service Delivery) and 13 (Human Resources Management and Workforce Engagement)



THURSDAY, FEBRUARY 9

8:45 – 10:00 a.m.

Welcome / Introductions

Opening Keynote

Moving from Concept to Contact: Utilizing the Tools for Effective DEIB Conversation and Conflict Resolution

by Dr. Alonzo Kelly

At some point the 'student' becomes the 'teacher'. We are all students when it comes to understanding the 'What' and 'Why' of concepts with respect to Diversity, Inclusion, Equity, and Belonging. The 'How' and 'When' is the point at which we actively apply our learning to situations and circumstances that challenge our understanding of concepts and their importance.

Learning Objectives

1. Increased confidence in knowing how to start a crucial conversation
2. Increase participant knowledge in active listening, identifying where within a specific model of Trust both parties should further explore to enhance an authentic relationship
3. Familiarity with John Kotter's model for creating change; Urgency/Readiness/Motivation
4. Evolving our strategic approach to recognizing, responding, and communicating objectives and actions within Departments, across Divisions, and with external stakeholders.

Addresses ICMA Practice Areas: 3 (Equity and Inclusion); 4 (Staff Effectiveness); 6 (Strategic Leadership); 13 (Human Resources Management and Workforce Engagement); 14 (Communication and Information Sharing)

10:30 – 11:45 a.m.

Concurrent Sessions

Session 1: Deep Dive: Moving from Concept to Contact

This follow-up session will be intentional about active participation designed to be psychologically safe, courageous, and challenging to us as leaders and ambassadors in our community.



Learning Objectives

1. Increased confidence in knowing how to start a crucial conversation
2. Increase participant knowledge in active listening, identifying where within a specific model of Trust both parties should further explore to enhance an authentic relationship
3. Familiarity with John Kotter's model for creating change: Urgency/Readiness/Motivation
4. Evolving our strategic approach to recognizing, responding, and communicating objectives and actions within Departments, across Divisions, and with external stakeholders.

Speaker

Dr. Alonzo Kelly

Addresses ICMA Practice Areas: 3 (Equity and Inclusion); 4 (Staff Effectiveness); 6 (Strategic Leadership); 13 (Human Resources Management and Workforce Engagement); 14 (Communication and Information Sharing)

Session 2: Fun Means Business: Maximizing the Value of Tourism for Your Community

Being in the "Middle of Everything" means big-time money for our local economy. Visitors spend \$32 billion each year in Illinois with an economic impact of \$59 billion. Is your community getting a share of that revenue? Do you know how to maximize the tourism attractions that are already in or around your community?

Join our expert panelists from across the state to learn how they're maximizing the benefit of fun to the bottom line. Whether you have a major tourist attraction, a seasonal festival or feature, or you're not sure, this lively discussion will send you home with practical tips to expand your tourism programs no matter where your starting place.

Learning Objectives

1. How to get more tourists to your community
2. How to get them to spend more money
3. How to build upon existing assets/attractions
4. How to leverage seasonal tourism

Moderator

Erin Baynes, Management Analyst, Village of Libertyville

Speakers

Ellen Dean, Economic Development Director,
Village of Gurnee
Trish Steckenrider, Director of Tourism, Greater
Metropolis Convention and Visitors Bureau
Dave Herrell, President and CEO of Visit Quad Cities,
Chairman of the Illinois Council of Convention and
Visitors Bureaus

Addresses ICMA Practice Area: 10 (Service Delivery)

11:45 a.m. – 12:45 p.m.

Lunch & ICMA Update

by Jeff Towery, ICMA President

12:45 – 1:45 p.m.

Luncheon Keynote: Why Illinois?

by Dan Seals, Chief Executive Officer, Intersect Illinois

So much good is happening in Illinois – development, business growth, industry expansion and investment.. clearly, businesses want to be in Illinois. Dan Seals, Chief Executive Officer of Intersect Illinois, the State's leading economic development organization focused on driving business to Illinois, will outline the state of things in Illinois, share his insights into the future of Illinois' dynamic business environment and highlight the opportunities and challenges facing the state. Bring your burning questions and plan for an interactive discussion!

Addresses ICMA Practice Area: 6 (Strategic Leadership)

2:15 – 3:30 p.m.

Concurrent Sessions

Session 1: Don't Get Bitten by the Social Media Beast

Social media is a ubiquitous part of the modern world, whether it is for sharing pictures of your pet or debating local political issues. However, officers and employees may not recognize the risks and rewards of using social media for governmental purposes, either individually or as an organization. When used effectively, social media can build community engagement and help you control the narrative. When social media is poorly used, it can result in legal problems and distrust. This session presents a multidisciplinary approach to mastering social media.

Learning Objectives

1. How to incorporate social media into your public relations strategy.
2. How to create content for your social media channels.
3. How to avoid the legal pitfalls of managing a social media channel.
4. How to manage social media channels in compliance with the Open Meetings Act, Freedom of Information Act and Local Records Act.

Moderator

Scott Coker, City Administrator, City of Macomb

Speakers

Adam Simon, Partner, Ancel Glink, P.C.
Melanie Santostefano, President, Vicarious Multimedia
Phil Kiraly, Village Manager, Village of Glencoe
Jeff Hamilton, Communications Manager,
City of Champaign

Addresses ICMA Practice Areas: 2 (Community Engagement); 8 (Policy Facilitation and Implementation); 9 (Community and Resident Service); and 14 (Communication and Information Sharing)



Session 2: Infrastructure Planning for the Future Considering Climate Change: The Importance of Strategic Thinking and Finding Funding to Assist

The Village of Flossmoor has a long history of flooding in several parts of town. Two of the worst areas of town included three blocks that would become flooded in moderate events, and the Flossmoor Avenue Viaduct would become impassible in less than a 5-year rain event. The Viaduct serves as the only connection for emergency services from one side of town to the other. Flossmoor received funding assistance from MWRD, IEPA, and ACOE; which greatly assisted the Village while also creating additional challenges.

The Village of Wilmette is a northern suburb of Chicago adjacent to Lake Michigan, which creates unique challenges when dealing with stormwater. To overcome these challenges, the Village developed a Stormwater Management Plan from 2013-2015 to assess the significant flooding. After years of study, public participation, and independent value-engineering review and deliberation, the Village Board decided to move forward with a neighborhood storage option. The overall program was divided into four construction projects totaling nearly \$64 million. In addition to complex engineering, including 40+ acre-ft. of underground storage and five miles of large diameter storm sewers in dense residential neighborhood, the project required significant coordination with residents, the park district, and the school district.

This session will address how local governments can perform analysis and recommendations for stormwater projects in their communities, locate and secure outside funding, engage residents for comments, communicate with neighboring agencies to execute Intergovernmental Agreement and construction.

Learning Objectives

1. How to pursue multiple funding partners for your storm water improvements
2. How to manage multiple funding partners from project creation through construction completion
3. Develop a strategy for neighborhood storm water storage in a built-out community

Moderator

Jim Arndt, Arndt Municipal Support

Panelists

Brigitte Berger-Raish, PE, Director of Engineering and Public Works, Village of Wilmette
 Matt Moffitt, PE, CFM, Associate Vice President Water Resources & Natural Resources, Baxter & Woodman Consulting Engineers
 Darren Olson, PE, CFM, D.WRE, Vice President, Assistant Department Head, Water Resources, Christopher B. Burke Engineering, Ltd.

Addresses ICMA Practice Areas: 10 (Service Delivery) and 12 (Financial Management and Budgeting)

3:45 – 5:00 p.m.

Concurrent Sessions

Session 1: Senior Advisor Insights: Thoughts From People Who Have Been There and Done That

Unlike residents who keep speaking at every Board meeting and offer no solutions, this group of senior peers have words of wisdom and offer hope in a challenging profession.

Join us in meeting and learning from our friends with real world experience and truly understand what we go through, because they have.

Learning Objectives

1. The world of local government is ever changing as does the landscape for the rest of the United States. However, remembering the basics of communication, honesty, and integrity will always be our mantra.
2. The main objective will be learning to remember how to be true to yourself and the profession by setting up boundaries and always keeping the ICMA Code of Ethics in your thought process.

Speakers

ILCMA/ICMA Senior Advisors

Addresses ICMA Practice Areas: 1 (Personal and Professional Integrity) and 5 (Personal Resiliency and Development)

Session 2: Q&A for New and Aspiring Managers/Administrators: How to Succeed in the Manager's Office

Attendees of the session will learn from experienced management professionals the following:

1. The skill sets needed to ascend to the Manager's Office.
2. The skill sets needed to be an effective Manager
3. Differences between a small community and a large community.
4. Various paths taken to becoming a Manager.
5. Understanding what you need to do to prepare for advancement.
6. How to build long standing relationships

Moderator

Jim Arndt, Arndt Municipal Support, Inc.

Panelists

Ellen Baer, Village Manager, Western Springs
 Cassy Taylor, County Administrator, McClean County
 Scott Coker, City Administrator, City of Macomb
 Allison Matson, Village Administrator, Village of Wauconda

Addresses ICMA Practice Area: 18 (Personal Development)

FRIDAY, FEBRUARY 10

6:15 a.m.

ILCMA 5K Run/1.5M Walk

8:00 – 9:00 a.m.

Breakfast with Brad Cole, IML Executive

Director: Legislative Update

9:00 – 10:15 a.m.

Concurrent Sessions:

Session 1: Recruiting & Retention: Understanding the Benefits of Health and Financial Wellness on Employees

What tools do you have to adjust in today's candidate market? To eliminate high turnover rates, organizations need to look at the workplace culture, internal policies, as well as their financial and wellness benefits. The benefits that an organization can provide may be the differentiating factor in attracting and retaining talented personnel. Organizations that invest in their employees and find out why they stay tend to have employees who feel valued and who are more comfortable with their health and finances, enabling employees to be more focused and productive on projects and work requirements.

Benefits packages can be costly and difficult to understand, but there are low-cost benefits and tools available to help recruit and retain employees. Making small adjustments can positively impact employee satisfaction, which can result in increased attendance, heightened loyalty to the organization, and greater employee productivity.

Learning Objectives

1. Understand the relationships between financial wellness, health, employee production, and employee satisfaction
2. Understand the relationships between workplace culture, internal policies, and employee wellness and satisfaction on recruitment and retention
3. Understand the tools and benefits that can be provided to improve employee recruitment and retention, many at no to little cost
4. Understand ways in which organizations might explore implementation of these ideas

Moderators

Jack Cascone, Management Analyst,
Village of Lincolnshire

Mysi Hall, HR Manager, GovHR USA

Speakers

Jennifer McMahon, Director of Human Resources,
City of St. Charles

Mark Essensfeld, Financial Planner, TCG, a Hub
International Company

Maureen Barry, Senior Vice President, GovHR USA

Addresses ICMA Practice Areas: 4 (Staff Effectiveness); 6 (Strategic Leadership); 8 (Policy Facilitation and Implementation); and 13 (Human Resources Management and Workforce Engagement)

Session 2: Cyber Security, Fraud and Phishing – Lessons Learned and Best Practices

Cyber-attacks are increasing and becoming more sophisticated. This session will discuss cyber-attacks that members have dealt with and what was learned following those attacks. The members will discuss the current threats they see and the actions they are taking to address same.

The speakers will discuss current trends in cyber security including cyber threats and insurance. The speakers will also discuss best practices for large and small villages and municipalities for anticipating, protecting against, and resolving cyber-attacks.

Learning Objectives

1. General trends in technology for cities and counties
2. Cyber threats, cyber insurance, and risk tolerance
3. Hiring, retaining, and outsourcing city and county IT staff
4. Answering questions about city and county technology/insurance issues

Moderator

Jigar S. Desai, Partner, Rusin & Maciorowski

Speakers

Peggy Halik, Assistant Village Administrator,
Village of Woodridge

Chris Conrad, City Manager, City of Highland
Jerry Irvine, CIO and Partner, Prescient Solutions

*Addresses ICMA Practice Area:
11 (Technological Literacy)*

10:30 – noon

Closing Keynote: How to Stay Sane in a Crazy World by Amanda Gore

Change the way you live and how work impacts you! Very few people understand the nature of our work, juggling so many stakeholders and working countless hours in an increasingly crazy world. A dynamic and thought-provoking speaker, Amanda Gore, will share specific ways we can care for ourselves and consequently deliver even better results - and still have a life! It IS possible to balance our roles with fully living and finding joy. Amanda will help us understand why we do what we do and give us ways to connect more effectively with ourselves and others. Oh - and she will give us ways to leave work behind to build separation between our work and our lives!

You will laugh, learn, and feel great as you head home!

Addresses ICMA Practice Area: 5 (Personal Resiliency and Development)



SOCIAL EVENTS

Wednesday, February 8

11:00 a.m. - 1:00 p.m.

What better way to start off your ILCMA Winter Conference experience than spending an early afternoon with the proud members and supporters of the Legacy Project! The Legacy Project has been a significant force in advocating for women in leadership in local government and is aimed at continuing its efforts by, among other things, providing opportunities for us to learn from each other in government and gain invaluable and lifelong connections. Please join us between 11 and 1 on Feb. 8 at Medici's and reconnect with old friends (and maybe gain some new ones)! Be sure to sign up when you register! See you there!

6:30 - 7:00 p.m.

Welcome First Time Attendees, Scholarship Winners, & New to the Profession

7:00 - 9:00 p.m.

Welcome Reception with Sponsors
hosted by Downstate/SWICMA



The Destihl Brewery

Thursday, February 9

6:00 - 8:00 p.m.

IAMMA 50th Anniversary Dinner
1200 Greenbriar Drive, Normal

8:00 - 11:00 p.m.

IAMMA 50th Anniversary Celebration & Social
The Castle Theater, 209 E. Washington St., Bloomington

Transportation

The Destihl Brewery is located at 1200 Greenbriar Drive in Normal. There will be a shuttle providing transportation to/from Destihl Brewery beginning at 5:30 p.m. It will run a continuous loop starting at 7:30 p.m. with the last shuttle leaving The Brewery at 8 p.m. with drop-off at The Marriott.

For those interested in attending the IAMMA social, bus transportation will be available from Destihl to Castle Theater. Transportation to the Theatre will begin at 7:30 p.m.



The Castle Theater

ACCOMMODATIONS

Bloomington-Normal Marriott Hotel & Conference Center
201 Broadway Ave, Normal, IL 61761

Hotel phone for accommodations: 888.236.2427 or 309-862-9000

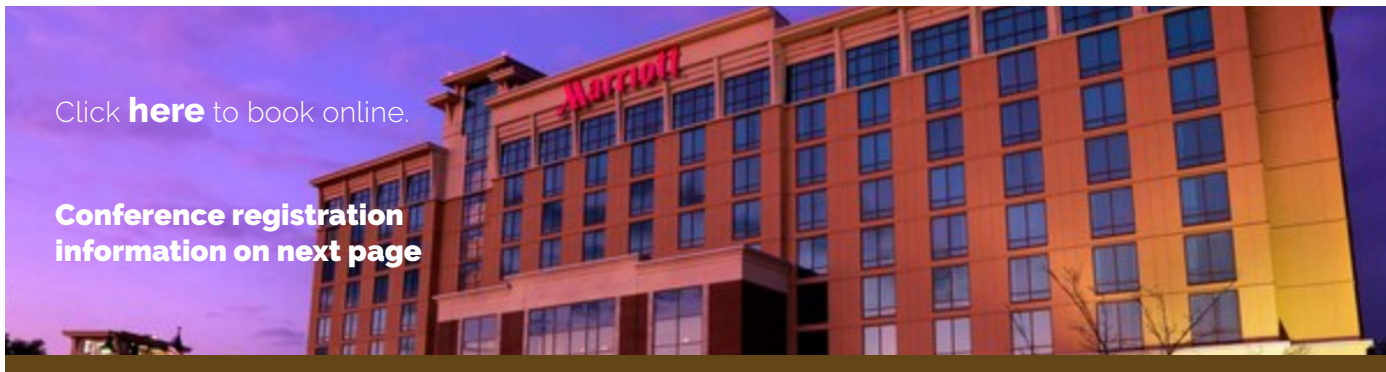
Room Rate: \$142/night plus taxes and fees

Start Date: Tuesday, February 7, 2023 End Date: Friday, February 10, 2023

Last Day to Book: Tuesday, January 10, 2023

Click **here** to book online.

**Conference registration
information on next page**



continued on the next page

Four Easy Ways To Register

ON-LINE: <https://www.ilcma.org/conferences/>

PHONE: 800-345-9472 FAX: 815-753-6900

MAIL: Send completed registration form and payment to:

Outreach Services Registration Office

Northern Illinois University, DeKalb, IL 60115

Registration Deadline: Register by February 1, 2023

For a full refund, you must cancel your registration by February 1, 2023

Fees are waived for "in transition" corporate members and their spouses/partners

**Click here
to register**

Registration Rates

ILCMA Member \$225

Spouse/Partner \$100

Student \$50

(Scholarships available for both full-time and part-time students enrolled in an MPA Program)

Non-ILCMA Member \$350

Thursday Dinner Only (spouse/partner) \$65

Pre-Conference Workshop \$45

**IN HONOR OF IAMMA'S 50TH ANNIVERSARY, IAMMA
MEMBERS HAVE A DISCOUNTED RATE OF \$175**

First 10 online registrations for NEW corporate (voting) members who are first time winter conference attendees are free. There will be 5 waivers for managers/administrators and 5 waivers for assistants/assistant to/management analysts

Dress: Business casual

How to Save on Costs

Carpool with your colleagues from a neighboring community or share a room (especially nice to invite a Member in Transition or a student to be your guest)

Additional Conference Opportunity

Career Counseling Appointments

The ILCMA Membership Services Committee is pleased to offer conference attendees 30-minute appointments to talk about your career including mock interview and resume review services. These services will be offered by representatives from GovHR USA. Appointments are available on February 9 (10:30 a.m. – 4:00 p.m.). Please contact Dawn Peters at dpeters@niu.edu to schedule an appointment.

CONFERENCE COMMITTEE

Conference Chair - Phil Kiraly, Village Manager, Glencoe

Erin Baynes, Management Analyst, Libertyville

Scott Coker, City Administrator, Macomb

Brian Southey, Superintendent of Administration,

Public Works, Elk Grove Village

Cassy Taylor, County Administrator, McLean County

Mysi Hall, GovHR USA

Allison Matson, Village Administrator, Wauconda

Greg Anderson, Management Analyst, O'Fallon

Toni Ashmore, Assistant Village Manager, Hazel Crest

Jacqueline Neal, Director of Project Development,

Cordogan Clark

Jack Cascone, Management Analyst, Lincolnshire

Jigar Desai, Rusin and Maciorowski

Kathy Thomas, Ice Miller

Eric Hanson, Assistant City Manager, Normal

Margo Ely, Executive Director, IRMA

Dave Cook, Executive Director, IPBC

Joel Clousing, 457 Consulting Group

John DuRocher, Village Administrator, Indian Head Park

Mark Essendorf, Trusted Capital Group

Jim Arndt, Arndt Municipal Support, Inc.

Dawn Peters, Executive Director, ILCMA

**SAVE THE DATE:
ILCMA Summer
Conference in Peoria**

JUN
7-9
2023
FOUR POINTS SHERATON

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?

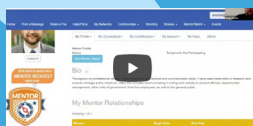
Volunteering as a Mentor can be mutually rewarding: mentees gain encouragement and guidance for their careers, and mentors gain deeper insights into their own careers and the satisfaction of helping others.

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**



IAMMA/METRO MANAGERS

Holiday
LUNCHEON

HARRY CARAY'S ITALIAN STEAKHOUSE
70 YORKTOWN SHOPPING CENTER, LOMBARD, IL 60148

DECEMBER 14
11:30 AM

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

Speed coaching is a quick method of mentoring new professionals, and a great way to expand your network. Spots available for both Coaches and Participants!

IAMMA & METRO MANAGERS

In Partnership with SOS Children's Villages Illinois
HOLIDAY GIVING PROGRAM



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VILLAGES
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team/iamma-and-metro-managers](https://holiday-giving-2022.causevox.com/team/iamma-and-metro-managers)

**REGISTER
FOR THE EVENT
HERE**

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



IAMMA Member Spotlight

Sharon Tanner, Assistant Village Manager (Glencoe)

Journey into the profession: It's a winding one! Steve Jobs once said that you can't connect the dots looking forward, you can only connect them looking backward. And that's definitely true for my journey into the profession.

In hindsight, I can clearly see that my dots started connecting long time ago – when I was in high school, my grandfather taught me to believe that government can do good things, especially at the local level. I went to Saint Louis University for undergraduate, where teaching students to be people for others was part of the University's mission. I never imagined a career in anything but government and thought that law school would be my path into a government career, but by the time I actually sat for the LSAT my senior year, I was pretty sure that a career in law wasn't for me. I took some time after undergrad and worked in the private sector where I learned a lot but didn't feel fulfilled – that compelled me to think more seriously about graduate programs. When I enrolled in NIU's MPA program, I still didn't think I'd end up in local government. It was during my internship at the Village of Hoffman Estates where my mentors – Village Manager Jim Norris and Deputy Village Manager Dan O'Malley – truly opened my eyes to the impact that local government has in a community and why it's a great profession. My internship in Hoffman Estates was my springboard into local government, and from there, I worked in the Village of Glenview, where I had incredible growth opportunities and learned a tremendous amount by holding positions in three different departments (Village Manager's Office, Human Resources, Public Works). Now, I serve as the Assistant Village Manager in Glencoe, where we have an amazing team that's constantly raising the bar – it's very exciting and rewarding.

I think it's important to share that there's no one single path in local government – when I started in local government, a very traditional path was analyst, to assistant to, to assistant, to manager. That's a great path, and there are other great paths, too – I'm energized by seeing more local government professionals move into different roles in the manager's office and operating departments.

How did you become involved with IAMMA, and overall what did you get out of your experience with IAMMA?: I became involved with IAMMA as an intern, when NIU required interns to attend a certain number of professional



development events each semester. What I got out of it was much more than meeting a school requirement – IAMMA is where many of my lasting professional relationships were formed and where I learned how amazing it is to be able to grow a network of colleagues who truly support and help each other in our jobs.

What committees were you involved with in IAMMA? I served on IAMMA's Promote the Profession Committee several years ago, which aimed to increase awareness of local government management as a career path.

Why choose a local government a good career path? So many great reasons – being part of good government, shaping communities, doing work that's tangible in peoples' day to day lives. I loved my hometown growing up, and what drives me is that I want people to love their hometowns – whatever "hometown" means to them. It's an amazing honor and responsibility to impact the place people choose as their home.

Fun fact about yourself

I was on the Bozo Show when I was in kindergarten and got picked for the Grand Prize Game! Four-year-old Sharon missed bucket 3 and didn't win the Schwinn bike or the brand new \$50 bill, but it was such a fun and special memory.

If you could give one piece of advice to future local government leaders it would be?. Get out of your comfort zone. Raise your hand and ask to work on a project that you don't know much about (and make it your mission to get up to speed!), apply for a position in a different department, seek opportunities to learn from others in local government and in other industries – then use what you've learned to make your community and your organization better.

IML Manager Committee Column



Wastewater Operator Certification Renewal Process

In March, renewal applications were mailed to Class 3 and Class 4 wastewater operators who were certified in 2019 or earlier. Class 3 and Class 4 certificates held by operators who did not complete the renewal requirements by July 1 have expired. The Illinois Environmental Protection Agency (IEPA) will restore the expired certificates of operators who submit the following to IEPA by June 30, 2024:

- A completed Renewal Application Form; and,
 - Documentation of at least 15 renewal training credit hours.
- Operators who fail to restore their certificates by June 30, 2024, will be required to retest and reapply for certification.

Class 1 and Class 2 wastewater certificates issued during 2020 or earlier will expire on July 1, 2023. Class 1 and Class 2 operators are required to obtain 30 hours of renewal training prior to certificate expiration.

Class K and Class R certificates issued during 2019 or earlier will expire on July 1, 2024. These certificates are non-renewable. Operators must retake the examination and reapply when a Class K or Class R certificate expires. Individuals wishing to retest for Class K and Class R certificates must submit an Examination Request for Industrial Wastewater Operator Recertification.

Additional information can be found online on the renewal of wastewater operator certificates (available via [this link](#)) and the 2023 Wastewater Operator and Collection System Operator Examination Schedule (available via [this link](#)).

Individuals with questions can direct them to IEPA Operator Certification staff at EPA.OperatorCertification@illinois.gov.



Get festive with IAMMA!

"Give a pair, get a pair" with IAMMA's Holiday Sock Exchange! Similar to Secret Santa, participants will be matched with another member to send a pair of socks this holiday season. Connect with other IAMMA members across the state and spread the spirit of the season.

Limit is \$10 per participant.

Registration ends on Friday, December 2nd.

To register, click here:

tinyurl.com/IAMMASockExchange2022

Questions? Contact Erin Baynes, Engagment Committee, at ebaynes@libertyville.com.



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).

Senior Advisor Column

by Robin Weaver, ICMA/ILCMA Senior Advisor

The International City/County Management Association (ICMA) is of immense value to practitioners, academics and our private sector partners. Now is a GREAT time to become a member or renew your membership because the dues rates are lower.

Fortunately, I became a member very early in my career. ICMA exposed me to a broad array of government services, reinforced ethics and professionalism and provided opportunities for training and networking.

Dues have been reduced effective Oct. 1, 2022. This is ideal for members and our department directors and students.

Here are the new rates:

CAOs and Assistant CAOs (Managers and Asst. Mgrs.)*
(Salary x 0.0065) up to \$1,200

Small community discounted**
(Salary x 0.0065) x 0.20

Dept. Directors/Mid-Mgmt. and Entry Level
\$200

Students and Interns
\$25

Professors and Private Sector
\$200

Retired Members
\$50

Life Members
Complimentary

*An annual salary of \$100,000 for a CAO would result in a membership fee of \$650.

**Full members (CAO or ACAO) working for a local government with population less than or equal to 7,500 and General Fund Budget less than or equal to \$7.8 million, receive an additional 20% discount.



To review a ROI (Return On Investment) chart, go to <https://icma.org/your-return-your-membership-investment>

ICMA offers: professional development programs, research, data and information, technical assistance, and training in local government excellence.

Member only discussions via ICMA Connect

Unlimited 1-on-1 Coaching
PM Magazine
Equilibrium Program (mental health)
Members in Transition program
Access to International efforts
Networking with peers
State of the art corporate partner product and service contacts
Ethics guidance, training and accountability
Webinars
Online Certificate programs, including Credentialed Manager and Emerging Leaders programs
Leading Ideas Series
Form of Government Support
Celebrations of the best in local government – awards, articles and ceremonies

ICMA is the premier organization for local government.

Be a part of it.

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 excitement 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!



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



NORTHERN ILLINOIS UNIVERSITY

Center for
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Outreach, Engagement, and Regional Development



Learning • Connecting • Progressing

**Illinois Financial Forecast Forum: Private Sector Views
that will Impact the Public Sector
January 20, 2023**

- | | |
|-------------------------|---|
| 8:00 – 8:45 a.m. | Registration/Continental Breakfast |
| 8:45 – 9:00 a.m. | Welcome and Introductions |
| 9:00 – 10:00 a.m. | Economic & Industry Perspectives
<i>Thomas Walstrum</i> , Senior Economist, Chicago Federal Reserve |
| 10:00 – 10:15 a.m. | Break |
| 10:15 – 11:30 a.m. | Future Trends in Employment/Labor Relations
<i>Ben Gehrt</i> , Attorney, Clark Baird Smith |
| 11:30 a.m. – 12:15 p.m. | Lunch |
| 12:15 – 1:00 p.m. | Future Trends in Healthcare
<i>Mike Wojcik</i> , Senior Vice President/Principal, The Horton Group |
| 1:15 – 2:45 p.m. | Real Estate Perspectives: Major Forces, Trends and Initiatives That Will Impact Our Communities
<i>Stephen B. Friedman</i> , Founding Partner, SB Friedman, Moderator |
| | National Forces That Will Impact Illinois Communities , <i>Mary Ludgin</i> , Senior Managing Director and Head of Global Research, Heitman Real Estate Investment Management |
| | Illinois Initiatives Creating Development Opportunity for Communities , <i>Jason Horwitz</i> , Director, Policy Development, Planning and Research, Illinois Department of Commerce and Economic Opportunity (Invited) |
| | Discussion Panel to Be Identified from Brokerage and Economic Development Communities |
| 2:45 – 3:00 p.m. | Break |
| 3:00 – 4:00 p.m. | Dynamic Trends in the Current and Future Retail Environment
<i>Kelly Cofer</i> , CEO, The Retail Coach |

*The Forum program addresses the following ICMA Practice Areas:
6 (Strategic Leadership) and 12 (Financial Management and Budgeting)*

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**Illinois
Government
Finance
Officers
Association**

Learning • Connecting • Progressing

*The Illinois City/County Management Association, Illinois Government Finance Officers Association,
and the Northern Illinois University Center for Governmental Studies invite you to attend the eleventh annual
Illinois Financial Forecast Forum: Private Sector Views that will Impact the Public Sector*

Friday, January 20, 2023

Hybrid with in-person option:

NIU Naperville, 1120 E. Diehl Rd., Naperville

OR

Virtual using ZOOM Platform

Credits: CEU - Earn .5; CPE - Earn 6.6

ICMA Credentialed Manager Practice Areas:

6 (Strategic Leadership) and 12 (Financial Management and Budgeting)

Registration Rates:

In-Person and Virtual Rates:

\$99 for first attendee

\$69 for each additional attendee

from same organization

\$25 for students/interns

ILCMA Members in Transition are complimentary - please use MIT code when registering.

Thank you to our Sponsors:



REGISTRATION FORM

Illinois Financial Forecast Forum

Event Number 19251

FAX: 815-753-6900

MAIL: Outreach Services Registration Office

Northern Illinois University

DeKalb, IL 60115

Name _____

Title _____

Organization _____

Address _____

City, State, Zip _____

Phone _____

E-mail _____

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REGISTER ONLINE BY JANUARY 16 WITH CREDIT CARD

Cancellation Policy: Cancellations must be received by Outreach Registration by January 16, 2023 for a full refund. You may cancel by e-mail (outreachregistration@niu.edu) or by fax (815) 753-6900. Cancellations after January 16, 2022 will incur a \$50 cancellation fee and no-shows are responsible for the full registration cost. Hosting organizations reserve the right to modify the agenda and/or speakers, cancel the training due to low enrollment. **All registrants will receive the recorded seminar and a pdf of the handouts ~ BE SURE TO REGISTER TODAY!**



*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



Midwest Leadership Institute

Helping local government navigate a complex world in a time of disruptive change

Mission

To present an educational experience with intellectual depth and substance that focuses on the individual as leader and the person as a whole to encourage participants to connect interpersonally and emotionally to better lead themselves and others.

Values

Education

Scientific Objectivity

Developmental Growth

Health

Discipline

Ethical Behavior

More Information

To learn more about the Midwest Leadership Institute, takeaways, videos, and more, visit midwestleadershipinstitute.org or contact:

David Limardi

P: 847.533.0402

E: dlimardi@gmail.com

Robert Kiely

P: 847.703.3585

E: rrkiely@comcast.net

Dawn S. Peters

P: 815.753.0923

E: dpeters@niu.edu

Midwest Leadership Institute

Approach

The Midwest Leadership Institute strives to be a peak performance institute for local government organizational leaders. Successful outcomes in local government require a deep understanding of interpersonal leadership. The ability to understand individual and organizational behavior and the ability to diagnose why people act the way they do is crucial. The courage and discipline to admit when you do not know what you do not know, which requires you to know yourself and your emotions, is important for an organizational leader.

Who Should Attend

Local government organizational leaders including chief administrative officers, assistants, department heads and others who are interested in leadership education focused on the theoretical and practical.

Join a network of organizational leaders who have participated in the Midwest Leadership Institute and who continue to assist one another with workplace and personal challenges and celebrate successes. Participants also receive ongoing educational materials through the "members only" section of the MLI website and receive invitations to participant only events.

Curriculum

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

1. The State of Today and the Effect on the State of Tomorrow
2. Fundamental Concepts for Leading People
3. Judgment – The Foundation of Successful Leadership
4. Emotions – When Working with People Gets Tough
5. Power, Authority, Motivation, and Influence
6. Change: Resistance, Motivation, and Performance
7. The Relentless Pursuit of an Ethical Culture
8. Aligning Goals, Tasks, and Relationships
9. The Role of Self-Awareness in Leadership
10. Balancing Work, Family and Self

Instructors

A cross-disciplinary team of leading local government practitioners and experts in executive coaching and leadership development presents the program

- David E. Morrison, M.D.
- Daven Morrison, M.D.
- David M. Limardi, Limardi Consulting LLC, MPA, ICMA-CM
- Robert Kiely, MPA, ICMA-CM
- Dawn S. Peters, MPA

Logistics

Each program is limited to 40 participants to ensure time for one-on-one individualized coaching as well as small group and all-participant events. Tuition for the entire 4.5-day Institute is \$2700 and includes course materials, continental breakfast daily and lunch for four days. Organizations that send multiple participants are eligible for tuition discounts.

The Institute will be held **April 24 - 28, 2023** at Northern Illinois University's Naperville campus, 1120 East Diehl Road, Naperville, IL.

Limardi Consulting, LLC



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Spotlight on: Baird

Debt Financing Alternatives for Water Infrastructure

By: Dalena Welkome, Senior Vice President and Stephan Roberts, Director, Baird

Many communities across the State of Illinois are evaluating water supply resources and infrastructure needs. Below we summarize three debt financing options.

WIFIA Loans

The Water Infrastructure Finance and Innovation Act (WIFIA) is a federal program that provides long-term low interest rate loans for eligible projects.

Program Features/Advantages:

- Loan cannot exceed 49% of total eligible project costs and total federal involvement (including grants and ARPA) cannot exceed 80% of the project.
- Minimum project size of \$5 million for small communities (population 25,000 or less) and \$20 million for large communities.
- Maximum final maturity date of 35 years from substantial completion with flexibility on repayment pattern and no prepayment penalty.
- Repayment can be deferred for up to 5 years after substantial completion of the project.
- Interest rate is fixed and will be equal to or greater than the U.S. Treasury rate of a similar maturity, regardless of credit quality.
- Loan can be drawn on as funds are needed.
- No debt service reserve fund requirement.
- Subordinate lien potential.

Program Disadvantages:

- The program can be amended or changed.
- Application and due diligence process can be cumbersome.
- EPA will negotiate the loan's final terms.
- Utility system rating required if system revenues are the sole pledge (no levy), which is different from the general obligation bond rating.
- Could be a lag in receipt of funds.

General Obligation Bonds vs. Revenue Bonds

General obligation bonds (or alternate bonds for non-home rule municipalities) and water revenue bonds are commonly used. When general obligation bonds are issued for utility projects, it is typically the issuer's intent to abate the annual debt service levies and repay the debt with utility system revenues. Water revenue bonds are utilized when the issuer wants to put the burden solely on the utility system users and/or avoid any negative pressure on its general obligation bond rating(s).

Considerations:

- Burden - Should debt service be paid by taxpayers or the users of the system?

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Let us put our bond underwriting or municipal advisory expertise to work for your community.



Naperville Public Finance
630-778-9100
rwbaird.com/publicfinance

f in t w i
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- Health of System - Are existing water system revenues sufficient to support the proposed bond issue? Would it require future rate increases? Can you demonstrate sufficient debt service coverage for a water revenue bond (e.g., 1.25x)?
- Rating Impact - If utility revenues generate less than 1x debt service coverage on all utility supported debt (including IEPA loans) in any of the last 3 fiscal years, the rating agency could include this general obligation debt in net direct debt ratios which could put negative pressure on the issuer's general obligation bond rating and future borrowing costs.
- Financing Cost - In the current market, a water revenue bond rated one notch lower than the issuer's general obligation would trade approximately 0.10%-0.15% higher in interest rate. This equates to approximately \$625,000 more in aggregate debt service (\$31,250 annually) on a \$10 million 20-year bond issue.
- Bond Covenants - Water revenue bonds typically require certain legal covenants:
 - o Reserve Fund - Funding of a debt service reserve fund could increase the borrowing size if not funded with equity. These funds can be drawn upon if utility revenues are insufficient in any year (does require replenishment) and can be liquidated to make the final bond payment.
 - o Rate Covenant - The issuer is required to maintain water rates for the life of the bonds that achieve a predetermined minimum debt service coverage ratio.
 - o Additional Bonds Test - Additional water revenue bonds can only be issued if a predetermined minimum debt service coverage ratio can be met, like alternate bonds for non-home rule issuers.
 - o Flow of Funds - Water system revenues are required to be spent in a certain order.

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

Spotlight on: Granicus

How Building a Seamless Digital Service Experience Helps Governments

by Eric Olsen, Digital Content Manager, Granicus

Of all the lasting impacts brought by the COVID pandemic, one that seems to have completely changed the way that people interact with businesses, governments, and each other has been the increasing reliance on digital services as part of their daily life. Whether booking a ride, ordering food, planning a vacation, or sending money, the convenience of using online tools to take care of many common tasks without a face-to-face encounter is becoming more and more the norm.

Because of this increasing daily reliance on digital experiences, seamless digital service has become a necessity for governments looking to meet constituent needs. Members of the public no longer need to come into city hall and fill out multiple forms in three different offices. Digital experiences now allow them to get their needs met and complete tasks in one place — no farther away than their phone or home computer.

What is Seamless Digital Service for Government?

Unlike an Uber or DoorDash, governments don't have the convenience of having a narrow focus when developing digital services. The online experience may eliminate the need for a resident to visit three different departments to complete a service request, but all three departments still need to provide the resources to accomplish the same outcome that was previously accessed in person.

The end result of government digital services should give residents the idea that they are meeting all their needs in one place, creating a seamless experience. To accomplish that outcome, a strong and organized backbone that connects departments behind the scenes is a necessity. More importantly, an end-to-end service model should be built on the idea that the service responsibility doesn't end at the completion of a form. It must have proper and dependable service from the first interaction until the ultimate finalization of service being fulfilled in a way that avoids service breakage along the line.

Building a Proper Customer Journey

Understanding the ways in which a customer engages with services offers a key insight into building strong and seamless digital services. Identifying the pain points that the public faces in an organization's current journey, whether digital or in-person, provides early targets around which to develop a new digital service experience. Common pain points include:



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- Incorrect or inconvenient form fills: Whether through user error or unclear instructions, few things can be more frustrating in a customer journey than a form rejected as incorrectly completed. How a form is designed and presented to the customer can help alleviate common problems, often as simple as properly following the flow between field tabs in a fillable PDF.
- Hard-to-reach contacts: While the digital experience is designed to help reduce the time expended on person-to-person contact, users may still have questions that require staff attention. If contact information is hard to find, many users will just abandon the journey.
- Administration-heavy processes: On the other side of the coin, if the journey requires too many steps where staff interaction is required, the entire service process can become a waste of time to those who approach the digital experience with the intention of a more efficient process. Giving users the information and ability to meet requirements makes it easier to fulfill services.
- Supporting accessibility: Whether providing mobile-friendly options or presenting information in a way that is compliant with Americans with Disabilities Act (ADA), accessibility helps users along the journey by allowing them to complete the process in the way that they can best engage with information.

Continue to the full article at granicus.com/blog/seamless-digital-service to learn how to make effective digital forms, develop a roadmap to seamless service, and find best practices.



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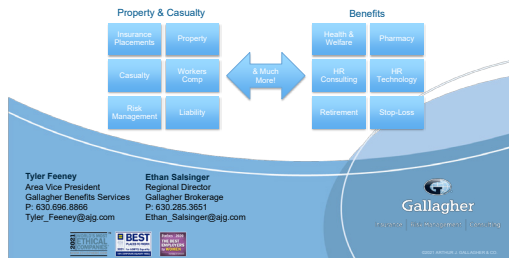


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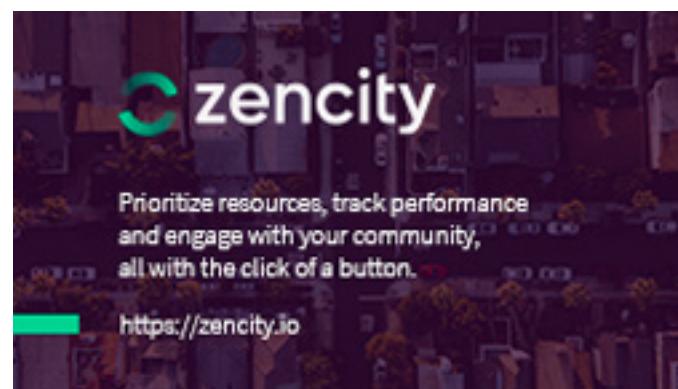


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