

### Calendar of Events

**May 5**  
**SWICMA Luncheon**  
Carlyle, IL

**May 10**  
**Metro Golf Outing**  
Bensenville, IL

**May 19**  
**Legacy Project Conference**  
Naperville, IL

**June 2**  
**SWICMA Luncheon**  
Chesterfield, IL

**June 7 - 9**  
**Summer Conference**  
Peoria, IL

**August 2**  
**Legacy Project Strategic Workforce Planning**  
Oak Brook, IL

**August 2**  
**Legacy Project Social Event**  
Oak Brook, IL

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

### President's Column

*By Jason Miller, ILCMA DEI Committee and Assistant to the Village Manager, Park Forest*

The ILCMA Diversity, Equity, and Inclusion (DEI) Committee has been working diligently to meet DEI goals established in the ILCMA Strategic Plan. One goal is to better understand member demographics by creating a benchmark. To gather data, the DEI Committee created a short survey for members to complete. Responses were kept anonymous to protect individual privacy. The DEI Committee has shared the summary with ILCMA Committees and the ILCMA Board so ILCMA can continue to improve the member experience in all we do. The survey was sent to 449 members and 302 completed the survey which is a 67% response rate.

According to US Census data, Illinois was one of only three states to lose population from 2010 to 2020. While 18,000 people were leaving the state, Illinois was increasing its population diversity. Illinois now ranks as the fifteenth most diverse state in the nation.

According to the recent demographic survey conducted by ILCMA, our changing demographics may require municipal and county leaders to rethink traditional

*continued on next page*

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**Job Mart**  
**Click here to see job listings**



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staff and community engagement to identify ways to better support, serve and communicate with their changing populations.

Of 302 ILCMA members who responded to a questionnaire in January, nearly 85% identified as white. Those of black or African American and Hispanic, Latino, or Spanish origin backgrounds followed at just five and four percent, respectively. Additional findings from ILCMA's demographic survey indicated that the majority of respondents have worked in public service for over 20 years, were 60% male, 91% heterosexual, and 72% over the age of 39.

Data from the recent ILCMA survey suggests a threefold opportunity: (1) the opportunity to ensure municipal and county leaders are trained to effectively lead diverse staffs and communities; (2) the opportunity to evaluate our organizations to ensure that barriers to diversity, equity and inclusion are effectively removed, and (3) create welcoming and sustainable environments that attract and retain diverse talent.

Understanding the need for additional focus in these areas, ILCMA first looked to an ad hoc DEI group in 2020 before establishing the ILCMA DEI Committee in 2021. Today, the committee has a diverse membership of 20 members.

Two years since its formation, ILCMA's DEI Committee has researched and provided key recommendations and program that were implemented by the ILCMA Board. This includes the implementation of the Learning Organizations & Racial Equity program. This six-month pilot program aimed at assisting local governments in the areas of diversity, equity, and inclusion. On January 14, 2023, member communities from across the state, including Aurora, Bartlett, Batavia, Hanover Park, Hazel Crest, Highland Park, Lincolnshire, Naperville, Oswego, Park Forest, Peoria, River Forest, Schaumburg, and Wilmette, completed the ILCMA and Metropolitan Mayors Caucus-sponsored program. This year's ILCMA demographic survey was another critical step to better understanding the organization's current composition, and to better inform future efforts to bring about a more representative, sustainable ILCMA and public service workforce.



[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.



**Ghida Neukirch** received the ILCMA Lifesaver Award at the April Metro Manager Meeting. She was nominated by Chasity Wells-Armstrong for the support she's receive while in career-transition.

## 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:

Heather Bereckis, Business Development Manager,  
City of Elmhurst

Jarod Dale, City Clerk, City of Aledo

Clara Gable, Assistant to the Village Administrator,  
Village of Lake Bluff

Ben Olson, Management Analyst, City of Des Plaines

Michelle Pease, Community Development Director,  
City of Rochelle

Ben Wiberg, Assistant to the Village Manager,  
Village of Glenview

## Who's Who Directory Update

**Rob Boyer** has been appointed as the new city manager in the city of Freeport. He was previously the Public Works Director in the same community.

Congratulations to **John DuRocher**, village administrator in Indian Head Park, who has announced his retirement as of June 23, 2023. He has served in professional local government management for 36 years.

Congratulations to **Kevin Barr** who has announced his retirement as of June 30, 2023. He has served the last eight years as the village manager in Clarendon Hills and has served for 36 years as a municipal administrator.

**Scott Koepfel** has been appointed as the new village administrator in Sugar Grove. He was previously the county administrator in Kendall County.

Congratulations to **Karen Daulton Lange** who had announced her retirement as of May 31, 2023. She has served as the village administrator of Lake Barrington for the past five and a half years.

Congratulations to **Phil Modaff** who is retiring on June 2 from the village of Carol Stream. Phil has served as the Director of Public Works and has been a long-time ILCMA member.

Congratulations to **Randy Bukas** who is retiring as of June 30, 2023. He has been in professional local government management for over forty-six years! Randy joined the City of Freeport, initially serving as Finance Director. He was then appointed to the City Manager position in May 2020.



*Advancing Civic Leadership  
Navigating the Future*

**May 5, 2023 — NIU Naperville**

**Leadership Lessons: Trying Times Demand Sound Leadership\***

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'*

**May 23, 2023 — Virtual Webinar**

**Public Art: What Is It and How to Plan for It (NEW)**

Presented by Mim Evans, Senior Research Associate, Northern Illinois University  
Center for Governmental Studies

**May 25, 2023 — NIU Naperville**

**Current Trends and Interesting Topics in Employment Law and Collective Bargaining for Illinois Government Leaders**

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

**June 1, 2023 — Hybrid, In-person at NIU Naperville**

**Preparing for and Responding to Emergencies**

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

CLA Courses Qualify for ICMA's  
Voluntary Credentialing Program

[go.niu.edu/cla](https://go.niu.edu/cla)



NORTHERN ILLINOIS UNIVERSITY

**Center for  
Governmental Studies**

*Outreach, Engagement and Regional Development*



### Interested in Becoming a Credentialed Manager?

The Application Deadlines and Fees are:

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

In addition to the \$75 cost of the Applied Knowledge Assessment, the online application fee is \$50.





## TENTATIVE SCHEDULE

### WEDNESDAY, JUNE 7

10:00 A.M. – 5:00 P.M.  
Registration Open

9:15 A.M.  
9-Hole Golf at Weaver Ridge

10:00 A.M.  
18-Hole Scramble & Conventional Golf at Weaver Ridge

1:00 P.M. – 5:00 P.M.  
Exhibitor Set-up

3:00 P.M. – 5:00 P.M.  
Pre-conference Workshop  
Mental Health in the Workplace

6:00 P.M. – 9:00 P.M.  
Dinner at Gone Axe Throwing

### THURSDAY, JUNE 8

7:00 A.M. – 7:45 A.M.  
Legacy Walk

7:45 A.M. – 8:45 A.M.  
Registration and Breakfast

8:45 A.M. – 10:00 A.M.  
Welcome, Intros & Keynote  
*Terry Savage Talks Money: The Economy and the Market*

10:00 A.M. – 10:30 A.M.  
Break in Exhibit Hall

10:00 A.M. – 4:30 P.M.  
Career Counseling

10:30 A.M. – 11:45 A.M.

#### Concurrent Sessions

**Session 1:** Rapid Fire Sessions: How to Fund Sustainability Projects and Broadband Access in Your Community

**Session 2:** Unsilo Your Organization Through United Communication

11:45 A.M. – 12:45 P.M.

Lunch, Business Meeting and ICMA Updates

12:45 A.M. – 1:45 P.M.

#### Luncheon Keynote

*Talent Attraction: Generational Changes and Trends in the Workplace* by Terra Fletcher

1:45 P.M. – 2:15 P.M.

Dessert in Exhibit Hall

2:15 P.M. – 3:30 P.M.

#### Concurrent Sessions

**Session 1:** Building a Culture that Thrives – Future of Work

**Session 2:** What's Next for Retail: 2023 and Beyond

3:30 P.M. – 3:40 P.M.

Break in Exhibit Hall

3:45 P.M. – 5:00 P.M.

#### Concurrent Sessions

**Session 1:** Leaning into Chaos: Lessons on How to Work Through Uncertainty

**Session 2:** Empowering and Engaging Leadership through the HPO Model

6:00 P.M. – 8:00 P.M.

Reception, Dinner & ILCMA Awards

8:00 P.M. – 11:30 P.M.

ILCMA Social Event: An Evening at the River Station

### FRIDAY, JUNE 9

8:00 A.M. – 9:00 A.M.  
Breakfast

9:00 A.M. – 10:15 A.M.

#### Morning Keynote

*A Lifetime of Learning Bias* by Marc Perry

10:15 A.M. – 10:30 A.M.

Break

10:30 A.M. – 11:30 A.M.

#### Closing Keynote

*Finding Your Greatness* by Jarrett Payton



**WEDNESDAY  
PRE-CONFERENCE  
SESSION:**

Pre-Conference Session Additional Cost: \$35  
Be sure to sign up on the registration form!

**3:00 P.M. – 5:00 P.M.**

**Mental Health in the Workplace**

Discussion of how COVID changed perspectives on mental health, the need for mental health awareness in the workplace, personal mental health stories and its effect on the organization. It will include a call to action and highlight the benefits of addressing mental health in the workplace with professional experience managing behavioral health services in central Illinois for Rosecrance Health Network.

**Learning Objectives**

1. To raise the awareness of mental health.
2. The importance of taking actionable steps to address mental health in the workplace.
3. To provide a supportive call to action.

**Presenter:**

Melissa Pappas, Executive Director, Rosecrance Central Illinois

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

**REGISTER BY JUNE 2**

[ilcma.org/conferences](http://ilcma.org/conferences)

[CLICK HERE!](#)



**THURSDAY OPENING  
KEYNOTE SPEAKER**

**Terry Savage, Expert on Personal Finance and the Economy**

**8:45 – 10:00 A.M.**

**Terry Savage Talks Money: The Economy & the Market**

ILCMA is pleased to have Terry Savage, who is in demand as a speaker on the economic outlook, the markets, and personal finance topics, as the opening keynote for the summer conference. Her keynote address will provide a reality check on the volatile economy and financial markets, including the impact of politics and current events. Join Terry Savage as she talks about what's in store for the economy, interest rates, and growth in your community.



**Terry Savage**

**Addresses ICMA Practice Areas:** (6) *Strategic Leadership and* (12) *Financial Management and Budgeting*

**THURSDAY MORNING BREAKOUT SESSIONS**

**10:30 A.M. – 11:45 P.M.**

**Session 1: Rapid Fire Sessions: How to Fund Sustainability Projects and Broadband Access in Your Community**

This engaging session will feature four speakers for 15 minutes so that you can get enough information to know if you need to learn more! The speakers will discuss broadband access and federal funding opportunities, sustainability project ideas and state/federal grant opportunities, creative financing mechanisms for your sustainability projects, and how to leverage your electric aggregation program to fund sustainability programs.

**Learning Objectives:**

1. Discover State and Federal grant funding opportunities.
2. Learn about broadband expansion.
3. Hear about sustainability project ideas.
4. Discover creative electric aggregation programs.
5. Find alternative financing to free up capital funds.

**Moderator:**

Jeff Fiegenschuh, City Manager, Rochelle

**Panelists:**

Sharon Durling, President and CEO of Illinois Aggregation Consultants  
Danielle Melone, Senior Account Executive, Veregy  
Ken Demlow, Senior Project Manager - Fiber and Broadband, HR Green  
Charles Zitnik, Senior Vice President, Public Finance, D.A. Davidson & Co.

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

**Session 2: Unsilo Your Organization Through United Communication**

This session will be a case study of a 9-month project completed by Vicarious Multimedia (VM) for the City of Edwardsville. The City Administrator recognized that their decentralized model for communications delivery was creating a 'silo effect' where each department was 'doing their own thing' and not united in their process, voice, or even style of writing and/or digital imagery for communication channels.

VM created a Communications Plan, Policy and Strategy document, provided four different trainings, including 1) PR 101 for elected officials, 2) social media best practices, 3) how to write a press release, and 4) crisis communications for department heads and individuals responsible for supporting communications. VM then took over the communications function remotely for a 4-month period, created several processes to move to a centralized model, and consulted with the city to interview and identify the best candidate to permanently take over the communications function. Finally, VM trained this individual who is now successfully managing city communications through a centralized model and executing processes developed by VM.



**Learning Objectives:**

1. Identify where your organization may be siloed relating to its communications.
2. Learn how a Communications Plan, Policy and Strategy can be applied to your daily communications strategy.
3. Learn how to initiate processes to unify voice/imagery of your organization, and to strategically reach stakeholders with consistent messaging.
4. Learn about areas of potential deficits within your organization and of trainings available for staff members and elected officials to strengthen communications.

**Speakers:**

Kevin Head, City Administrator, Edwardsville  
 Melanie Santostefano, President, Vicarious Multimedia

**Addresses ICMA Practice Areas:** (2) Community Engagement; (4) Staff Effectiveness; (6) Strategic Leadership; (8) Policy Facilitation and Implementation; and (14) Communication and Information Sharing

**11:45 A.M. — 12:45 P.M.**

**Luncheon, Business Meeting & ICMA Update**

**12:45 P.M. — 1:45 P.M.**

**Talent Attraction: Generational Changes and Trends in the Workplace**

Six distinct generations are trying to figure out how to work together. In the U.S. alone, 10,000 people retire each day creating an employee shortage. In 2018, 28% of public sector workers were 61 or older. Millennials are the largest generation in the workforce, yet their presence in government lags far behind the private sector. Due to a higher median age, municipalities need to create an inclusive workplace culture that entices young workers to bring their fresh perspective and unprecedented tech knowledge. The generations following the great communication disruption also have a new set of workplace expectations, beliefs, and values. To recruit and retain Millennials and Gen Z, we all need to understand generational differences to foster healthy communication and collaboration.



**Learning Objectives:**

1. Learn what distinguishes each generation and why they work and communicate differently.
2. View differences as valuable strengths and find out how to leverage them.
3. Adapt your communication style to a variety of employee needs.

**Speaker:**

Terra L. Fletcher, Founder, Fletcher Consulting

**Addresses ICMA Practice Areas:** (3) Equity and Inclusion; (4) Staff Effectiveness; (6) Strategic Leadership; and (12) Human Resources Management and Workforce Engagement

**1:45 P.M. — 2:15 P.M.**

**Dessert in Exhibit Hall**

**2:15 P.M. — 3:30 P.M.**

**Session 1: Building a Culture that Thrives – Future of Work**

Public employers have found themselves in an employment world where expectations regarding flexibility, balance, productivity, and equity among employees are rapidly changing. What has remained the same is the need by all employees to feel valued, engaged in an overarching mission, and connected to their team.

Come join us as our panelists talk about the steps that they've taken to build an employee centric culture, focused on keeping employees engaged through onboarding, development, retention, succession, and separation. Learn about opportunities to update and expand employee policies that honor both employee and employer needs. Gain insight on how to get an understanding and buy-in from elected officials and the community on changes to organizational structures and norms.

**Learning Objectives:**

1. Provide examples of fostering an environment that makes employees feel valued and part of the team through the entire employment life cycle.
2. Learn ways to implement or update policies that support an employee-centric culture.
3. Identify tools to gain support and understanding from elected officials regarding the changing work culture.

**Speakers:**

Debra Smetana, Director Human Resources, New Lenox  
 Scott Eisenhower, Village Administrator, Rantoul  
 Phil Kiraly, Village Manager, Glencoe

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

**Session 2: What's Next for Retail: 2023 & Beyond**

What's next for the retail industry In Illinois? With lingering COVID concerns, inflationary pressure on consumers, talk of a world-wide recession, and political disfunction at the highest levels, the industry is undergoing shocking change. Stores are closing, retailers are shrinking store sizes, restaurants are promoting drive-throughs and take-out while reducing or eliminating in-store dining; all while existing and new emerging brands continue to open stores nationwide.

This session will address current retail trends and outline steps necessary for municipal leaders to sustain and grow their sales tax bases. This session will also take a deep dive into what retailers are looking for in making site location decisions.

**Learning Objectives:**

1. The state of retail and trends for 2023.
2. Retail Isn't dead, just evolving: How to capitalize.
3. How to better position your community to attract retail.
4. Store closings: How to turn a negative to a positive.
5. How retailers make decisions on where they locate new stores.

**Speaker:**

C. Kelly Cofer, CCIM, Founder & CEO

**Addresses ICMA Practice Area:** (10) Service Delivery

**3:45 P.M. — 5:00 P.M.**

**Session 1: Leaning into Chaos: Lessons on How to Work Through Uncertainty**

Local government management offers the opportunity to manage and execute the strategic plan crafted by elected officials in betterment of the community. In times of crisis, managers are asked to pivot and respond to the unpredictable and challenging situations that defy training. It is in these times when we are called to lead and manage effectively. The managers on the panel will share how they not only managed their organizations but led them through extremely challenging situations. They will share lessons on how they maintained focus, supported their organization and continued to advance the services and response to the crisis. The panel will also share advice on how to avoid falling into the traps that can occur in a long-lasting and challenging environment or what to do when you have!



**Learning Objectives:**

1. Learn from veteran local government managers on how they coped personally in a significantly stressful event for either themselves or their community.
2. Learn how these managers managed internal strife and kept their organization focused on regular operations while juggling a crisis.
3. Examine the tactics they utilized to protect their community and/or organization when resolution was unclear or challenged.

**Moderator:**

Katy Rush, GovHR USA

**Panelists:**

Erika Storlie, Village Administrator, East Dundee  
 Dorothy David, City Manager, Champaign  
 Kevin Barr, Village Administrator, Clarendon Hills

**Addresses ICMA Practice Area:** (4) *Staff Effectiveness*; (5) *Personal Resiliency and Development*; and (6) *Strategic Leadership*

**Session 2: Empowering and Engaging Leadership Throughout the Organization HPO Model Implementation Perspectives**

A high-performance organization (HPO) is a conceptual framework for organizations that leads to improved, sustainable organizational performance through focusing on workplace health and building leaders at all levels of the organization. Research shows that organizations that fit this model all hold a common set of characteristics, chief among these is the ability to recognize the need to adapt to the surroundings that the organization operates in. High performance organizations can quickly and efficiently change their operating structure and practices to meet needs by fostering teamwork, cooperation, and tolerance among staff throughout the organization.

This session will focus on the impact of this framework through a panel discussion with three organizational leaders that have implemented the framework in the organization. Learn how these organizations focus on long term success while simultaneously delivering on actionable short-term goals.

**Learning Objectives:**

1. Understand the impact of HPO or similar conceptual framework on organizational performance and health.
2. Learn how to systematically encourage leaders at all levels of an organization.
3. Understand how a high-performance model can be implemented in any organization.
4. How to create an organizational environment focused on both long-term success and actionable short-term goals.

**Speakers:**

David Myers, Chief Building Inspector, New Lenox  
 Walter Denton, City Administrator, O'Fallon  
 Aaron Klima, Village Administrator, Shorewood

**Addresses ICMA Practice Areas:** (4) *Staff Effectiveness and (6) Strategic Leadership*

**FRIDAY MORNING SESSIONS**

**9:00 A.M. – 10:15 A.M.**

**A Lifetime of Learning Bias: The Ongoing Struggle to be Inclusive**  
 Bias is defined as prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair. Implicit bias is the bias in judgment and/or behavior that results from implicit attitudes and implicit stereotypes that often operate at a level below conscious awareness and without intentional control. Explicit bias refers to the attitudes and beliefs we have about a person or group on a conscious level. Much of the time, these biases and their expression arise, as the direct result of a perceived threat and are often expressed through stereotypes. We will discuss the danger and absurdity of stereotypes and share strategies for creating a workplace that is welcoming and inclusive regardless of difference.

By the end of the workshop, individuals will be more conscious of their bias, as well as how to manage their bias so it will not negatively impact the person with whom they are interacting. Most importantly, participants will learn and explore the origin of a given bias to eliminate it from their conscious mind and potentially from their subconscious.

**Learning Objectives:**

Using examples, stories and research, this workshop aims to empower attendees to:

1. Define implicit bias;
2. Identify the impact of implicit bias in the workplace;
3. Identify and use strategies for disrupting or reducing implicit bias.

**Speaker:**

Marc Perry, Executive Director for Community Action Inc., of Rock and Walworth Counties

**Addresses ICMA Practice Area:** (3) *Equity and Inclusion*

**FRIDAY CLOSING KEYNOTE**

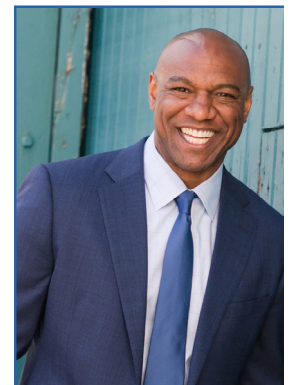
**10:30 A.M. – 11:30 A.M.**

**Lessons from my Father: Finding your Greatness**

As a popular sports broadcaster, successful entrepreneur and passionate philanthropist, Jarrett's uplifting message, "Lessons Learned from My Father", will present attendees with a unique behind the scenes look at how his famous father helped drive the successful career he enjoys today. His presentation focuses on his 3 P's – Passion, Persistence and Presence. Learn how they tie together in his engaging, inspiring presentation.

**Addresses ICMA Practice Area:**

(5) *Personal Resiliency and Development*





# ILCMA 2023 | SUMMER CONFERENCE

## CAREER COUNSELING APPOINTMENTS

The ILCMA Membership Services Committee is pleased to offer to conference attendees one-half hour career counseling appointments that can include mock interview and resume review services. These services will be offered by Heidi Voorhees, GovHR USA. Appointments are available on June 8 (10:30 a.m. – 5:00 p.m.). Please contact Dawn Peters at dpeters@niu.edu or call her at 815-753-0923 to schedule your appointment.

## SOCIAL EVENT INFORMATION

### Wednesday, June 7

**Weaver Ridge Golf Club**  
5100 N. Weaverridge Blvd., Peoria, IL

#### 9:15 A.M. NINE HOLE GOLF AT WEAVER RIDGE

If you plan to participate in the pre-conference ICMA University Workshop and would also like to squeeze in a little golf, sign up for the Weaver Ridge nine-hole golf. Tee off begins at 9:15 a.m. If you are planning to attend the workshop, you will be placed in an early tee time. The charge for nine holes of golf at the Weaver Ridge will be \$42 (includes golf and cart) and is payable at the time of registration.

[SIGN UP](#)

#### 10 A.M. 18 HOLE GOLF AT WEAVER RIDGE

The scramble tournament is \$70 (includes golf, cart, and prizes) and is payable at the time of conference registration. Shotgun start is at 10:00 a.m.

[SIGN UP](#)

#### 6:00 P.M.–9:00 P.M. JOIN US IN THE WAREHOUSE DISTRICT AT GONE AXE THROWING

Gone Axe Throwing is Peoria's first and only indoor axe throwing venue and bar that makes you feel right at home in their cozy lodge-like space right in the heart of the Warehouse District. After dinner is served you can join your colleagues in one of the escape rooms or a rage room where you can smash things and blow off some steam. If you're feeling nostalgic there are pinball games too! And of course, there's axe throwing plus wall climbing. Shuttle service from the Sheraton Hotel to Gone Axe Throwing will begin at 6:00 p.m. and the last shuttle will leave Gone Axe Throwing at 9:15 p.m.

### Thursday, June 8

#### 6:00 P.M. – 8:00 P.M. DINNER AND ILCMA AWARDS PROGRAM AT FOUR POINTS SHERATON

#### 8:00 P.M.–11:30 P.M. EVENING AT THE RIVER STATION

The River Station was constructed in 1899 by the Chicago, Rock Island & Pacific Railroad as a railroad station & freight house and sits directly beside the Illinois River. River Station has three restaurants and covered outdoor seating with views of the river. Each attendee will be provided with two tickets to be used on a beverage of choice at the River Station establishments. Cash bars are available after you have used your tickets. We will begin the evening in the private Creve Coeur Club for hors d'oeuvres, drinks and music. Shuttle service from the Sheraton Hotel to the River Station will begin at 8:00 p.m. and the last shuttle will leave River Station at 11:45 p.m.



## ILCMA 2023 SUMMER CONFERENCE

### ACCOMMODATIONS

#### FOUR POINTS SHERATON

500 HAMILTON BLVD. PEORIA, IL 61602 Phone: 309-306-3424 x 0 by Sunday, May 7th,  
2023 Room Rates: \$115 plus taxes & fees

Be sure to mention the ILCMA room block. Room block will be released on May 7, 2023.  
After this date, reservations will be accepted on a space available basis only.

[CLICK HERE!](#)

### THREE EASY WAYS TO REGISTER

#### ONLINE

[ilcma.org/conferences](http://ilcma.org/conferences)

#### FAX

815-753-6900

#### MAIL

Send completed registration form and payment to:  
**Outreach Services Registration Office**  
Northern Illinois University  
DeKalb, IL 60115  
Phone: 800-345-9472

### REGISTRATION DEADLINE

#### REGISTER BY JUNE 2, 2023

*For a full refund, you must cancel your registration by June 2, 2023.  
There is a \$50 cancellation fee after this date.*

### REGISTRATION RATES

**ILCMA Member** (includes all meals): \$250  
**First time attendee\*** (includes all meals): \$175  
**Student** (includes all meals): \$50  
*Student Scholarships are available!*  
**Non-ILCMA Member** (includes all meals): \$425  
**Pre-Conference Workshop:** \$35

**Dress:** Business casual

#### How to Save on Costs:

Carpool with your colleagues from a neighboring community.  
Share a room (especially nice to invite an MIT to be your guest).

\*First 10 online registrations for NEW corporate (voting) members who are first time summer conference attendees are free. There will be 5 waivers for managers/administrators and 5 waivers for assistants/assistant to/management analyst. Fees are waived for "in transition" managers and spouses/partners.

**PARKING:** \$25 for Tuesday 1/2 day, Wednesday – all, Thursday – all, Friday 1/2 day with in and out privileges.  
This is a negotiated discount, and you **MUST PAY AT TIME OF REGISTRATION TO RECEIVE THIS RATE!**

Normal rate is \$17/day.

Riverview Parking, 118 NE Madison St., Peoria, IL

### CONFERENCE COMMITTEE

Peggy Halik, Assistant Village Administrator, Woodridge  
Glen Cole, Assistant City Manager, Rolling Meadows  
Jennifer Huson, County Administrator, Jackson County  
Jeff Fiegenschuh, City Manager, Rochelle  
Kurt Carroll, Village Administrator, New Lenox  
Cory Plasch, CP2 Consulting, Inc.  
Katy Rush, GovHR  
Regan Stockstell, Village Manager, Richton Park  
Jigar Desai, Rusin Law  
Chris Strom, Senior Consultant, Public Sector Advisory, Baker Tilly  
Margo Ely, Executive Director, IRMA  
Michael Hall, City Manager, Sycamore  
Scott Eisenhauer, Village Administrator, Rantoul  
Ben Roesler, Assistant Village Manager, Lincolnshire  
Jenny Jones, Executive Director, Bedford Park Clearing Industrial Association  
Roger Nulton, Equitable  
Joel Clousing, 457 Consulting Group  
Mary Otto, Management Analyst, Deerfield  
Danielle Melone, Veregy  
Joe Carey, Assistant Village Manager, Carol Stream  
Cassandra Hiller, Assistant County Administrator, Lake County  
Scott Coker, City Administrator, Macomb  
John Harris, as Branding & Digital  
Dawn S. Peters, Executive Director, ILCMA  
**Special thank you to our hosts in Peoria:**  
Kimberly Richardson, Assistant City Manager, Peoria  
Debbie Van Sickle, Economic Development Manager, Peoria  
Patrick Urich, City Manager, Peoria



## IAMMA Awards



### **Gregory F. Ford Outstanding Member Award**

*Brian Southey, Superintendent of Administration, Public Works Department, Elk Grove Village*

This award is presented to an IAMMA member who is dedicated to the profession and has made a significant contribution to IAMMA while serving in a role outside of the Chief Administrative Officer. Eligibility: IAMMA full membership

### **Future Leader Award**

*Erin Baynes, Management Analyst, Village of Libertyville*

This award is presented to an intern or early career professional that has gone above and beyond their everyday assignments and duties to demonstrate leadership and commitment to the local government profession and the organization. Eligibility: A current IAMMA Member serving as an intern or having less than five years in the profession.

### **Innovative Community Program or Special Project Award**

*Hannah Lipman, Assistant Village Manager, Village of Tinley Park*

This award recognizes a member's implementation of an innovative solution to an issue impacting their community. Eligibility: All IAMMA members

### **Distinguished Mentor Award**

*Matthew Bajor, Assistant Village Manager, Village of Algonquin*

This award recognizes any local government professional who through their leadership encourages, supports, and mentors early to mid-career local government professionals. Eligibility: IAMMA, ILCMA, or Affiliate Association member

## IAMMA Recognized the 2022-23 Board and Committee Chairs at the Recent IAMMA Conferenced



### **IAMMA Board Recognized:**

Brian Southey, Superintendent of Administration for Elk Grove Village PW, and Our Past-President Evan Michel, Assistant to VM for BG, President Sam Barghi, Public Works Management Analyst, President- Elect

Glen Cole, Assistant City Manager & Community Development Director for Rolling Meadows, and our Treasurer

Hannah Lipman, Assistant Village Manager/Interim Treasurer for Tinley Park, serving as our Secretary and liaison to the Membership Committee

Jessica Chernich, Assistant to the Village Administrator for Fox Lake, serving as Director at Large and liaison to the Engagement Committee

Trevor Bosack, Director of Parks and Recreation for Lake in the Hills, serving as Director at Large and liaison to the Event's & Education Committee

### **IAMMA Committee Chairs recognized:**

Erin Baynes- Management Analyst for the Village of Libertyville and Engagement Committee Chair

Layla Werner- Management Analyst II for the Village of Arlington Heights- Membership Committee

Jodi Luka- Management Assistant for the Village of Gurnee and Programming Chair for the Events & Education Committee

Nick Radcliffe, Assistant City Administrator for the City of Marengo, Conference Committee Chair for the Events & Education Committee



## Spring Downstate City/County Management Association Spring Meeting Held in Rantoul

Scott Eisenhauer, City Administrator, Rantoul, hosted the Spring Downstate meeting in the city of Rantoul. Topics included changes in police from technology to wellness, protecting your organization from hackers and other cybersecurity concerns, and designing destination locations as an economic development driver. Area legislators were invited to provide updates on legislation and answer questions during the lunch hour.

A special thank you to Farnsworth for sponsoring golf and lunch on Thursday, Loman-Ray Insurance as a breakfast sponsor, and Sysco as the lunch sponsor.

If your community would like to host the Fall Downstate Meeting, which is typically held in August, please contact Dawn Peters at [dpeters@niu.edu](mailto:dpeters@niu.edu).





# 2023 COACHING PROGRAM

## THRIVE IN LOCAL GOVERNMENT

### UPCOMING FREE WEBINARS

**THURSDAY, APRIL 20**

Innovative Ideas to Solve Everyday Problems

**THURSDAY, MAY 18**

Fostering Civil Discourse: How Do We Talk About Issues That Matter

**THURSDAY, JUNE 15**

Creating Livable Communities: The Path to Community Prosperity

**THURSDAY, SEPTEMBER 7**

High Performance Local Government: Creating a Culture of Higher Organizational Performance

**THURSDAY, OCTOBER 19**

Career Pathways to Move Up the Local Government Ladder

**THURSDAY, NOVEMBER 16**

What to Do When Everything is Falling Apart: How to Reset

*All Webinars start at 1:30pm Eastern time.*

**Can't make it to the live webinar?**

Register and get an automatic email notice when the recording is available.  
[icma.org/coachingwebinars](https://icma.org/coachingwebinars)

**Additional free coaching resources at ICMA's Career Center ([icma.org/careers](https://icma.org/careers)):**

- Digital archives
- Career Compass monthly advice column
- CoachConnect for one-to-one coach matching
- Live speed coaching events, talent development resources, and more.



Join our list for coaching program updates and more: email [coaching@icma.org](mailto:coaching@icma.org).

**Learn more at [icma.org/coaching](https://icma.org/coaching)**





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 ILCMA PROFESSIONAL DEVELOPMENT  
COMMITTEE PRESENTS A HYBRID EVENT:

# Grant Writing Tips & Tricks for Beginners



Join your colleagues to learn about best practices for writing winning grants and helping you to understand the basics of putting together proposals and budgets for a greater rate of success. Jared Walkowitz, Chief Accountability Officer with Illinois Department of Commerce & Economic Opportunity will provide insights from his experience of applying for Illinois State grants.

Learning objectives include:

- Preparing proposals that meet the requirements of grant opportunities
- Preparing budgets for grant proposals
- Defining project narratives that sell the project

Jared Walkowitz is the Chief Accountability Office with the Illinois Department of Commerce & Economic Opportunity where he works to ensure that agency programs help promote investment and create jobs in Illinois. He has almost 20 years' experience in the public sector managing tax credit, loan and grant programs in New York City, New York State and Illinois. He received his Bachelor of Arts in Sociology from Ithaca College and Master of Public Administration from New York University's Robert F. Wagner Graduate School of Public Service.

*Addresses ICMA Practice Area 10-Service Delivery*

**MAY 4, 2023 | 9 AM - 11:30 AM**  
**NIU NAPERVILLE -OR- VIA ZOOM**

Attend in-person at NIU Naperville or virtually via Zoom. Zoom presentation begins at 9:30 AM. Registration fee is the same for in-person and virtual attendance \$35 | Student Rate \$20 | MIT's are free.

**Register at: [www.ilcma.org/events/may23](http://www.ilcma.org/events/may23)**



# Preparing the Next Generation and we need YOU!



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

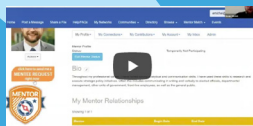
The ILCMA Mentor Match program reflects ILCMA’s commitment to developing the next generation of local government management professionals. Mentor Match is the latest addition to an expanding line-up of our services to support members’ professional development needs. It is an online tool - including a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

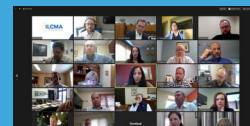
Volunteering as a Mentor can be mutually rewarding: mentees gain encouragement and guidance for their careers, and mentors gain deeper insights into their own careers and the satisfaction of helping others.

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](mailto:agalindo@niu.edu).



**VIEW ENROLLMENT  
INSTRUCTION VIDEO**



**VIEW MENTOR  
DISCUSSION VIDEO**



12TH ANNUAL LEGACY PROJECT CONFERENCE

# BRINGING YOUR MOST AUTHENTIC SELF TO YOUR BIGGEST CHALLENGES

## Conference at a Glance

**8:00 AM** Registration & Continental Breakfast

**9:00 AM** Welcome, Introductions and Keynote by Marianne Renner

**10:30 AM** Breakout Sessions

- Embrace Your Inner Life Coach
- Panel Discussion: Preserving your Individuality in the Workplace
- Change the Direction of Your Connection

**11:45 AM** Lunch, Awards & Business Meeting

**12:30 PM** Luncheon Keynote-Conquering Your Inner Saboteur

**1:45 PM** Breakout Sessions

- Imposter Syndrome
- Operationalizing Racial Equity in Organizations

**3:00 PM** Closing Keynote Bring your most Authentic Self to your Biggest Challenges

**4:15 PM** After Conference Networking Event

*FRIDAY MAY 19*

NIU Naperville  
1120 Diehl Road  
Naperville, IL

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

**Sign up for Professional Headshots to be taken at the conference**

Lunch is included in your registration

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



*Opening Keynote 9 AM*

**What Holds You back from Leading with Authenticity**

**Marianne Renner**

We're born with authenticity. It's our most natural state. It's what makes the greatest leaders. So why is it that we sometimes lose our way. Learn what takes you off track and how being your most authentic self is the key to becoming the great leader you were meant to become.

**Learning Objectives:**

- Top reasons we lose our authenticity
- How to spot and avoid the danger zones
- Tools to help you lead with authenticity in the most challenging times

*addresses ICMA Practice Area: 5 Personal Resiliency and Development*



**Marianne Renner** has helped thousands of leaders remove self-imposed barriers and unleash their greatest potential. She's a 2-time author of the Chaos to Clarity Success Journal and Stop Thinking Like an Employee. Marianne has been described as dynamic, engaging and thought-provoking.

In her recent TEDx Talk, Marianne shares her heart-warming story of helping a group of hip hop kids achieve the impossible and become National Gold Medal champions. That talk has inspired thousands to overcome fear and self-doubt.

Marianne has provided coaching and leadership training for government leaders, CEO's, and businesses of all sizes. Her personal story and professional anecdotes will touch your heart and inspire you to think differently about how you work and lead.

Oh, and by the way, did we mention, Marianne is also a former bodybuilding champion!



*Morning Breakout Sessions*

**morning breakout session one**

**Embrace Your Inner Life Coach: How to Think Better, Feel Better, and Boss Better**

**Kellye Mazzoli, Founder & Chief Executive Confidant, City Boss Coaching**

Oh no! You've made it, been promoted, got the title, and now you are being referred to as the "B" word. That's right, you're the "B-O-S-S." How does that feel for you? Is it exciting, intimidating, and overwhelming all at once?

Well, no matter how you feel today about being the boss, it's safe to say that someone before you has had all the same feelings. Your speaker, Kellye Mazzoli, a 16-year city management professional most definitely has!

In this session, Kellye, now a Certified Life and Leadership Coach and your very own Chief Executive Confidant, will lead you on a journey to embracing your inner life coach. She's convinced that all of us dedicated, local government professionals are actually coaches (deep down) and she's here to show you how to fully embrace it. Today, you'll get an introduction to your inner life coach, learn how to leverage her with your staff, and more importantly tap into her for yourself.



**Kellye Mazzoli**, Founder & Chief Executive Confidant of City Boss Coaching LLC, is a 16-year dedicated local government administrator and certified life coach. She helps successful City Executives balance every area of their life through personalized, 1:1 life and leadership coaching.

Kellye has managed Departments, Divisions, and City Council special projects in collaboration with citizens, community leaders, youth, and city staff members. Her efforts directly improved quality of life, increased access to higher education, and furthered economic development opportunities. She holds a Masters in Public Administration as well as an undergraduate degree in Public Policy with minors in Sociology, Political Science, and Economics. Kellye volunteers as the Chair of Curriculum for the NW Women's Leadership Academy in Washington and is designated as a Certified Public Manager.

**Learning Objectives:**

- Tap into the foundational principles of life coaching and leverage them.
- Learn the key to getting better results for yourself and with your team.
- Gain confidence, clarity, and feel more in control of any situation.
- Bring an issue to this session and get coached live by Kellye, your certified Life and Leadership Coach.

*addresses ICMA Practice Area: 5 Personal Resiliency and Development*



*Morning Breakout Sessions continued*

**morning breakout session two**

**Panel: Preserving Your Individuality in the Workplace**

In this breakout session, panelists will explore their personal journeys toward expressing their authentic voice at work. Our panel consists of public sector leaders at various stages of their careers. They will share how they discovered their own personal style of expression, including ways their style evolved over time and factors that influenced its change. Learn how they overcame reluctance or fear to express their true voice. Find out what aided them in developing confidence at work in speaking up and sharing their perspectives. The leaders will reflect on how they adapt their approach to fit the situation at hand while maintaining their own moral and ethical compass. Our panelists include current and former City Managers and Village Administrators Kathleen Rush, Anne Marie Gaura, Paula Schumacher, Cristina White and Luke Stowe.

*addresses ICMA Practice Area: 5 Personal Resiliency and Development*



**morning breakout session three**

**Change the Direction of Your Connection**

**Marianne Renner**

When you understand personalities, you communicate with far greater influence and move your audience from resistance to action. Whether you're trying to motivate your team or influence potential customers, understanding behaviors helps you speak the right language.

In this workshop, learn how to:

- Understand 4 dominant personality styles
- Identify your own style
- Spot cues to identify the styles of others
- Use communication techniques that improve your influence with your audience

*addresses ICMA Practice Areas: 5 Personal Resiliency and Development & 14 Communication and Information Sharing*

**lunch**

**Conference Luncheon, Awards Program & Business Meeting**

*Luncheon Keynote*

**Conquering Your Inner Saboteurs**

**Sheri Miller, Executive Director, The Charmm'd Foundation**

Do you ever wonder why negative self-talk creeps into your mind from time to time? It is our Saboteurs speaking and feeding our heads with negative emotions of stress, shame, blame and guilt. It's these Saboteurs that can hinder our ability to have a difficult conversation. With the right awareness, we can learn to change these negative thoughts into positive ones to help us move forward in our conversations.

In this lunchtime keynote session, you will:

- Discuss the Saboteur Assessment you will have taken, identifying your top Saboteurs
- Create an awareness and understanding of these Saboteurs and how you may be getting in your own way.
- Learn how these saboteurs can get in the way of you having difficult conversations and gain tips to start to overcome them.

*addresses ICMA Practice Area: 5 Personal Resiliency and Development*

**Learn more about your inner saboteur by taking an assessment before the conference:**



*PANELISTS*

**Anne Marie Gaura**  
Village Manager  
Village of Lincolnwood

**Katy Rush**  
GovHR USA

**Paula Schumacher**  
Village Administrator  
Village of Bartlett

**Luke Stowe**  
City Manager  
City of Evanston

**Cristina White**  
Village Administrator  
Village of Warrenville



**Sheri Miller** is the Founder, Executive Director and Executive Coach with The Charmm'd Foundation, a private non-profit organization that provides opportunities for tax-exempt community leaders to build their leadership through Emotional Intelligence and Ethical Reflection.

With a Bachelor's degree in Organizational Behaviors from Northwestern University and as a CTI certified coach, TTI Success Insights DISC Certified behavioral analyst, TTI Success Insights 12 Driving Forces® Certified behavioral analyst and a TTI Emotional Intelligence Certified behavioral analyst, Sheri shines a spotlight on each client's multiple gifts, having them stand in who they are as they define what they want, what could be getting in their way and where they want to go. She believes all leaders have the power to make their own path, not just follow it.

**CLICK HERE TO ACCESS THE ASSESSMENT**

### Afternoon Breakout Sessions

#### afternoon breakout session one

#### Imposter Syndrome

**Ashley Ward, MSW, Director of Community Development, The Charmm'd Foundation**



Despite your track record of success and myriad accomplishments, do you still find yourself mired in self-doubt way more than you care to admit? Do you struggle with a nagging lack of confidence? Are you constantly justifying what you still need to accomplish in your career that will help you feel you have arrived? If you identify with some of these questions and have your own brand of negative self-talk that is standing in your way, this session is for you!

It's time to flip the script and look at our true selves in the mirror. Instead of doubting our value, let's KNOW our value, without question and with confident humility. If this topic is of interest, we are shaking it up and asking you to dive into a vulnerable topic and conversation with a small group of conference attendees where you will share your stories. You will bust the myths you hear coming from your peers and you will practice writing a new script for yourselves and one another. This script is one where you speak to the value you know you bring to all the roles you have and to your life in general. Let's exercise those self-confidence muscles in a safe space where there is no shame, only transparency and lots of grace. This is a session for release and renewal. You in?

addresses ICMA Practice Area: 5 Personal Resiliency and Development



#### afternoon breakout session two

#### Operationalizing Racial Equity in Organizations

**Dr. Kathleen Yang-Clayton, Associate Professor, Department of Public Administration, University of Illinois Chicago**

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. This session will include a Q and A.

#### Learning Objectives:

- Strategies to develop a holistic DE&I initiative in your organization
- Addressing organizational policies and practices that are detrimental to DE&I

addresses ICMA Practice Area: 3 Equity and Inclusion



**Ashley Ward** serves as the Director of Community Development and Executive Coach with The Charmm'd Foundation, a private nonprofit organization that provides opportunities for leaders of tax-exempt organizations to strengthen themselves and their ability to lead their teams, succeed at their missions and enhance their communities. The Foundation serves Cook and Lake Counties.

Ashley establishes strong partnerships with community leaders and seeks to understand their needs then recommends services that will offer value, structure and accountability. She creates safe environments for people to develop personal and organizational goals, identify challenges and generate creative solutions. Ashley utilizes her natural curiosity and asks thought-provoking questions to facilitate a client's exploration of self. She engages group members by sourcing relevant, stimulating content, offering inspiring questions, listening actively and promoting collaborative discussions.

Her unquenchable curiosity and relentless dedication to helping people allows Ashley to create meaningful relationships with community leaders where their success is paramount. Her inspiration comes from the leaders with whom she works who provide selfless public services to so many in surrounding communities.



**Dr. Kathleen Yang-Clayton** - joined the faculty in the Department of Public Administration, College of Urban Planning and Public Affairs at the University of Illinois-Chicago in 2017 after extensive experience in legislative advocacy and voter education, engagement and mobilization. Prior to joining UIC, she led voting rights and voter mobilization work for Asian Americans Advancing Justice - Chicago where she helped to pass landmark legislation expanding voting rights and strengthening election systems in Illinois. 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.



## Closing Keynote

### My hair is on fire and I can't find the extinguisher! Oh wait - there it is!

Dr. Kerri Burchill, PhD

You already have the extinguisher that can help you extinguish your biggest challenges! It's a matter of slowing down and pulling out that pin in the extinguisher and get intentional about leveraging your strength and authenticity.

In this interactive session, the audience will compare their best take-a-ways from the conference and apply those insights to their biggest challenges. You will learn some fun facts about the power of women and leave with strategies to stay empowered and not be an ASKhole.

Attendees will:

- Prioritize their top three biggest challenges
- Summarize how their conference insights will be used to tackle their biggest challenges
- List how their authentic, biological wiring positions them as leaders and influencers to resolve their biggest challenges
- Apply three strategies not to be an ASKhole so that they stay in a position of influence.

addresses ICMA Practice Area: 5 Personal Resiliency and Development

## After Conference

### Join colleagues for an After Conference Social Event

Old Town Pour House Naperville, 1703 Freedom Drive



Dr. Kerri Burchill, PhD is honored to be listed as one of the top 20 coaches in her home city of San Antonio, Texas: check it out.

Outside of her recognition as a coach, Kerri is the president of North Star Coaching, a company that specializes in helping leaders and teams to slow down so they can go fast. North Star Coaching offers leadership training and development, team development and culture support with a specific focus on interpersonal communication.

North Star Coaching's mission is to help you slow down so you can shine your brightest. Kerri supports you staying true to your North Star. We help you crystallize purpose, manage the day-to-day spin of the skies around you, and achieve your ambitious outcomes.

Kerri believes in progress, not perfection. Just as the North Star moves slightly, we know that leaders can be nudged off course with the day-to-day spin. Kerri help leaders and teams identify the structures and supports they need to stay the course, shine their brightest and achieve those ambitious outcomes.

North Star Coaching is your accountability partner, one that believes in you, holds you accountable to show up as your best self and shine your brightest, just like the North Star.

These leadership training and team building programs are custom-made just for you!

## 2023 Women's Legacy Conference Sponsorship Opportunities

### Gold Level Sponsorship - \$1250

- Logo in Program
- Recognized at lunch
- Sign at the door
- Includes conference registration for two
- Conference registration list with email contacts
- Exhibit Table in Atrium

### Silver Level Sponsorship - \$750

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

### Bronze Sponsorship - \$500

- Logo in the program
- Recognized at lunch



**There is still time to sponsor the 2023 Women's Legacy Conference.  
Please contact Dawn Peters at [dpeters@niu.edu](mailto:dpeters@niu.edu) or 815-753-0923.**

## 12TH ANNUAL WOMEN'S LEGACY CONFERENCE

**FRIDAY MAY 19, 2023 8AM-4PM  
NIU NAPERVILLE, 1120 DIEHL ROAD, NAPERVILLE, IL  
REGISTRATION FORM**

### Attendee Contact Information

Name: \_\_\_\_\_

First Name for Badge: \_\_\_\_\_

Title: \_\_\_\_\_

Organization: \_\_\_\_\_

Address: \_\_\_\_\_ City/State/Zip: \_\_\_\_\_

Email: \_\_\_\_\_ Phone: \_\_\_\_\_

### Conference Registration

**5.5 CE hours | 0.5 CEUs**

\_\_\_ \$120.00 Conference Registration-Legacy Project Member Rate

\_\_\_ \$175.00 Conference Registration-Non-member Rate

\_\_\_ \$35.00 Conference Registration-Student/Intern Rate

\_\_\_ \$120.00 each registrant for Groups of 5 or more from one organization

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

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

\_\_\_ I have special dietary needs. Please list: \_\_\_\_\_

### Join or Renew Legacy Project 2023-24 Membership

\_\_\_ \$40 Member

\_\_\_ \$10 Student/Intern Membership

**Register by May 12th!** For a full refund, you must cancel your registration by May 12th. Cancellations made after May 12th incur a \$50 fee.

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

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



#### Three easy ways to register:

ON-LINE: [www.legacyprojectnow.org/2023-annual-conference](http://www.legacyprojectnow.org/2023-annual-conference)

PHONE: 800-345-9472

FAX: 815-753-6900

**MAIL** completed registration form and payment to:

Outreach Services Registration Office

Northern Illinois University

DeKalb, IL 60115

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

#### If registering by Mail/Fax with Credit Card:

**circle one: Visa, Mastercard, Discover, American Express**

Card Number: \_\_\_\_\_

Expiration Date: \_\_\_\_\_

Name on Card: \_\_\_\_\_

Address: \_\_\_\_\_

City/State/Zip: \_\_\_\_\_

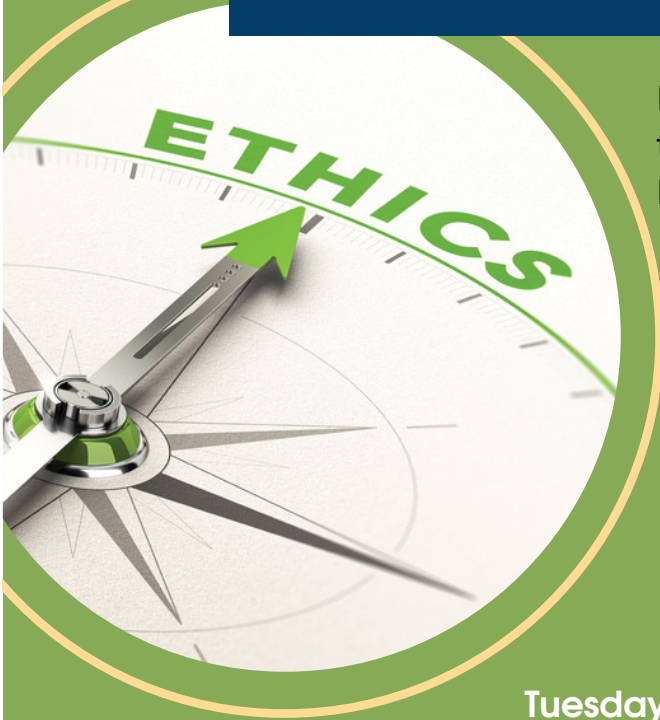
Signature \_\_\_\_\_

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

ILCMA & WCMA Webinar

# Code of Ethics

## Updates & Discussion with Martha Perego



Martha Perego from ICMA will join us to discuss various issues around the ICMA Code of Ethics including:

- Code of Ethics Tenet vote update
- Current trends in ethics violations
- How to navigate gray areas
- How the Code of Ethics reinforces our DEI goals
- Q & A from participants

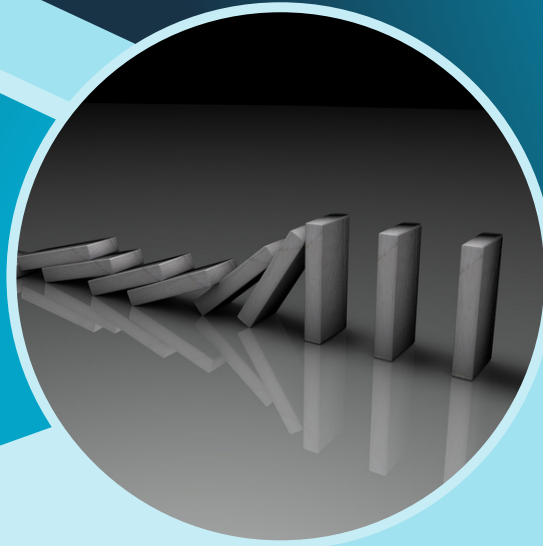
Tuesday May 16, Noon to 1 PM | Via Zoom





Midwest Leadership Institute

# RELATIONAL EXPERTISE *LEADING IN CHAOS & CRISIS*



Emotions, power, and judgment are three MLI foundational concepts critical to leading when ambiguity is high, causing chaos and crisis. The Fall Seminar will continue to build the relational expertise needed to lead yourself and others when the environment is unstable.

\$650 for people who have attended a Spring MLI  
\$750 for all other registrants

Register at [MidwestLeadershipInstitute.com](http://MidwestLeadershipInstitute.com)

## Sessions Include:

Managing your emotions when the pressure is intense and finding constructive ways to deal with your feelings

Utilizing your power to meet identified goals and weather the storm

Flow vs fear. Sound judgement leading to successful outcomes.

Case study practice to explore the concepts presented

General plenary sessions to engage all attendees in leadership issues currently experienced at work

**NOVEMBER 1-2, 2023  
NIU NAPERVILLE**



**WHITE PINES**  
— GOLF CLUB —

*Metro Managers*  
**ANNUAL GOLF OUTING**

Wednesday, May 10th  
Deadline for Registration May 1st

**Check-in 8:00 AM**  
**Shotgun Start 9:30 AM**  
**Lunch Included at the turn**  
**Awards Buffet 2:00 PM**

**Course Contests**  
**Longest Drive 5 West**  
**Closest to the Pin Hole 14 West**  
**Longest Putt Hole 9 West**



White Pines Golf Club  
500 W Jefferson St, Bensenville, IL 60106



Please contact Allison Matson with any questions at  
847-526-9600 or [amatson@wauconda-il.gov](mailto:amatson@wauconda-il.gov)

*Metro Managers*



*continued on the next page*

# Metro Managers ANNUAL GOLF OUTING

Name: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 Business Name: \_\_\_\_\_  
 Phone: \_\_\_\_\_ Email: \_\_\_\_\_

## GOLF REGISTRATION

- # \_\_\_ I/We will participate in the entire outing # \_\_\_ x \$85.00 = \$ \_\_\_\_\_  
 # \_\_\_ Number of participants staying for the reception  
 # \_\_\_ Number of participants NOT staying for the reception  
 # \_\_\_ Number of participants NOT golfing, attending the reception only  
 # \_\_\_ x \$40.00 = \$ \_\_\_\_\_ Total enclosed: \$ \_\_\_\_\_

### Team Members

Player 1 name: \_\_\_\_\_  
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## IML Manager Committee Column

### What Does “Prevailing Wage” Mean To My Organization?

*By Bob Barber, IML Managers Committee and Village Administrator, Beecher*

In recent years, the Illinois General Assembly has begun a dangerous trend of standardizing pay rates for work performed by public works departments without the regard for collective bargaining agreements and the specific location or socio-economic condition of the municipality. At a minimum, these bills currently under consideration (or perhaps by this time even approved and sent to the Governor) will increase the reporting requirements your municipality will have to make to the Illinois Department of Labor. There are also several reporting requirements that are applicable in the private sector but are not easily applied to local government. For example, most of our public works employees are in the Illinois Municipal Retirement Fund (IMRF) but a reportable wage rate is required for pensions. If the municipality’s pension contribution is less than the prevailing wage (and for an IMRF Employer this may be the case) will the municipality be required to pay that employee the wage difference in this case?

Double time pay is also common for weekend and holiday duty in the private sector on large public works projects. However, every municipality has a different way of handling weekend and holiday duty and many of these practices are defined in current and valid collective bargaining agreements. How will these new prevailing wage laws affect these working conditions that have been established for the benefit of and negotiated by the affected parties in local government? No one can easily answer these questions and they are certainly not addressed in the language of these bills.

As of April 20, here are some of the bills currently being debated on the floors of both chambers of the General Assembly that may affect the operations of your public works departments:

**SB 249**

This bill is the granddaddy of all proposed prevailing wage amendments because it is the first to directly affect the wages paid to municipal employees for public works activities. This



bill has now been sponsored in two consecutive sessions of the General Assembly and although it has been tabled for the second time it is likely to be presented again in the future. This bill requires that any public works construction or demolition activity performed by one public body on behalf of another public body must be paid at prevailing wage. It appears that the intent of this bill is to prevent several local government agencies (highway departments, for example) from banding together to jointly build or resurface roads using their own employees (which is a common practice in many rural areas) unless they pay the prevailing wage in their county for such work. This levels the playing field for contract work on such projects. It also treats a local government (or any public body as defined in the Act) as a “contractor” when work is being performed in another jurisdiction.

This bill could be devastating to our current protocols for mutual aid. The word “demolition” is included in the bill and could be interpreted to be debris removal associated with wind damage or other catastrophic event when several public works agencies come together to aid a community in distress. Almost all of our agencies have participated in some form of regional response to a nearby community in need. The Illinois Public Works Mutual Aid Network (IPWMAN) was set up exclusively for this purpose. We do not charge for these responses; that is the last thing on our mind when a community is in need. If this bill is approved, free mutual aid may be off the table. We will have to charge the prevailing wage rates for the work our employees performed to the local government that is in need. This would protect contractors who desire to perform the same work for that distressed community. I am sorry but someone will have to explain to me how such a bill is in the public’s best interest.

*continued on the next page*



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**HB 2845/SB1609**

These bills add the definition of “biosolids handling and transportation” to the list of public works which fall under prevailing wage. When you travel beyond the metro areas of the State, many rural municipalities offer their dried sludge at an extremely low cost to local farmers as long as they transport it from the facility. This material is then spread onto farm fields. Under this proposed bill, the farmer will be required to collect a prevailing wage for such work if he handles the biosolid. The solution will be charging the farmer for the product to avoid a pay for service relationship or the municipality will have to transport and spread the biosolids themselves. This will increase the cost of disposal.

**HB 3370**

This is an interesting prevailing wage bill that would require any contractor using a power washer to pay the prevailing wage for that work. Many communities hire companies that travel the country washing water towers since this equipment is very specific to the work being performed. There are other companies that offer power washing for the removal of graffiti and other debris on public facilities such as underpasses. This bill would define such work as “construction of public works” and subject to prevailing wage. If a public building experienced flooding and you hired a remediation firm to clean up the mess and a power washer was used, you have to ensure that prevailing wage applies to that work.

**HB 3792**

Many municipalities own street lights or public parking lots containing lighting. This bill would require that any work performed be paid at prevailing wage rates. There has been an amendment filed exempting public employees from this bill.

**HB 3351**

This bill requires any project performed under the “Solar for All” program must be paid at prevailing wage rates. The only exception would be for projects on residential property or houses of worship.

**Conclusion**

The definition of the term “construction” in the Prevailing Wage Act is slowly changing through the legislative process to include operations and maintenance activities performed in our public works departments. Many of these laws exempt the public employee but some do not. Each bill on its own appears to be only a minor modification but when reviewed collectively over time one can see the pattern emerging. When prevailing wages affect public employees, there will be future collective bargaining implications. The Managers Committee of the Illinois Municipal League will continue to monitor these bills and provide technical advice and assistance to IML in its lobbying efforts on behalf of municipalities.



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## City Manager Tenure in Face of City Demographics

### Introduction

In 2021, a graduate student approached the ILCMA with hopes of learning about city manager tenure for a school project. This later turned into the student's graduate capstone. The student used the information that the ILCMA had given and also conducted their own research. In part, these were FOIA, phone, and email requests. The student asked each city to go as far back as they could regarding city manager tenure. In these requests, out of 80 cities that were sent requests, 65 cities responded with answers, which makes a roughly 80% response rate. Some cities went as far back as 1910s, and went all the way up to September 2021. The student used full years as measurements, meaning only full years were counted. As another resource, the student also used Census data. With many questions, the graduate student narrowed it down to three hypotheses.

### Three hypotheses were put forth:

H1: As population of a city increases, the tenure of a city manager will decrease.

H2: As the median income of the population increases, the tenure of a city manager will increase.

H3: When city budgets increase, the tenure of a city manager will increase.

A predictive values graph was also used as well.

The graduate student decided to use those variables in the hypotheses solely because they seem intuitive but the ones the student used for the predictive values graph were because the variables seemed like they'd be confounding variables.

### H1

The first finding of the study was that as a city's population increases, a city manager's tenure will decrease, as found in the decade of the 1990s. The other decades studied, from 1910s to 2020s, did not show this trend at all. Further research as to why this trend showed up in only the 1990s would be needed.

### H2

The second finding of the study was that as the median income of the population increases, the tenure of a city manager will increase. The dependent variable here is the median income in 2020 and the independent variable is years in office. This was using the whole dataset instead of the decade-separated data used in H1.

### H3

The third finding was that when city budgets increase, that has nothing to do with city manager tenure. The regression was based on the independent variable of city budget

and the dependent variable of years a city manager was in office. With this analysis, there was a confidence interval that included 0 in the plot, which means that there is not a definitive answer that city budget has anything to do with city manager years in office or tenure. This was using the whole dataset instead of the decade-separated data used in H1.

### Predictive Values

Taking into account percentage of white population in the city, median income, city budget, and high school graduation rates, only high school graduation rates were predictive values of city manager tenure. The graduation rate was for the years 2016-2020. Higher high school graduation rates mean longer tenure for the city manager. These values were picked because of possible confounding variables that may exist when looking at city demographics.

### Conclusion

City managers' tenure seems to depend on population and median income. City budget does not have anything to do with tenure, it seems. The only predictive values of city manager tenure taking into account percentage of white population in city, median income, city budget, and high school graduation, high school graduation rates were the only ones that were predictive of city manager tenure.



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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.

## Spotlight on: Hera Registry

### Blighted Vacant and Foreclosed Property Solutions

by CJ Johnson, Founding, Partner Hera Registry and Stan Urban, National Sales Manager, Hera Registry

In almost every community across the country, the foreclosure and vacant property crisis is draining critical government resources. Communities are spending thousands of dollars to try and identify and manage vacant properties throughout their community. The challenge is compounded by the increased demand on local government services as well as reduced property values and property taxes. The result, significantly reduced resources for municipalities and government agencies have to ensure a vibrant and a desirable place to live, work and play.

While properties enter foreclosure and become vacant for a variety of reasons, and a vacant / blighted property becomes a real problem when the owner completely abandons routine maintenance or mortgage and property tax payments. Too often, municipalities only find out about vacant properties after they have started to cause problems. The spillover effects of these properties impact neighboring properties and, when concentrated, entire communities in turn reducing property values, increased crime, increased risk to public health and welfare, and increased costs for local governments.

Municipalities around the country are implementing programs to reduce the negative impact of vacant and foreclosed properties. As local officials learn of potential vacant and abandoned properties through registration programs, neighbor complaints, visual surveys, property tax delinquency, or other means, they typically turn first to code enforcement to make owners take responsibility for the property. One of the greatest obstacles to timely and effective code enforcement, is the ability to identify and hold responsible the owners and servicers of loans of these properties. Mortgage servicers, which are usually national companies, are unfamiliar with local laws and codes, use third-party providers to secure and maintain properties and do not perform regular inspections of properties to ensure individual properties are maintained and secure.

One key strategy that has proven to be successful in protecting valuable community resources, and provides information necessary to understand and manage the impacts of vacant / foreclosed properties, is the property registry and related enforcement. The intent is to identify and organize key information about a vacant property and to take action before the issues around a property grow.

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Municipalities and government agencies across the country are turning to no cost registration programs that proactively helps guide decision-making and generates revenue needed to address blighted homes and neighborhoods. While many municipalities collect information on properties that receive complaints, many others go unidentified until they become out of control. Many communities that try to internally manage the vacant property information database are seeing low success rates because of the required dedicated time for research and communication.

Privately managed registry programs address all these issues by identifying and communicating with the appropriate property contact. Registration programs identify the fees and fines a community is owed due in part to parties that refuses to abide by a vacant property registration ordinance. No municipality can afford to leave these resources uncollected.

Privately managed registry programs focus on identifying vacant properties and effectively and efficiently registering these properties, documenting contact information and maintenance requirements applicable to the owner or mortgagee of a vacant property as well as creating a positive revenue stream for the municipality.

**Spotlight on: Leopardo**

General contractors across the nation have been increasingly stepping into and thriving in the unique world of Job Order Contracting (JOC). From repairs, renovations, and restorations to the Americans with Disabilities Act (ADA) and mechanical, electrical, plumbing, and fire protection (MEP/FP) upgrades, as well as emergency work, scope development, and preventative maintenance, this project delivery method is utilized by government bodies to get numerous, commonly encountered construction projects done quickly and easily through multi-year contracts for a wide variety of needs through a competitively awarded contract. Unlike traditional bidding, where each project is identified, designed, and then put out to bid, JOC establishes competitively bid prices up front and eliminates the need to separately bid each project.

JOC has been around since 1982, and its overall appeal and benefit to municipalities is its unique ability to save time and money, while also improving the overall quality of work. One study from Arizona State University (ASU) reported that municipalities saw a 65% reduction in overall service delivery using JOC compared with traditional delivery methods, which can take months to complete and strain administrative and technical resources. Once a contract is awarded, the municipality can request delivery on any number of projects without having to prepare and distribute bid packages for each, meaning that the time-consuming front-end processes are completed in a single action, cutting down the process from months to weeks. And because these multi-year contracts are fixed in price, municipalities can rest assured that the work will be completed without breaking the budget. Construction costs are firm and based on established or published prices from a Unit Price Book (UPB) containing thousands of construction tasks, each including a detailed description, unit of measurement, unit price, and even demolition cost. Material and labor costs are locally developed, and each task is specifically tailored to a municipality, ensuring fair prices for its unique needs, as well as high quality work and timely delivery. The same study by ASU also found a satisfaction rate of 96%, with nearly every polled municipality saying that they would recommend JOC to their peers. Compare this to only 60% of municipalities who reported preferring traditional methods.



Strong contractor-municipality relationships further aid in the overall benefit of this delivery method, especially when a contractor is well-versed in JOC and takes the time to meet with and learn about a municipality's needs and then walk them through the ins and outs of the process, educating them along the way. This helps to ensure that every element of the scope is accurate and complete, and that all goals (such as minority, women, veteran, local, and charitable initiatives) are achieved or exceeded.

Dependability and quality, in terms of efficiency and overall value, are key factors when it comes to selecting a contractor for JOC projects, and a genuine focus on the relationship will lead to a familiarity with unique specifications and preferences, resulting in more effective communication, increased comprehension of project goals, and a high-quality, mutually beneficial final product.



## Spotlight on: Veregy

### Solar and Landfills – Opportunities to increase revenue and repurpose decommissioned landfills.

By Gina Bicknese, Director of Marketing, Central Region, Veregy

Recent updates to Investment Tax Credits (ITC) under the Inflation Reduction Act (IRA), makes now the time to explore opportunities to install solar on decommissioned landfills. The Environmental Protection Agency (EPA) has identified 72 decommissioned landfills in Illinois and estimates there are more than 10,000 inactive landfills in the United States. Could these untapped landfills benefit your community, become a source for job creation, and put your community on the path to decarbonization? Benefits of installing ground-mount solar panels on decommissioned landfills:

- Landfills are large, flat, open spaces well-suited for solar panel installations making it easier to install a large number of panels to increase the overall efficiency of the solar array and maximize the ITC or Production Tax Credit (PTC).
- Installing solar panels on a decommissioned landfill can help to repurpose the land and generate tax revenue.
- Solar panels can provide shade and habitats for wildlife.
- Solar design, engineering, site planning, and construction can be incorporated into the local school district's curriculum and STEM programs.
- Solar panels can help to offset greenhouse gas emissions by generating clean, renewable energy and accelerating decarbonization goals.

#### Greenhouse Gas (GHG) Impact

A 1 Megawatt (MW) solar array will produce 2,146 megawatt hours (MWh) of solar energy annually. This is equivalent to offsetting 1.4 Metric Tons of CO<sub>2</sub>, or 1,568 pounds of coal burned. EPA Greenhouse Gas Equivalencies Calculator

#### Tax Revenue

As outlined in the "Best Practices for Siting Solar Photovoltaics on Municipal Solid Waste Landfills" published by the EPA in 2022, solar arrays can generate significant tax revenue for a municipality. Property taxes may increase depending on the location and the size of the solar array, and the city may receive additional revenue from permits, licensing fees, and other sources. Implementing large-scale renewable energy can create jobs and stimulate economic growth, increasing the city's tax revenue. Additionally, installing arrays on decommissioned landfills utilizes land that cannot be developed for commercial or industrial purposes avoiding the use of real estate that can or was previously generating significant tax revenue.



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When a municipality lacks the capital to install solar, a lease agreement through a public-private partnership should be considered. Many private companies, such as utilities, private solar installers, investors, and others, seek land to generate renewable energy. In a lease agreement, the solar company or utility installs the solar array and enters into a lease agreement with the landowner. These lease payments are typically based on a fixed amount per acre of land or a percentage of the revenue generated by the solar array. Leasing land for a solar array can provide a municipality with a steady income stream and mutually benefit both the landowner and the solar company.

As with all large capital expenditures and public-facing renewable installations, there are cons to consider and mitigate before you invest time and funding into design, construction, and permitting.

- Some landfills may be in areas with limited solar resources, such as areas with high levels of shade or clouds.
- Solar projects within landfills may require the installation of additional infrastructure, such as roads and utility connections.
- Landfill solar may be more expensive to build due to the additional design considerations for mounting the solar without penetrating the landfill cap.
- Solar projects within landfills may require wildlife relocation or impact the protection of natural habitats.

While these hurdles exist, challenges exist in almost every project and must be weighed against the potential benefits. Using this unused and largely usable land is an effective way to accelerate decarbonization and increase revenue for cities and towns nationwide. For evidence that these projects can be done successfully, the EPA has noted an 80% increase in solar projects on decommissioned landfills since 2018. This is partly owed to the EPA's RE-Powering America's Land Initiative and looks set to increase even further with the new IRA provisions. Overall, installing ground-mount solar panels on decommissioned landfills can be a win-win situation, providing clean energy, education, repurposing unused land, generating income for the community, and accelerating local decarbonization goals.



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