

Calendar of Events

February 8 – 10 ILCMA Winter Conference/ IAMMA Golden Gala Normal, IL	March 8 Metro Managers Luncheon Naperville, IL/Hybrid
March 1 Legacy Project Brown Bag Luncheon Virtual	April 12 ILCMA Professional Development Seminar Naperville, IL/Hybrid
March 8 ILCMA Professional Development Seminar Naperville, IL/Hybrid	April 12 Metro Managers Luncheon Naperville, IL/Hybrid
	June 7 – 9 Summer Conference Peoria, IL

**To view all
upcoming
events
click here**

President's Column

By Randy Bukas, ILCMA President and City Manager, Freeport

As I sat pondering what I was going to write for this month's newsletter, all I could think about are some recent issues I've had with the International City / County Management Association staff. I want to start by saying the following are my opinions only and do not reflect those of the ILCMA Executive Board or its individual members.

The first go-around dealt with the proposed changes to the Code of Ethics and how, we, as managers, could be held accountable and expelled, from ICMA because our councils did not live up to some standard for Diversity, Equity and Inclusion (DEI) we have no control over. The second issue deals with the election/selection of our Midwest Vice President candidates. I am concerned that ICMA is being "staff" driven rather than "member" driven.

With respect to the Code of Ethics, as I see it, ICMA is making us personally responsible for decisions our council makes or does not make for DEI policies. We can personally do all we can to promote DEI, as I have during the past 45 years in my career, but if the City Council doesn't agree or doesn't set a standard high enough for ICMA, I could now be censored or expelled. Remember, these

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are being placed in our Code of Ethics. Please carefully read the proposed changes when they are sent for membership vote and compare them to the rest of the code.

The second issue deals with the rotation for ICMA Midwest Vice Presidents. ICMA staff has determined it is Ohio's turn in the rotation. I question ICMA staff on how that determination was made. I will agree it's been a long time since a member from Ohio served on the ICMA Executive Board. However, we had two candidates from Illinois submit applications for the VP position. ICMA has given them the option to "withdraw." It is ICMA's determination that the candidate from Ohio is a "qualified" candidate. I thought the Midwest Nomination Committee (which is made up of Midwest State Presidents or their Designee) decide who is "qualified." The rotation basis has not been followed for a number of years and needs to be reworked. On top of this, the ICMA Executive Board approved a list of questions that were developed by ICMA staff that will be asked at the interview. I'm sorry, but I have my own list of questions to ask.

Again, these are my personal opinions and do not reflect the views of the ILCMA Executive Board. If you would like to discuss these issues in greater detail, give me a call. Better yet, let's talk at the Winter Conference in a few weeks in Normal. I would also encourage you to write a "letter-to-the-editor" for our monthly newsletter on these issues or any other issue you have.

**LAST CHANCE TO
REGISTER FOR THE
ILCMA WINTER
CONFERENCE!**

CLICK HERE



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:

Craig Anderson, Village Administrator, Village of Bradley
Esperanza Castellanos, Administrative Assistant,
Village of Flossmoor
Tyler Hall, Assistant Village Manager, Village of Homewood
Cassandra Hiller, Assistant County Administrator, Lake County
LeTisa Jones, Village Administrator, Village of Broadview
Nikki Larson, Finance Director, Village of Glencoe
Lou Leone, City Administrator, City of Harvard
Brian Melton, City Administrator, City of Morrison
Alma Morgan, Assistant City Administrator, City of Warrenville
Ben Schloessler, Village Administrator, Village of Swansea
Gerald Smith, Sr., City Manager, City of Galesburg
Annaka Whiting, Finance Director, City of East Moline

Members:

Mark Clinch, Director of Facilities and Energy Management,
Town of Normal
Deanne Curelo, Assistant to the Village Manager,
Village of Itasca
George Liyeos, Veregy
Kari Pallotto, Neighbors by Ring
Carmelita Preston, Neighbors by Ring
Joseph Struck, MPA Student, UIC
Leticia Tetteh, Student, Northern Illinois University

Who's Who Directory Update

Gregory Anderson has taken the position of assistant village administrator in the village of Mokena. He was previously a management analyst with the city of O'Fallon.

His new contact information is:

Greg Anderson
Village of Mokena, Assistant Village Administrator
11004 Carpenter Street
Mokena, Illinois 60448
Email: ganderson@mokena.org
Phone: 708-479-3900

Glen Cole is the new Assistant City Manager / Community Development Director with the city of Rolling Meadows. He was previously the assistant to the village administrator in Lake Bluff. His new contact information is:

Glen Cole
Assistant City Manager/Community Development Director
City of Rolling Meadows
3600 Kirchoff Rd.
Rolling Meadows, IL 60008
Email: coleg@cityrm.org

Congratulations to **Kirk Zoellner** who retired from the village of Mokena as assistant village administrator. Kirk served the community for over 19 years.

Jack Knight has been appointed as the new village manager in the village of La Grange. He previously served as the assistant village manager in the village of Lisle. His new contact information is:

Jack Knight
Village Manager, Village of LaGrange
53 S. LaGrange Rd.
LaGrange, IL 60525
Phone: 708-579-2313
Email: jknight@lagrangeil.gov



Congratulations to **John Marquart** who announced his retirement as of January 31, 2023. John served most recently as the city administrator in Trenton, IL. He has been in city management for 40 years. John started as an administrative intern in Lombard, IL and served in numerous suburban communities. He also served in Pennsylvania and Michigan before settling in southwest IL for his final ten years.



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.

ILCMA Board Election Process Begins

Do you have a colleague who could be a dedicated member of the ILCMA Board of Directors? Would you like to serve? Now is the time to nominate qualified candidates for positions on the Board of Directors. A letter detailing why the candidate is qualified to serve along with an up-to-date resume is due at the ILCMA Secretariat, Center for Governmental Studies, NIU, 148 N. Third Street, DeKalb, IL, 60115 or by e-mail to dpeters@niu.edu **by March 5. There is one Director position that expires in June 2023, so there will be one opening for a three-year Director position. If a current Director with an unexpired term is interested in the Secretary/Treasurer position, then there will be TWO Director positions open.** Nominations will also be accepted for President Elect and Vice President. Officers are elected for one-year terms with the expectation that an officer will ascend to the next position the following year. Newly elected board members will serve three-year terms. ILCMA is committed to diversity and encourages all qualified individuals regardless of race, color, national origin, sex, religion, age, physical or mental disability, marital status, veteran status, gender identity and expression, sexual orientation, political affiliation, or any other factor unrelated to professional qualifications, to apply.

After the nominating deadline, the Nominating Committee, chaired by Dorothy David, ILCMA Past President, with a representative from each of the affiliate groups and one at-large member will meet to determine a slate. The slate will be announced in the April newsletter. At that time, others wishing to have their name appear on the ballot will have an opportunity to submit a petition. If a contested election results, a ballot will be mailed May 15, 2023. If no contest develops, the election of the slate will take place by electronic ballot through SurveyMonkey.



*Advancing Civic Leadership
Navigating the Future*

Feb. 15, 2023 — NIU Naperville

The Power of Surveys: Insider Tips and Tools for Taking the Pulse of Your Community

Presented by Mindy Schneiderman, Ph.D., Assistant Director, and Julie Gommel Bailey, MPH, Research Specialist, Center for Governmental Studies, Northern Illinois University

Feb. 22, 2023 — Virtual Webinar

C3 De-escalation® – Part 1: Theory NEW

Presented by Patti Treibel-Leeds, LBSW, MS, Planning and Development Officer, CICS

Mar. 1, 2023 — Virtual Webinar

C3 De-escalation® – Part 2: Applying Concepts NEW

Presented by Patti Treibel-Leeds, LBSW, MS, Planning and Development Officer, CICS

(Prerequisite: C3 De-escalation® – Part 1: Theory required.)

Mar. 3, 2023 — Virtual Webinar

The Performance Measure Puzzle – Part 1: Performance Measurement versus Performance Management

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

Mar. 9, 2023 — NIU Naperville

Time Management and Organizational Skills

Presented by Anna Mary Walker, MAM, Principal Consultant, AM/PM Solutions & Services

Mar. 22, 2023 — NIU Naperville

Learning to Listen in an Age of Distraction

Presented by Professor Judy Santacaterina, M.A., Director, Bachelor of General Studies Baccalaureate Degree Program and Director of Individual Events, NIU Forensics, College of Liberal Arts and Sciences at Northern Illinois University

CLA Courses Qualify for ICMA's
Voluntary Credentialing Program

go.niu.edu/cla



NORTHERN ILLINOIS UNIVERSITY

**Center for
Governmental Studies**

Outreach, Engagement and Regional Development



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 Essinfeld, 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

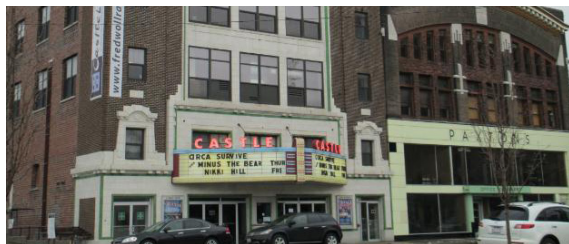
8:00 - 11:00 p.m.

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

Overflow hotels:

Hampton Inn and Suites
320 S. Towanda Ave.
Normal, IL

Marriott Courtyard
210A Greenbriar Dr.
Normal, IL

CLICK HERE

CLICK HERE

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 Essinfeld, 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

2023 ICMA LOCAL GOVERNMENT EXCELLENCE AWARDS

[ICMA.ORG/AWARDS](https://icma.org/awards)

CELEBRATING **55 YEARS** OF EXCELLENCE IN LOCAL GOVERNMENT

Each year, ICMA honors individuals and programs that exemplify the values and practices responsible for creating transformational shifts in the local government profession. We invite you to participate in this 55-year legacy by recognizing an exceptional peer or program. Nominations are open to both U.S. and International jurisdictions, of all community sizes. If you know someone or of an innovative program that is deserving of this recognition, help them join the ranks of [past Local Government Excellence Award recipients](#) by submitting your nomination!

March
9
Deadline

[Learn More](#)

Have you or a colleague:

- Made a significant difference in your community or to the profession?
- Implemented an innovative program that addressed a critical community need?

Then **nominate** a U.S. and/or international peer or program in one of our five Professional and Program Award categories by **March 9, 2023**.

Professional Awards:

1. Career Excellence
2. Development of New Talent
3. Excellence in Leadership as an Assistant (regardless of title)
4. Early Career Leadership
5. Academic Contributions to the Profession

[Submit Your Nomination\(s\)](#)

Program Awards:

1. Community Diversity and Inclusion
2. Community Health and Safety
3. Community Partnerships
4. Community Sustainability
5. Strategic Leadership and Governance

[Submit Your Nomination\(s\)](#)

[More Information About Local Government Excellence Awards](#)

National Mentor Month – January 2023

January was National Mentor Month. Launched in 2002, the objective of this annual, month-long celebration is to grow and bring attention to the power of relationships. In many cases, mentors are sought after to provide both professional and personal guidance. More recently, mentorship has been advocated as a vital key to career advancement, and more and more organizations are working toward providing mentoring opportunities from within the workplace, including the local government space.

"Mentors provide a wealth of knowledge and experience to us, they guide us through challenges and increase our likelihood of success, they lift us up and take our success personally." The benefits of mentoring are typically expected on the mentee's side, but the reality is that they are immense for both parties. Some of the more profound positive effects of a mentoring relationship include increased confidence, sounder mental health, and a greater likelihood of promotion. Olivete Nazarene University conducted a recent survey of 3,000 people, regarding professional mentorships.

They found that:

1. 76% of people think mentors are important, however, only 37% of people currently have one
2. Most people opt for same-sex mentors (69% women, 82% men)
3. People with mentors are happier at their current jobs than those without
4. Only 14% of mentor relationships started by asking someone to be their mentor. 61% of those relationships developed naturally

With countless studies showcasing the positive outcomes created through mentorships, why is it that only a mere 37% of professionals have had, or currently participate in one? The data shows that people are interested in mentorship, but they don't know where to begin (especially if a relationship doesn't develop naturally).

Would a mentor be beneficial for you? If so, ILCMA and IAMMA have partnered to develop the ILCMA Mentor Match Program. The program kicked off in February 2021, and has served as a conduit in the development of several

professional mentoring relationships since. "I believe that having a mentor and being a mentor are both very important. I've served in each role, and I've really appreciated the opportunity to be a mentor. Providing a sounding board, an introduction or simply to help individuals along their career path is an honor, and a way to build our profession," explained Paula Schumacher, Village Administrator, Village of Bartlett.

As of January 2023, 23 mentors and 28 mentees have enrolled in the program. The majority of the mentees enrolled currently serve as Management Analysts, including Brianna Bacigalupo, Senior Management Analyst, Elk Grove Village. "I've had such a wonderful experience as a mentee thus far. As an Analyst still early in my local government career, I signed up for the Mentor Match program to gain more guidance on how to excel in my career and accomplish my future career goals. My relationship with my mentor has been extremely valuable because I have learned about her experience in the field and I have received so much encouragement and support to help guide me."

National Mentor Month may have just ended, but this wonderful program is in place year-round. For more information, please visit the ILCMA Mentor Match Program page, or contact Dawn Peters with any questions you may have.

Sources:

- (n.d.). Retrieved from <https://icma.org/articles/pm-magazine/keys-find-and-make-most-your-professional-mentor>
- (n.d.). Retrieved from <https://www.mentoring.org/campaigns/national-mentoring-month/>
- (n.d.). Retrieved from <https://www.thementorcoachfoundation.org/resources/mentoring-statistics-the-research-you-need-to-know>
- (n.d.). Retrieved from <https://www.forbes.com/sites/christinecomaford/2019/07/03/new-study-76-of-people-think-mentors-are-important-but-only-37-have-one/?sh=6981a7324329>



Preparing the Next Generation and we need YOU!



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

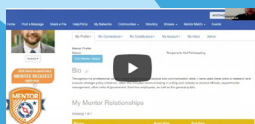
The ILCMA Mentor Match program reflects ILCMA's commitment to developing the next generation of local government management professionals. Mentor Match is the latest addition to an expanding line-up of our services to support members' professional development needs. It is an online tool - including a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

Why be a Mentor?

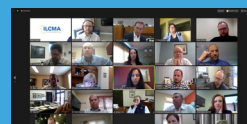
Volunteering as a Mentor can be mutually rewarding: mentees gain encouragement and guidance for their careers, and mentors gain deeper insights into their own careers and the satisfaction of helping others.

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

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



**VIEW ENROLLMENT
INSTRUCTION VIDEO**



**VIEW MENTOR
DISCUSSION VIDEO**



ILCMA AWARDS PROGRAM



NOMINATE A COLLEAGUE TODAY!

NOMINATIONS DUE BY

April 30, 2023

ILCMA started the awards program in 1994 to honor those in the association who have exemplified excellent public service. There are two major award categories: The Robert B. Morris Lifetime Achievement Award and the Special Service Award. There are three categories within the Special Service Award: Service to the Profession, Service to the Association, and Service to the Community. The award criterion for each award is described in detail below.

Robert B. Morris Lifetime Achievement Award

The ILCMA Lifetime Achievement Award was renamed the Robert B. Morris Lifetime Achievement Award in 2004 in honor of Robert B. Morris. Mr. Morris was hired in 1951 as the Village Manager (VM) in Glencoe and was the first VM in Illinois not trained as an engineer. Bob went on to serve in the village of Glencoe for over 30 years. His distinguished career and ILCMA legacy is highlighted by many professional contributions and accomplishments including the following:

- In 1964 ILCMA hosted the ICMA 50th Anniversary Conference in Chicago, IL. Bob Morris served as the chair of the conference committee.
- Also, in 1964 Bob Morris was elected ICMA Regional Vice President.
- From 1982–1991 Bob served as Midwest Manager and Director of Training and Development, ICMA Retirement Corporation, Evanston, IL
- ILCMA joined the ICMA Range Rider (now Senior Advisor) program and Bob Morris became one of the first Illinois Range Riders. Les Allen, long time manager of Decatur, was his counterpart. Bob went on to serve as a Range Rider until 2006.

Qualifications

The Robert B. Morris Lifetime Achievement Award is presented to a retired individual who has served no less than 20 years in local government, at least eight of those in Illinois. Selection for the Robert B. Morris Lifetime Achievement award is based on the following criteria:

- 1) The nominee's professional contributions to the communities in which he/she has served;
- 2) The nominee's personal contributions to the communities in which he/she has served;
- 3) The nominee's contributions to the advancement of the local government management profession through leadership, advocacy, and the development of other professionals;
- 4) The nominee's exemplary service to the Illinois City/County Management Association;
- 5) A clear indication that the nominee has, throughout his/her career, dedicated himself/herself to public service above and beyond the organizations in which he/she served.

continued on the next page

The award recognizes a manager whose service has been judged by peers as strong or exceptional, and who has made major contributions beyond direct service to local government (e.g., through service to the associations and the profession). An ILCMA Lifetime membership is awarded to the recipient.

Special Service Awards

Service to the Association

Gregory J. Bielawski Service to the Profession

Leslie T. Allen Service to the Community

Qualifications

The Special Service Award is presented to individuals who have notable association or affiliate activity and significant professional accomplishments in the following areas:

- 1) Service to the Association: The nominee has actively served the Illinois City/County Management Association through exemplary service to an ILCMA committee, the executive board, or has made other significant contributions to ILCMA.
- 2) Service to the Profession: The nominee has demonstrated concern for the support, well-being, and growth of other professionals and those aspiring to a career in local government management, or the nominee has actively promoted the profession to the community at large including, but not limited to, university programs, Illinois Municipal League, and regional councils of government.
- 3) Leslie T. “Les” Allen Service to the Community: The nominee has demonstrated exemplary service within one’s organization by being an above average professional manager and having displayed the characteristics of integrity and leadership to provide exceptional service to one’s community in order to get project(s) completed. This award can also honor a nominee who has served a cause that is beyond that of the municipality or county through volunteerism in national, state, regional, and local organizations. This award can encompass private interests, family interests, acts of heroism, charitable acts, or social accomplishments.

Don’t forget to nominate a member anytime throughout the year for the ILCMA Lifesaver Award! This award is for members who go above and beyond for a member in transition.

**Please save the date for the upcoming
12th Annual Legacy Project Conference
Friday, May 19, 2023
NIU Naperville**



Registration will be updated when available:

[2023 Annual Conference](#)

Interested in Sponsoring our Event?

Check out the Sponsorship Levels here: [Sponsorship Flyer](#)

See you there!

IML Manager Committee Column



IEPA Public Comment on Funding for Lead Service Line Replacement

The Illinois Environmental Protection Agency (IEPA) is accepting public comment on a proposed rule for issuing loans from the Public Water Supply Loan Program to provide funding for lead service line replacement. The proposed rule will govern the application process, prioritization of applications and the distribution of funds from the federal 2021 Infrastructure Investment and Jobs Act to IEPA's Public Water Supply Loan Program for lead service line replacement. Public comment will be accepted until February 10 and should be submitted by email to EPA.662rulemaking@illinois.gov. IEPA released additional information on the proposed rule ([available via this link](#)).

IEPA has a dedicated webpage ([available via this link](#)) with important information for communities regarding lead service line replacement in Illinois. Information posted to the webpage includes: material inventory requirements, agency contacts, service line material inventory reports and other information related to lead service lines. This webpage will be updated by IEPA with additional information as it becomes available.

IEPA Water Sample Submission Change

IEPA has adopted new rules ([available via this link](#)) for community water supplies' annual submission of water samples effective December 29, 2022. The new rules require testing and submission once per calendar year. Previously, the requirement was to submit water samples once during each state fiscal year. All municipalities with a community water supply will be affected by this change. The rulemaking also updates the mailing address for IEPA's laboratory and provides a link for paying laboratory fees. Questions regarding this rule change can be directed to Nick Kondelis by phone at (217) 782-5544.

New Federal Financial Reporting Requirements for State and Local Governments

On December 23, 2022, President Joseph R. Biden Jr. signed the National Defense Authorization Act ([available via this link](#)) into law. Included in the law is the Financial Data Transparency Act, which imposes new requirements on how state and local governments share financial information with the public. The Act requires the U.S. Securities and Exchange Commission (SEC) to set new standards during the next two years for how state and local governments release financial data. Local governments will have until 2027 to be in compliance with the Act. The purpose of the new requirements is to standardize what data is reported and how it is identified. Information will have to be machine-readable and searchable. There are no requirements for additional disclosures under the Act.

The Government Finance Officers Association estimates that 15% of governments and nonprofits will have to purchase new software to comply with the new reporting requirements. In a September 2022 letter to U.S. Senate leadership ([available via this link](#)), the National League of Cities (NLC), the U.S. Conference of Mayors, the National Association of Counties, the Government Finance Officers Association and others, estimated that it will cost \$1.5 billion during the next two years to implement the new requirements. NLC recently updated its website with information on the new reporting requirements and their potential impact on local governments ([available via this link](#)).

IAMMA/Metro Holiday Luncheon!

IAMMA and Metro Managers gathered for the annual holiday luncheon in December. In addition to providing gifts for the holidays to SOS Children's Villages Illinois, they also raised over \$2600 in donations. The mission of SOS Children's Village Illinois is "We build Village that unite brothers and sisters in foster care, surround them with a community of hope, and help them grow into caring and productive adults." Thank you to all who donated!



Speed Coaching!

ILCMA emerging leaders took part in the annual Speed Coaching session that was offered in conjunction with the IAMMA/Metro Holiday Luncheon! There were 14 coaches and 16 mentees! Thank you to all who participated!





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

*Bob Kuntz, Former City Administrator of Ballwin, Missouri
Senior Advisor*

BUILDING A BETTER MOUSETRAP

AFTER 3 YEARS IN RETIREMENT, I WAS CALLED BACK TO MY FORMER CITY ADMINISTRATOR POSITION.

DURING THE 18 MONTHS THAT I SERVED IN THIS CAPACITY, I WAS BOTH HUMBLLED AND CHALLENGED.

When COVID hit, there was no playbook or policy manual to deal with this situation. Fortunately, the city had created and staffed a new position of Marketing/Communication Coordinator and had started a "meet with the manager" initiative. These two items proved to be invaluable in dealing with the challenges that lay ahead.

With unanimous Board support, we were committed to conduct business as usual. All recreational venues and city services remained in place (with modifications). The Board agreed that there would be no layoffs, but staffing levels were frozen in place. Despite our best efforts to operate within the perimeters of the "new normal," there were resignations and retirements.

Gearing back to full strength post-COVID proved to be a challenge. It required a whole new strategy and organizational commitment. Recruitment for all positions was no longer based entirely on qualifications and experience. The new focus was based on attitude and potential commitment to embrace the culture of our organization. Team building became a critical factor in the process. Educational and licensing requirements were waived for most positions. Applicants who were simply looking for a job were not considered in favor of candidates who actually work for and with our city. Not a foolproof strategy, but hiring for attitude and training for job requirements has proven to be largely successful.



The second thing that we did was to flatten the organizational pyramid. The Assistant City Administrator position was eliminated and more direct access to the manager was put into place. This resulted in a more transparent and consistent organizational direction. The change was received favorably by the Board, the employees, and the residents we serve.

Finally, the most important mandate to all employees at all levels was to "say what you will do – then do what you say." We are not out of the woods yet. Resources are still limited and it is critical that we do not create unrealistic expectations.

Thank You ILCMA Senior Advisors!

ILCMA is lucky to have the services of five former managers/administrators who serve the profession as ICMA Senior Advisors in the state of Illinois. The ILCMA/ICMA Senior Advisors are Steve Carter, Bob Kuntz, John Phillips, Brad Townsend, and Robin Weaver. Their contact information is located on the ILCMA website and on the back of every ILCMA newsletter. Collectively, they clocked over 1,000 hours, traveled over 5,000 miles, and made over 2,300 contacts in 2022! ILCMA thanks each of you for your service to the profession!

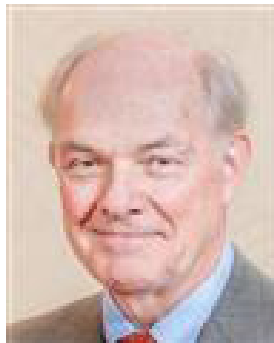
Senior Advisors are available to meet periodically with members to discuss the profession and their concerns as members. Discussion topics range from relations with elected officials, overall management questions, relations with ICMA, responses to local controversies such as referenda on the council-manager plan, to career development.

Senior Advisors are friends, colleagues, and advisors to the profession—not consultants. The Senior Advisor program is designed to help with personal and professional issues, not to provide technical assistance or solve substantive problems in a local government.

Another important role of a Senior Advisor is to assist communities that are hiring their first manager/administrator or are interested in learning more about council/manager form of government. The Senior Advisors have worked with many communities over the past year on this initiative all over the state.

The International City/County Management Association (ICMA) Senior Advisor Program was established by the ICMA Executive Board in 1974 to make the counsel, experience, and support of respected, retired managers of the profession available to the local government management profession. Senior Advisors are retired managers with extensive experience who volunteer their time to provide a unique source of outside counsel to their colleagues.

All discussions with Senior Advisors are confidential. Senior Advisors are friends, colleagues, and counselors to the profession, not consultants. The Senior Advisor Program is designed to help with personal and professional issues, not to provide technical assistance or to solve problems in a local government. Senior Advisors may consult with local governments as individuals, on a part-time basis, if the consulting does not impair the effectiveness of the Senior Advisor.



Steve Carter



Bob Kuntz



John Phillips



Brad Townsend

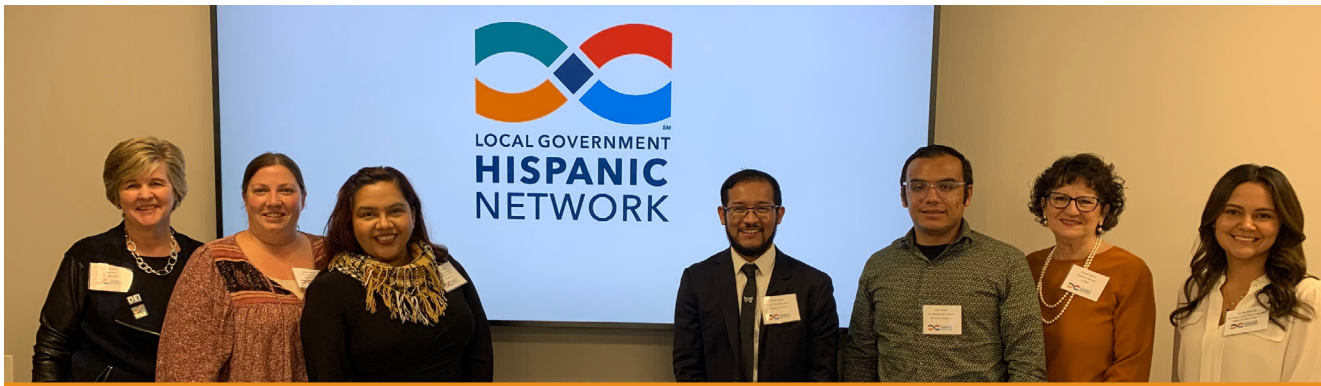


Robin Weaver



INTERESTED IN THE
LOCAL GOVERNMENT HISPANIC NETWORK?

JOIN THE ILLINOIS CHAPTER!



BENEFITS OF REGIONAL CHAPTER MEMBERSHIP

- Low annual dues and unlimited number of members. We keep dues low to encourage more members to join and grow professionally to take on leadership positions in the future.
- Access to LGHN webinars and events and participation on LGHN committees.
- Unlimited no-cost job postings on the LGHN job board (a value of \$100 per 30-day posting).
- Chapters may use LGHN's exempt status and assistance to seek sponsors to support chapter events.
- LGHN assistance with planning chapter/regional events.
- Access to programming and networking through connections with other LGHN chapters.

MEMBERSHIP RATES

- \$550 per jurisdiction for smaller jurisdictions (fewer than 999 employees)
- \$1,050 for larger jurisdictions (1,000 or more employees).
- \$50 for Associate Members - Not-for-profit (individual)
- \$100 for Associate Members - Individual
- **Students are FREE!**

CONTACT

Kevin Bueso
IL-LGHN Chair
lghnil22@gmail.com
M: 847-313-1015



Scan Me



The Illinois Local Government Hispanic Network (IL LGHN) held a Strategic Planning session led by Ghida Neukirch, Highland Park City Manager and Dawn S. Peters, NIU Center for Governmental Studies. The session assisted in identifying SMART goals for each committee and the Board.

Consider joining the Illinois Chapter and supporting our efforts by:

1. Becoming a member.
2. Joining one of our many committees including:
 - Board Initiatives
 - Marketing & Communications
 - Professional Development and Events
 - Membership
 - Student Efforts/NextGen Initiatives
3. Becoming a corporate sponsor to one or all our events and programming.
4. Following IL LGHN on social media (LinkedIn, Facebook, Instagram).

There is no requirement to be in local government or be Latino/Hispanic. For questions or additional information, you may contact the Board at lgghnl22@gmail.com.



People with disabilities are an often-overlooked aspect of diversity, equity, and inclusion. If you would like to learn how you can make people with disabilities feel more welcomed and comfortable within your organization, consider attending IGFOA's *Including People with Disabilities* webinar.

February 9, 2023 | 10 AM - 11 AM

\$20 Member, Member/Staff Colleague, and Non-Member

For more information about this event and to register, please click [here](#).



Summer Conference 2023

Save the date for this
year's Summer Conference!
A great opportunity to
connect with your ILCMA
colleagues and participate
in important professional
development

JUNE 7-9, 2023
Four Points Sheraton
Peoria, IL

Add this event to your
calendar today

Conference details and registration
coming soon

www.ilcma.org



Terry Savage
Opening Keynote
Economic Outlook



Tera Fletcher
Luncheon Keynote
Talent Attraction



Jarrett Payton
Closing Keynote
Lessons from my Father

Operationalizing Racial Equity in Your Organization



A **Hybrid Event** presented by the ILCMA Professional Development Committee

Join your colleagues to learn more and ask questions about a recent pilot program helping communities increase knowledge and skills on practical ways to increase diversity and racial equity in their practices and processes. The development of this new program was sponsored by the Metropolitan Mayors Caucus (MMC), Illinois City/County Management Association (ILCMA), and University of Illinois at Chicago – Great Cities Institute. This important pilot program took place in the Fall of 2022 and wrapped up earlier this year. Attend the March 2023 ILCMA Professional Development program to:

- Learn more about the “Learning to Operationalize Racial Equity (LORE)” pilot program initiated between Metropolitan Mayors Caucus, Illinois City/County Management Association, and University of Illinois at Chicago – Great Cities Institute
- Understand how key concepts like diversity, equity and inclusion can help you identify ways to improve employee morale, engagement and performance
- Discuss how starting your organization’s equity journey with a pilot project can lead to the use of diversity, equity, and inclusion efforts to identify solutions across all aspects of your internal environment.
- Hear from participants in the initial LORE pilot cohort group about their experiences, pilot initiatives and early results.

SPEAKERS:

Kathleen Yang-Clayton, PhD joined the faculty in the Department of Public Administration, College of Urban Planning and Public Affairs at the University of Illinois-Chicago in 2017. She is a Research Fellow at the Great Cities Institute and a member of several national initiatives that integrate public administration and racial equity together from the Kettering Foundation, National League of Cities and the International City/County Management Association. Her current work focuses on the operationalization of racial equity practices inside of large public organizations that increase the public’s trust in government and improves government performance, especially but not exclusively in historically marginalized communities. She was appointed Associate Dean for diversity, equity and inclusion at her college in 2021.

Adam Slade, MPPA, M.Ed, is a Visiting Research Specialist at the Great Cities Institute (GCI) at University of Illinois Chicago. Adam engages in public administration research on racial equity policy and process improvement, organization change transformation, education policy, government budgeting and finance. Previously, Adam worked for the Metropolitan Planning Council focusing on technical assistance to many local units of government around municipal capacity building in the Northeastern Illinois region and advocating for effective government policies. Prior to that Adam was a Senior Consultant at the Government Finance Officers Association, working with city, county, and state government organizations guiding financial process analysis, delivering training and conducting research. His current work focuses on operationalizing racial equity for local government organizations and guiding government and philanthropic community engagement through technical assistance and research.

Addresses ICMA Practice Area: 3 Equity and Inclusion

March 8, 2023, 9 AM continental breakfast & registration

9:30 AM - 11 AM presentation

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 “Up Close and Personal with Neil C. James of MMC.” as well for \$65. Student Rate \$20 or \$45 for both events.

Click here to register

*Up Close
& Personal
With*

*Metro
Managers*



NEIL C. JAMES

**EXECUTIVE DIRECTOR OF THE
METROPOLITAN MAYORS CAUCUS**



**A HYBRID EVENT ON
MAR 8**

For the March Metro Luncheon, Neil C. James will join us to provide an up close look at the Metropolitan Mayors Caucus. Come hear a little about Neil, what's new at the MMC, and how Managers/Administrators can get involved in MMC initiatives along with their Mayor/President.

Neil C. James, a Chicago native, was appointed Executive Director of the Metropolitan Mayors Caucus in October of 2022. Neil becomes only the 2nd ever Executive Director at the Mayors Caucus.

Prior to his appointment to the Mayors Caucus, Neil served as the Executive Director of the West Cook County Solid Waste Agency for 7 years. Neil also served first, as Policy Analyst of the West Central Municipal Conference beginning in 1998, and then as their Deputy Director beginning in 2002. His experience also includes work with the State of Illinois House of Representatives, Office of the Speaker from 1992 to 1998.



**Networking & Registration 11:30 AM
Lunch at Noon
Presentation begins at 12:30 PM**

Attend in-person at NIU Naperville or virtually through Zoom. Registration rate is the same for in-person and virtual attendance \$35. Register for ILCMA Professional Development Event "Operationalizing Racial Equality" as well for \$65. Student Rate \$20 or \$45 for both events.

[Click here to register](#)



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.

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Spotlight on: LeadingIT

Business Continuity and Disaster Recovery: Strategies for Maintaining Operations in Times of Crisis

By Stephen Taylor, CEO, LeadingIT

Managing challenges within our communities today is no easy task. The myriad of threats, both physical and digital, make it almost impossible to dodge every disaster. After all, it can be challenging to avoid system irregularities when mother nature calls or when a cybercriminal tricks one of your employees into exploiting information.

Whatever the disaster, it's essential to have a proper Business Continuity and Disaster Recovery (BCDR) plan in place for adequate protection.

What is BCDR?

Business Continuity (BC) and Disaster Recovery (DR) are two separate practices that go hand in hand.

Business continuity is all about establishing plans and procedures to ensure an organization is prepared in case an adverse event happens. Said plans will minimize the impact of a natural disaster or cyber attack and help an organization remain functional with little disruption to its workflow.

With disaster recovery comes the specific steps to execute business continuity plans following an incident. DR is geared toward managing technological infrastructure during a crisis while BC is all about surviving long-term impacts and navigating success post-disaster.

The Importance of BCDR

Having an effective BCDR plan can be the difference between surviving an adverse event or having to stop workflows completely, whether it be on a temporary or permanent basis. As previously mentioned, the goal of BCDR is to minimize the impact of a disaster including those related to:

- Lost data
- Reputational harm
- Monetary loss
- Emergencies

While business continuity and disaster recovery are separate terms, they have been combined to encourage ongoing collaboration between organizations and technology executives for response planning efforts. Formulating a team of people who know an organization's goals (leadership) alongside experts to give proper technology advice and suggestions (technology executives) is the optimal path for BCDR efforts.



Elements of an Effective Disaster Recovery Plan

1. Disaster recovery team: Your disaster recovery team should be composed of specialists who are prepared to develop, document, and execute the disaster recovery plan. This should include executive management personnel, a crisis management coordinator, a business continuity expert, and technology expert(s), which can be found internally or hired through an external IT support service.
2. Risk assessment: This involves identifying any current or potential risks present within the organization. It's a good idea to map out different scenarios and come up with steps to address each one.
3. Define RTO and RPO: These are recovery objectives, which map out how long your assets can be inactive prior to recovery and how much data you're comfortable losing. Of course, you always want to minimize any data loss.
4. Select a recovery setup: At this point, you should have enough understanding to build a disaster recovery setup, such as a DR site. If you choose to have a DR site, you'll want to define where the site will be located, if it will be cloud-based, self-hosted, who will maintain it, etc.
5. Budgeting: Consider your resources and how much upper management will want to spend on a DR plan. Even if funds are tight, some sort of response plan is better than nothing. On the technological front, your IT support service or expert(s) should be able to help you establish, manage, and minimize costs.
6. Test and review: The final step is to make sure your plan is ready to go. Make sure each person on your recovery team understands their roles and responsibilities and that all of your employees know who to reach out to if disaster strikes.

It's always a good idea to review your plan every 6 months to 1 year to ensure relevancy with any new threats. Don't wait for a disaster to strike before thinking about business continuity and disaster recovery. Contact us today to learn how our solutions can keep your operations running smoothly, no matter what challenges arise.

Spotlight on: Trusted Capital Group

What is Your Employee Value Proposition?

By Mark Essenfeld, CFP, AIF, Trusted Capital Group, a HUB International Company

Perhaps you've not thought about your town, city, or county organization in this way; but the fact is that those you hope to recruit and retain in your organization want to know the value of what your organization offers. I'm not talking about the pay rate and/or medical insurance, though those are certainly factors. I'm talking about the way in which an employer views the employee, whether as a cog in a machine, or as a person with a life.

Employers need to understand that their offering goes far beyond a total compensation statement. Potential and current employees want to know what the total rewards slate is as it relates to work-life balance, whether there is a clear path for career growth and whether the organization provides help in moving up that ladder. They are also curious about whether the values and culture of the organization align with their own. They want to work for an organization they believe is concerned about their personal well being in addition to their job performance.

With nearly twice as many job openings as there are candidates to fill them,¹ and the results of the pandemic having left its mark, there is no question that the labor market has fundamentally changed; but recruiting and retention efforts in many places remain cemented in the past. Within budgets that get tighter and tighter with every passing fiscal year, employers struggle to improve their offering to potential and current employees because too often the employer views the solution solely through a financial lens when many of the elements of an effective Employee Value Proposition, or EVP, can be added for little to no cost.

It is clear that in many organizations the exchange of rewards, value, and effort that is expressed through the Employee Value Proposition needs modernizing: Only 31% of HR leaders believe their employees are satisfied with their EVPs and 65% of candidates have actually withdrawn from consideration because of suboptimal EVPs.²

A well-crafted Employee Value Proposition provides organizations a means to determine the attributes of an exceptional and attractive employee experience and then surround their current and potential employees with those opportunities and messages. It contains both tangible and intangible elements that have been designed to meet the needs of employees, both at work and at home, and to communicate the value in being a member of the organization. The EVP also contains the types of contributions by employees that are most likely to help the organization achieve its goals.



Developing a wholistic Employee Value Proposition begins with an evaluation of all elements contained within the current EVP and the discovery of how each element effects the reasons why employees join, stay, and/or leave the organization. This can be done most effectively through the use of focus groups, surveys, and exit/stay interview data. The evaluation of the current EVP can then be used to develop a new EVP which will allow the organization to demonstrate its commitment to its employees combined with a total rewards system that supports that commitment. In addition, a multi-pronged communication effort must be put in place so that all current and potential employees can easily understand and buy into the new EVP.

Implementation of the new EVP must be the foundation for all the organization's HR processes and programs, and its messaging should be clear in all efforts involving recruiting, onboarding, professional development, and management training. It is critical that organizational leaders are trained in every aspect of the EVP and the ways in which they can make it operationally real within their departments.

In order to know if all the prior work is effective, its impact must be measured. Examples of such measurements include cost per hire, turnover, candidate quality, new-hire retention and employee referrals. It's one thing to develop an EVP that the organization believes will be effective based upon employer input; but it's quite another to collect the data that will show whether the EVP is in fact having the desired outcome.

Want to know more? We are happy to answer your questions at our presentation for the ILCMA Winter Conference on Friday, February 10, at the 9 a.m. session entitled Recruiting & Retention: Understanding the Benefits of Health and Financial Wellness on Employees. We are pleased to be joined on the panel by Jennifer McMahon, Director of Human Resources for the city of St Charles, Illinois; and Maureen Barry, Senior Vice President at GovHR USA. Hope to see you there! Schedule a meeting with me here: tcgservices.com/messenfeld



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Executive Director/Editor
Dawn S. Peters
Phone: 815-753-0923
Fax: 815-753-7278
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ICMA Senior Advisors in Illinois

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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