

Calendar of Events

August 2
Legacy Project
Strategic Workforce Planning
 Oak Brook, IL

August 2
Legacy Project Social Event
 Oak Brook, IL

August 4
SWICMA Meeting
 Collinsville, IL

August 18
IAMMA/APA-IL Beeras Tour
 Niles, IL

August 24
IAMMA/APA-IL Beeras Tour
 Evanston, IL

September 6
Legacy Brown Bag Luncheon
 Libertyville, IL

September 7
IAMMA/APA-IL Beeras Tour
 Elmhurst, IL

October 1 - 4
ICMA Annual Conference
 Austin, TX

October 2
ILCMA/WCMA Reception
ICMA Conference
 Austin, TX

October 11
ILCMA Professional Development
 NIU Naperville

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

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President's Column

I am so proud to have the opportunity to continue to serve ILCMA this year. ILCMA, through its programming, resources, education, networking, and, most importantly, its people, has shaped me as a public servant. I am stronger, and our profession is stronger, because of ILCMA. Through our organization we are giving of ourselves by supporting one another, learning from each other, holding one another accountable, and encouraging and celebrating each other, as we do the good and important work of local government. Throughout this year, I encourage you to look for opportunities to participate more fully. Set aside time to attend the summer and winter conferences, share your talents on a committee, and reach out to new members to welcome them into the fold. It's crazy how quickly the years go, so take advantage now. As much as you put in, you will receive so much more in return.

As an organization, we have important goals ahead of us this year. We will continue our efforts to advance our values around diversity, equity, and inclusion into all of our activities. We will be completing the final year of our strategic plan and will take on the work of developing a new one that will carry us into

continued on next page



Job Mart
Click here to see job listings



continued from page one

2027. We are happy to welcome our new ICMA Midwest Regional Director Matt Fulton and will be working with the ICMA Midwest Presidents to update and clarify the ICMA Midwest Rotation Agreement around representation issues. Our most vital task will be succession planning for our next Secretariat to ensure that we have a seamless transition and ILCMA continues to receive the expert support upon which it has come to rely.

Thank you for all your efforts and support and all that you are doing to improve our communities, our organization, and our profession. Looking forward to another rewarding year!

Peggy Halik, ILCMA President and Assistant Village Administrator, Woodridge



[Apply Here](#)

Katy Rush, Recent Recipient

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.



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:

Michelle Jett, Director of Administration, Champaign County
Brian Larson, Program Associate for Transportation, Northwest Municipal Conference
Geoff Penman, City Administrator, City of Sandwich
Elizabeth Scott, Village Manager, Village of University Park
Jessica Short, Assistant to the City Manager, Village of Collinsville
Emily Taub, Assistant City Manager, City of Highland Park
Mathew Trout, Village Administrator, Village of Freeburg
Breann Vazquez, City Administrator, City of Litchfield

Members:

Kelly Coyle, Partner, Clark Baird Smith
Brady Fischer, Management Fellow, City of West Chicago
Matt Fulton, Midwest Regional Director, ICMA
Kevin Held, Stifel Public Finance
Caitlin Johnson, S.B. Friedman Development Advisors
Nicholas Mavraganis, Patrol Sergeant, Village of Mount Prospect
Tom Reedy, Stifel Public Finance
Jessica Sciarretta, Administrative Intern, Village of Deerfield
Jennie Vana, Communications & Engagement, CMAP



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.

Thank you to the ILCMA Summer Conference Social Event Sponsors:

Gallagher
Life Loyal Advisors
Veregy
Prescient
GovHR
Christopher Burke
Arndt
HR Green
IL Aggregation Consultants



Insurance | Risk Management | Consulting



Who's Who Directory Update

Congratulations to **Loras Herrig** who announced his retirement from the city of East Dubuque as of June 30.

Gavin Morgan has been appointed as the new village administrator for the village of Indian Head Park. He was previously the township administrator for Oak Park Township. Karleen Gernady has been promoted to Assistant to the Village Administrator in Lindenhurst. She was previously Management analyst.

Sam Barghi has accepted the position of Community Engagement Manager in the village of Bannockburn. He was previously a management analyst in the Public Works Department in Lincolnshire.



[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.



ILCMA Annual Report July 1, 2023

Strengthening the Quality of Local Governance through Professional Management

The following represents notable accomplishments from July 2022 to June 2023:

- Achieved a **total membership** of 803 as of April 30, 2023, which is a slight increase over 2022. Corporate (voting) membership is 464, which is up from 450 in 2022.
- Received contributions of \$168,500 from 66 **corporate partners**.
- Continued implementation of the 2020 – 2023 **3-year strategic plan**.
- ILCMA had a **fund balance of \$365, 197** as of fiscal year end on April 30, 2023; the balance is within established policies and increased by \$34,600 from the 2023 fund balance.
- Actively supported the **ICMA Coaching program**.
- Held the winter conference in Normal, IL in February 2023 with 230 attendees. IAMMA celebrated its 50th Anniversary at the conference.
- The 2023 Summer Conference in Peoria had 220 attendees. This was down from the 2021 summer conference (note the 2022 summer conference was joint with WCMA)
- Sponsored the Legacy Conference and the IAMMA Conference at the gold level (highest).
- The **Professional Development Committee** provides continuing education of ILCMA members and assists members in achieving continuing education goals for their organizations.

2022-2023 Highlights:

- Planned eight professional development programs— five hybrids at NIU Naperville (Oct. 5, Nov. 9, March 8, April 12, and May 4), three in-person (Dec 15, Feb. 8 and June 7).
- Offered relevant and timely content, with sessions that touched on: interviewer skills, crisis communication, equity in policing, diversity, equity and inclusion pilot program, lessons learned in Highland Park, grant writing, and mental health.
- Co-hosted three programs with other professional organizations (IAMMA, Metropolitan Mayors Caucus, and Metro Managers).

The **Membership Services Committee** based on direction from the ILCMA Executive Board and the ILCMA Strategic plan, the Membership Services Committee proudly provides the end-of-year report to the ILCMA Executive Board. The Committee broke into subcommittees to work on the goals below with each subcommittee providing their own report.

1. Develop an expanded program that focus' on the department head/middle-management level

- a. Draft a letter from the ILCMA President to encourage managers/administrators to have department heads join ILCMA
- b. Have more joint sessions with other professional associations and have managers/administrators bring their department heads to ILCMA events
- c. Offer two free in-person or Zoom to department heads or non-members for professional development and Metro lunch that follows
- d. Consider allowing department heads to be part of the Mentor Match program

2. Create a welcoming Environment and build networks for People of Color (POC)

- a. Increase awareness in educational institutions for BIPOC students by incorporating information about ILCMA DEI, ILGHN, etc., in MPA program communications
- b. Orientation for first year students, add flyers/pamphlets, acknowledgements
- c. (Consider ILCMA BIPOC representative to attend a welcoming reception or orientation)
- d. Websites, add links to resource pages
- e. Programs to consider, NIU, UIC, Northwestern, DePaul, Roosevelt, etc.
- f. Consider consolidating and boosting DEI information to a dedicated page on the ILCMA website
- g. Improve individual engagement opportunities for BIPOC members
- h. Measure interest, create a “survey of interest” to send out to members, analyze responses to further develop approach
- i. Create methods of engagement, this is pending after survey data is collected and analyzed, possible engagement types, include virtual and in-person connections, individual and group formats, etc.
- j. Build organizational relationships with other BIPOC government groups
- k. Begin conversations with introductory e-mails, phone calls, etc.
- l. Reciprocal invitations to foster meet and greets, in-person connections at events
- m. Collaborate in events with presentation opportunities, printed materials, etc.
- n. Create online space for BIPOC members to connect by creating an affinity group through LinkedIn
- o. Demonstrate commitment by adopting the term BIPOC in DEI communications - term means “Black, Indigenous, and People of Color”

3. Establish an outreach strategy for minority and non-traditional managers

Over the last several months, our subcommittee has discussed ways we can improve and increase outreach to minority groups and non-traditional managers to grow and diversify our membership.

To determine our target audiences, we had a lot of conversation around defining what is traditional vs non-traditional. We also reviewed a membership survey that IAMMA completed recently to accomplish a similar goal of expanding and diversifying membership. The survey identified the demographics of current membership with the hope of identifying gaps in ethnicity, gender, age, geographical areas, etc.

Through our discussions, the following were ideas or action items we felt would be great first steps:

- a. Work with partner organizations. ILCMA already does this in some ways, but we brainstormed additional areas of opportunity. Having an ILCMA table, booth, or partnership at IGFOA, APWA, APA, IPELRA, etc., conferences to raise awareness and encourage membership participation from those employed in other departments than Administration. Co-sponsoring educational events with partner organizations to prompt more crossover and collaboration is another possibility.
- b. Examine the due/membership structure and consider providing ‘complimentary’ memberships. For example, if a Village Manager renews membership, they are given 3 ‘complimentary’ memberships. They don’t need to pay for in exchange for providing the email/necessary membership information for 3 of their department heads or staff members to be placed on our listserv. These individuals would then be receiving our communications and would be more aware of opportunities available,

expanding our reach to non-Village Managers. If this option were to be pursued, we would need to finalize the definition of this member type. Additionally, it would be recommended that this is a one-year complimentary membership without voting rights and would require dues to be paid starting the second year.

c. Looking at our current members in transition and ‘non-traditional’ members, if we could identify (via survey?) their job or career prior to joining local government, we could analyze if there is any consistency in careers they are transferring from, and try to target those careers on their job boards, partner with associations, etc. Through this process, we would also identify a list of ‘non-traditional’ members who we can tap as mentors for others transitioning into local government.

4. Mentor Match Program Review

This subcommittee was tasked with reviewing the Mentor Match Program to increase participation and assess what is working and what is not. A survey was created for those that participated in the Mentor Match Program previously, either as a mentor or mentee. The survey was distributed in April and results were received in early May. The subcommittee will now analyze the results of the survey and make necessary changes to help increase participation.

5. Provide List of Resources for new Managers/Administrators

This year our subgroup was tasked with compiling a resource that first-time managers could use to both assist them transition into their new role and to bring some critical items to their attention. During our first few meetings, we discussed the best format to provide the information, the general scope of the information (make sure it is a quick and easy resource, not something burdensome that wouldn’t be viewed), and the level of detail we wanted to include.

We determined our goal would be to help managers with general tips and encouragement, direct them toward more extensive research and materials, and highlight ‘what you don’t know you don’t know.’ For example, a first-time manager from a non-traditional path may not understand the critical timing and process for passing the tax levy. This is an example of a critical item to include. Other examples include the Open Meetings Act, FOIA, budget or appropriations, risk management practices and establishing a board agenda.

Our subcommittee also wanted to take a portion of the document in a different direction. We wanted to include short advice from other City Managers who have learned from experience, including David Knapp’s ten principles of city management. Two examples of the principles are ‘A great many questions you get can be answered by the question, “What does the Code say?” and ‘Don’t waste time questioning or assuming other people’s motives, just deal with the facts and question your own motives’. We would also like to include a checklist of things to consider that burned other managers before, one being ‘make sure you remove predecessors from the computer system.’

The subcommittee is working off a shared Google document and has written several paragraphs on various topics. It is our recommendation this be continued into the next year and built upon for a final draft.

6. Member in Career Transition Support Program from Strategic Government Resources – researched and recommended to the ILCMA Executive Board for approval.

The **ILCMA Communications Committee** continued its efforts this past year to develop, plan and identify ways to enhance and expand outreach efforts that raise awareness of and build appreciation for the value of professional local government management.

2022-2023 Highlights:

The Communications Committee celebrates many highlights over the past year, including:

Evaluate Programs, Services and Membership Experience that respond to changing needs.**Subcommittee Report: Marketing Campaign**

- The Sub-Committee is working to plan for a communications campaign to promote local government careers with potential employees working in the private sector; specifically highlighting strategies for addressing knowledge gaps for anyone interested in transitioning into local government.
- The Sub-Committee identified opportunities to coordinate effort with plans for Podcasting and newsletter articles in 2023.
- The Sub-Committee plans to provide member materials in advance to ensure it is promoted in conjunction with City Hall Selfie Day.

Subcommittee Report: Newsletter and Spotlights

- The Sub-Committee is continuing to coordinate content for future newsletter articles, with a priority to highlight success stories in different areas and future IML articles.
- Areas of focus include; Council/Manager form of Government, Local Government Hispanic Network (LGHN), Highland Park Parade, Arlington Heights and Bears Process, Parental/Family Care benefits, and New Urbanism.

Enhance and Expand DEI Efforts**Subcommittee Report: “Local Gov Stories”**

- The work group is finalizing a template (x2 45-minute sessions) for high school curriculum, designed to be shared with teachers or presented by ILCMA members.
- The Sub-Committee is planning to pilot an ILCMA branded podcast, that will focus on shorter format interviews and spotlights on ILCMA members and career paths.
- DEI lens remains a priority, committee will also look for synergies with other professional associations, as well as designated “days” or “weeks” spotlighting local government services.
- Launch new installments to be formatted for social media sharing.

Subcommittee Report: “Idea Exchange”

- The Sub-Committee hosted an Exchange in December on community engagement best practices and an Exchange in April about tools and strategies for alternative compensation and benefits.

The **Committee on Professional Conduct**. The Committee held a joint ICMA Code of Ethics session with WCMA to review the new changes to the Code of Ethics. Martha Perego, ICMA, presented the update and led the discussion.

The **Diversity, Equity and Inclusion Committee**. The DEI Committee engaged its members in the work to pursue the three implementations.

DEI Committee Education

The work of DEI requires significant ongoing education. Members of the DEI Committee were fortunate to hear from Alonzo Kelly during the ILCMA Winter Conference (2/9/2023). Alonzo spoke about tools for effective DEIB conversations and conflict resolution.

- DEI Certification Program (Pilot) – In collaboration with the Metropolitan Mayors Caucus, ILCMA and the University of Illinois – Chicago, the DEI Committee launched a pilot DEI Certification Program. The Learning to Operationalize Racial Equity (LORE) program provided participants an experiential foundation

for racial equity driven change through change and performance management that can lead to innovative and practical racial equity applications as individuals and organizations adjust to these complex times. Fourteen municipalities across Illinois participated in the pilot project that ran from August 2022 through January 2023.

- ILCMA Bylaw review – A Sub-Committee reviewed the ILCMA bylaws for inclusive language. The changes will be submitted to the voting membership for approval once a complete bylaw review is done for any other substantive changes.
- An ILCMA corporate member demographic survey was completed in order to get a benchmark of diversity in the association. The response rate was 67%. The Committee will utilize the results to gauge the impact of DEI initiatives moving forward.
- A Sub-Committee engaged in writing an article series for publication in the ILCMA newsletters. The series will speak about why DEI is important and how ILCMA can promote tools and training to assist members in their DEI efforts. The first article was about creating a welcoming environment and was published in the May 2023 ILCMA newsletter.
- The DEI Committee in conjunction with the Membership Services Committee is looking at the creation of affinity groups within ILCMA.
- DEI Values Statement – Subcommittee – A subcommittee of the DEI Committee developed a DEI Values Statement that clearly articulates the guiding values as it relates to the work of DEI within the ILCMA DEI committee structure. The following statement was approved by the ILCMA Board at the February 2023 meeting:

The Illinois City/County Management Association (ILCMA) is committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion where all board members, staff, volunteers, and members feel respected and valued regardless of gender, age, race, ethnicity, national origin, sexual orientation or identity, disability, education, or any other characteristic that would create implicit or explicit biases.

- Continued to effectively support **Managers in Career Transition (MICT)**.
- Maintained strong **Senior Advisor Program** - Senior Advisors during the year were John Phillips, Steve Carter, Bob Kuntz, Brad Townsend, and Robin Weaver. Collectively they clocked over 800 hours, traveled approximately 5500 miles, and made just over 2200 contacts.
- Supported events and activities of **ILCMA affiliates**: Legacy Project, IAMMA, Metro, IACA, Downstate, SWICMA.
- **Renewed contract** with NIU Center for Governmental Studies (CGS) to provide Secretariat Services for ILCMA. The Executive Committee met with the CGS leadership to discuss the process for executive director recruitment.
- **Evaluated performance** of ILCMA Executive Director, which was rated as exceptional by the ILCMA Board.
- Maintained a **strong ICMA presence** with ILCMA members serving on several committees and task forces; worked in close coordination with ICMA Midwest Regional Director.
- **ILCMA Awards** were given to **Robert Karls, City Administrator, Pontiac** for **Robert B. Morris Lifetime Achievement Awards and the following ILCMA Service Awards**:
 - **Service to the Community: Cari Ann Ergo, Village Administrator, Itasca**
 - **Service to the Profession: Jason Bielawski, Village Administrator, Roselle Grant Litteken, Assistant City Administrator, O’Fallon Jennifer McMahan, Human Resources Director, St. Charles**
 - **Service to the Association: Adam Simon, Ancel Glink**
 - **Resiliency in Leadership**, a new award category to be used that recognizes an individual that exemplifies the power of collective action and community resilience, even amidst difficult circumstances, was given to **Ghida Neukirch, City Manager, Highland Park**.
- Awarded the **James M. Banovetz Fellowship Award** to Yates McLaughlin, Northern Illinois University MPA Program.
- Awarded **ILCMA Lifesaver Awards** to Ghida Neukirch and Katy Rush.
- In addition to the annual ILCMA contribution to the ICMA Fund for the Profession, ILCMA made contributions in honor of those who retired or passed in 2022-23:

- ILCMA contributed \$700 (\$100 per individual) to the ICMA Fund for Professional Management in honor of **retiring members**: Kevin Barr, Randy Bukas, Karen Daulton Lange, John DuRocher, Bob Karls, John Marquardt, and Phil Modaff.
- A \$100 memorial contribution for each member who passed was made in 2022-23. The total contribution was \$1500 in **memory** of members John Eckenroad, Robert Irvin, Ken Marabella, Gary Mayerhofer, and Paul Nicholson. A \$1000 contribution was made in memory of Greg Bielawski.

Closing:

ILCMA continues to be a strong organization advocating for professional management in all levels of local government. Our conference registrations were not as high as I would have liked them to be, but they continue to be a great resource to develop and sharpen our skills. The Association is on a strong financial footing. The Executive Board, with Peggy Halik's leadership, will be working with NIU to develop a process of hiring Dawn's replacement when she retires in a few years.

Speaking of Dawn, the Association would not be as strong today as it is without her knowledge, can-do attitude and great staff. Thank you, Dawn, Alex and everyone at CGS that make ILCMA the great organization it is. I want to thank you, the members, for giving me an opportunity to be of service to you. This past year went by quickly and I am now setting my sights on retirement. As always, if I can be of any assistance, please do not hesitate to call or email.

Randy Bukas
2022-23 ILCMA President



2023-24 ILCMA Board

President

Peggy Halik
Assistant Village Administrator,

President-Elect

Phil Kiraly
City Manager, Glencoe

Vice-President

Paula Schumacher
Village Administrator, Bartlett

Secretary-Treasurer

Kimberly Richardson
Deputy City Manager, Evanston

Immediate Past-President

Randy Bukas
City Manager, Freeport

Board Members

Joan Walls – Director-at-large
Deputy City Manager, Champaign

Billy Tyus – Director-at-large
Assistant City Manager, Bloomington

Kurt Carroll – Director -at-large
Village Administrator, Lenox

Joe Carey – Director-at-large
Assistant Village Manager, Carol Stream

**Scott Eisenhauer - Downstate City/County
Management Association**
Village Administrator, Rantoul

**Juliana Maller – Metropolitan Management
Association (Metro)**
Village Manager, Hanover Park

**Sam Barghi – IL Association of Municipal
Management Assistants (IAMMA)**
Management Analyst, Lincolnshire

**Ben Schloesser – Southwest IL City Management
Association (SWICMA)**
Village Administrator, Swansea

**Sharon Schallhorn – IL Association of County
Administrators (IACA)**
County Administrator, County

Kathy Thake – The Legacy Project
Deputy Village Manager , Niles

2021-23 IACA Board

President	Sharon Schallhorn County Administrator Bureau County 700 S. Main St. Princeton, IL 61356 815-876-3555 sschallhorn@bureaucounty-il.gov
Vice President	
Secretary/Treasurer	Erin Knackstedt County Administrator Henry County 307 West Center Street Cambridge, IL 61238 309-937-3400 eknackstedt@henrycty.com
Past President	Scott Hartman Deputy County Administrator McHenry County 2200 North Seminary Avenue McHenry, IL 60098 815-334-4924 sehartman@co.mchenry.il.us
ILCMA	Dawn Peters Executive Director, ILCMA NIU Center for Govt. Studies 148 N. 3 rd St. DeKalb, IL 60115 815-753-0923 dpeters@niu.edu

2022-24 Southwest IL City Management Assoc. Board

President	Ben Schloesser Village Administrator Village of Swansea 1444 Boul Avenue Swansea, IL 62226 bschloesser@swansaeil.org 618.234.0044 Ext. 106
Vice-President	Corey Rheinecker City Manager City of Sparta 114 W. Jackson St. Sparta, IL 62286 618-443-2917 crheinecker@spartaillinois.us
Secretary/Treasurer	Christopher Conrad City Manager-City of Highland 1115 Broadway Highland, IL 62249 cconrad@highlandil.gov 618-654-9891
Past President	Doug Brimm City Administrator City of Columbia 208 S. Rapp Ave. Columbia, IL 62236 618-281-7144 x 122 dbrimm@columbiaillinois.com

2023-24 Legacy Project Board

**Jennifer Jones, President
Professional Development Chair**
Executive Director
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**Kelly Coyle, President-Elect
Annual Conference Committee- Chair**
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**Anne Kritzmire, Treasurer (Year 1 of 2 At Large
2nd year)
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**Megan Golden, Secretary (Year 2 of 2)
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**Kathy Thake, President
xxxxx Committee, Co-Chair**
Deputy Village Manager
Village of Niles
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**Lori Luther, At Large Board Member (Year 1 of
2)
xxxxxx, Co-Chair**
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**Sarah Schillerstrom, At Large Board Member
(Year 1 of 2)
Professional Development Committee, Co-chair**
Recruitment / Coach
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**Jennie Vana, At Large Board Member (Year 1 of
2)
Communications Committee, Chair**
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**Robin Weaver, At Large Board Member (Year 1
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2023-24 Metro Managers Board

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Secretary/Treasurer Brian Townsend
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Past President Kurt Carroll
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Board Member Allison Matson
 Expires: Village Administrator, Wauconda
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Board Member Jason Wicha
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Board Member Lou Leone
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Board Member Brian Mitchell
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Board Member Ghida Neukirch
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 6-30-2026 1707 St. Johns Avenue
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Board Member Stephanie Dawkins
 Expires: City Administrator, Geneva
 6-30-2024 22 South First Street
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Executive Director/ILCMA Dawn S. Peters
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2023-24 IAMMA Board

President: Sam Barghi, Community Engagement Manager, Village of Bannockburn
 President Elect: Glen Cole, Assistant City Manager, Rolling Meadows
 Treasurer: Hannah Lipman, Assistant Village Manager, Tinley Park
 Director: Jessica Chernich, Assistant to the Village Administrator, Fox Lake
 Director: Ashley Monroe, Assistant Village Manager, Riverside
 Director: Erin Baynes, Management Analyst, Libertyville
 Intern Representative: Yates McLaughlin, Management Intern, Lake Forest
 Past President: Evan C. Michel, Assistant to the Village Manager, Buffalo Grove

ILCMA Offers Scholarship to ICMA Conference in Austin, TX

To encourage attendance at the ICMA annual conference, ILCMA and ICMA are pleased to announce they will provide financial assistance to ILCMA members, who are also members of ICMA, wishing to attend their first ICMA conference. ICMA will waive conference registration fees to the annual conference for two ILCMA members. ILCMA will in turn match the dollar amount of those fees to help defray transportation and housing fees. This is an excellent opportunity, particularly for members from communities that do not have the resources to allow their staff to travel to national conferences.

To qualify, applicants must be a full (corporate/voting) member of ILCMA and be attending their first ICMA conference. If you are not an ICMA member, ICMA is offering a 50% 1st year's dues discount to state scholarship recipients. To apply, send a brief letter explaining how you and your community would benefit from receiving this award. Along with the letter, please enclose an up-to-date resume. Applications are due in the Secretariat office no later than August 10. ILCMA will notify ICMA of the names of award recipients indicating they are entitled to a waiver of the conference registration fee.

The 2023 ICMA Annual Conference is scheduled for September 30 – October 4 in Austin/Travis County, TX. This conference will offer an in-person as well as a digital registration. Registrants for the in-person event will also receive access to the digital event. ICMA's Conference Assistance Scholarships provide members with assistance in attending the conference through complimentary registration and a travel stipend.

Join, Go, SAVE promotion: Members who have never joined ICMA and want to attend the conference to join ICMA, use promo code CONF23 (case sensitive) and receive half-off their first year's dues. Once the payment is processed, the new member can register for the conference and receive the ICMA member registration rate.

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09/07	Elmhurst Brewing Elmhurst, Illinois

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ILCMA Announces 2023 Award Winners

At its annual conference held June 7-9, 2023, the Illinois City/County Management Association (ILCMA) honored numerous members through its ILCMA Awards Program.

Robert B. Morris Lifetime Achievement Award

Recipient: Robert Karls

Robert Karls was the recipient of the Robert B. Morris Lifetime Achievement Award. The Robert B. Morris Lifetime Achievement Award is presented to a retired individual who has had an exemplary career in local government management and has served no less than twenty years in local government, at least eight of those in Illinois. Recipients of this award must have made significant contributions beyond their own communities, including service to the association and the profession.



Bob Karls served the city of Pontiac as the first and only city administrator for forty years. Bob has been dedicated to his community and helped to advance the city of Pontiac in many ways. He served the profession by being a mentor to many aspiring managers/administrators and was always available to help others with advice when needed. He was also dedicated to public service and was involved in many community organizations such as the Heritage Corridor CVB, Pontiac, MainStreet, Livingston County Economic Development and Central Illinois regional Broadband Network. He also served on Kiwanis and United Way.

In addition to the Robert B. Morris Lifetime Achievement Award, there were five special service awards presented this year. The Special Service Awards are presented to

individuals who have notable association or affiliate activity and significant professional accomplishments, including private interests, family interests, acts of heroism, charitable acts, or social accomplishments. The Special Service Awards were presented to the following members.

ILCMA Special Service Award – Leslie T. Allen Service to the Community

Leslie T. Allen Service to the Community recipients demonstrate 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. This award can also honor a nominee who has served a cause 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.

Recipient: Cari Ann Ergo

Cari Ann Ergo, Village Administrator, Itasca, was awarded for service to the community through her work as the Chairperson of the Coalition to Stop CPKC, a collaborative partnership between 8 communities plus DuPage County. The Coalition was formed to "provide a unified response" to stop the Canadian Pacific's plan to increase freight traffic along the Milwaukee District West rail line by more than 300%. Cari Ann coordinated legal, engineering, and public relations consultants, managed weekly strategy calls with coalition members and facilitated public participation at in-person and virtual hearings. She also testified against the merger before the Surface Transportation Board in Washington. While the



Coalition was disappointed that the Surface Transportation Board approved the merger, the work of Cari Ann and her demonstrated commitment and service to issues beyond her village's boundaries make her worthy of this award. The coalition continues to monitor the rail companies for accountability and safety.

ILCMA Special Service Award - Service to the Association

Recipient: Adam Simon

Service to the Association recipients have 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.



Adam Simon has been a long-time member and his firm, Ancel Glink has been a sponsor of ILCMA for many years. Adam has always been willing to provide advice upon request about form of government issues and roles/responsibilities of mayors and managers. Adam has also served on numerous committees over the years, including conference committees. Most recently, Adam has been instrumental in the success of the ILCMA Idea Exchange, a program that was developed at the start of the pandemic to provide an avenue for information sharing amongst members on issues of importance. The Idea Exchange is successful due to Adam's commitment to it. He helps develop the topics, secures breakout room moderators and note takers, moderates the Exchange, and writes a summary article for the ILCMA newsletter.

ILCMA Special Service Award - Gregory J. Bielawski Service to the Profession

There were three award recipients in this category for 2023 Jason Bielawski, Grant Litteken, Jennifer McMahon. Gregory J. Bielawski Service to the Profession recipients demonstrate 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.

Jason Bielawski was honored for his outstanding service to the profession as demonstrated by his mentorship of emerging leaders and participation in various internship programs including the NIU MPA program Civil Engineering



Jason Bielawski



Jennifer McMahon



Grant Litteken

internship for the Public Works Department, and a Finance Department internship.

Jason also supports promoting the profession to other organizations including Lake Park High School students through a school program that allowed our economic development team to connect with school officials and students who get paired with local Roselle businesses for internships and apprenticeships. The program was one of the spotlights at the Village's first Manufacturing Meetup event planned by the Village last year. Jason also recently served on a committee for the University of Iowa's School of Planning and Public Affairs, his alma mater, to help design course curriculum for students interested in careers in local government.

This award is named after Jason's father, Greg Bielawski, and Jason is certainly following in his father's footsteps as being a true consummate professional.

Jennifer McMahon was also a recipient of the Service to the Profession award. Jennifer is someone who has clearly demonstrated concern for the support, well-being, and growth of other professionals and those aspiring to a career in local government management. She has mentored several individuals throughout her career and is a true connector of people. She is always the first to volunteer if someone needs help. She will do whatever it takes to get others involved and share her passion. Jennifer is a champion of our profession and gives all her time and talent to the betterment of the professional local government management profession without hesitation.

Grant Litteken is the third recipient of the Gregory J. Bielawski Service to the Profession award. Grant is the epitome of professionalism, passion, integrity, ethics, service and responsibility to his organization, community, and profession. Grant serves as a mentor for many individuals

within the profession, particularly in the southern Illinois region. He never hesitates to take time out of his schedule to meet with a mentee, a fellow colleague, community member, or community organization to discuss the needs of others. Grant was instrumental in being the strongest advocate for shifting organizational culture within the city of O'Fallon and creating an engaging environment where leadership can be fostered at all levels of the organization. He helped to reshape employee evaluations, employee engagement events, and leadership training. Grant's dedication to this profession is unwavering and he is deserving of recognition for everything he does for others. Additionally, Grant is the glue that kept SWICMA together for many years while adding new members. He is the reason many managers and administrators in the St. Louis area belong to ILCMA. While President, he reached out to any new Manager/Administrator in the area and invited them to a meeting. He continues to help recruitment by developing and fostering relationships with potential new members.

In addition to the Service Awards, there were several other awards and recognitions also presented at the annual conference and they are as follows:

ILCMA's Lifesaver Award

ILCMA members that have aided another member that is in a career transition can be nominated for the MIT (Members in Transition) Lifesaver Award. A lifesaver-ring lapel pin is awarded to members who provide significant, tangible assistance.

Katy Rush is the latest ILCMA member to receive the Lifesaver Award:

Katy Rush was nominated by Bryon Vana who wrote that Katy has been a lifesaver since the beginning of his career. She reached out to him when he was fired from his first manager position and offered him not only words of support, but an interim position in Woodridge. During that time, Katy mentored him and was supportive throughout his transition period. She provided him with the flexibility to job hunt and helped him secure another interim position in another community, therefore working two interim positions. For over twenty-five years, Katy has been a great friend and mentor.



James M. Banovetz Fellowship Presentation

Recipient: Yates McLaughlin (Northern Illinois University)

The James M. Banovetz Illinois Local Government Fellowship is honor of a leader in the education of students in public administration who desire a career in local government management. A \$2,000 fellowship is awarded to the winner to be used to finance studies leading to an MPA or equivalent degree.



Yates McLaughlin is an MPA student at Northern Illinois University. He currently serves as the management intern for Lake Forest. Yates's interest in professional local government started in undergrad, although his mom has been a city manager/administrator for many years. In his letter of interest, Yates stated "My mother has been a city manager for the past 25 years, getting involved in many ways throughout ILCMA, the Downstate Manager's Group, and the NIU internship program. I often tell individuals I meet that I've basically been an intern for 22 years, because of how curious I was about her profession growing up." Yates has a commitment to public service and a desire to make a lasting positive impact on the community. His devotion to continuously improving skills and knowledge, enhancing leadership abilities, building relationships, and striving to make a positive impact, will help him as he pursues his goal to be a city manager.

The Illinois City/County Management Association (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: Gregory J. Bielawski Service to the Profession, Service to the Association, and Leslie T. Allen Service to the Community. For more information and to view past winners, please visit the ILCMA Awards webpage for more information.

ILCMA Conference Pics





ILCMA Reception at the ICMA Annual Conference



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IDEA EXCHANGE

August 29 | 12 PM -1 PM | via Zoom

About the Idea Exchange

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

What is AI/ChatGPT and Why Is Everyone Talking About It?

If you believe media reports, artificial intelligence (AI) is spreading like wildfire. Everywhere you look there is a headline expressing the virtues of ChatGPT or warning about the risks of overreliance on computer-aided decision making. In this Idea Exchange participants will learn the basics about large language models, start to understand the risks from using AI and hear about potential applications in local government. Followed by a moderated Q & A.

Addresses ICMA Practice Area 11- Technological Literacy



To register visit:
www.ilcma.org/events/82923





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Details at icma.org/annual-conference/scholarships
Apply by August 16, 2023



Illinois City/County Management Association 815-753-5424 ■ Fax 815-753-7278

ILCMA will once again be participating as an exhibitor at the Illinois Municipal League Conference and is seeking volunteers to staff the booth. Please sign up for a time slot using the form below!

IML Conference Booth Sign-up for Booth # 204

Count me in! I have indicated three (3) time slots that I can work

Name:

Title:

Organization:

Phone:

E-mail:

Please indicate your choices by putting a 1 by your first choice, a 2 by your second choice and a 3 by your third choice:

Thursday, September 15

Friday, September 16

_____ 2:00 pm – 3:30 pm

_____ 10:30 am - 12:00 pm

_____ 3:30 pm - 5:00 pm

_____ 12:00 pm – 1:30 pm

_____ 1:30 pm – 3:00 pm

_____ 3:00 pm – 5:00 pm

Teardown begins at 5 p.m. on Friday.

YES, my mayor is willing to staff the booth with me!

Please respond by September 7th to:

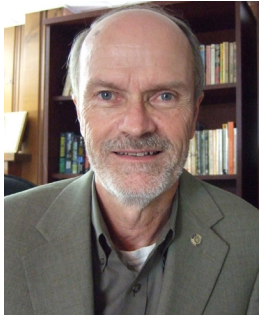
Dawn S. Peters
ILCMA Executive Director

Email: dpeters@niu.edu

Senior Advisor Column

Legislative Advocacy and The Profession

By John Phillips, ILCMA/ICMA Senior Advisor



I had the opportunity several years ago to be one of the first members of the IML Municipal Managers Committee. After many years of discussion, ILCMA and the Illinois Municipal League (IML) recognized the benefit that municipal administrators and managers could bring to the legislative review and advocacy process. Since that time, the committee has played an important role in reviewing legislation and providing information on the impact of proposed legislation.

Legislative advocacy is not just the role of the committee and its members, however. Municipalities are creatures of the state, and state laws and regulations have a profound impact on municipal operations. Administrators and managers can offer support for their elected leaders and their municipalities in the following ways:

1. Staying familiar with legislation that will directly impact their community's goals and operations.
2. Providing information to their elected officials that will make them more effective in the legislative process.
3. Advocating directly with legislators by your elected officials, if required.

There are good reasons that some members or our association may feel uncomfortable engaging in advocacy activity. Tenet 7 of the ICMA Code of Ethics requires that members refrain from political activity. It is wise to walk this path carefully. In an article in August of 2022, Matthew Candland, ICMA CM wrote that a "professional manager should operate much closer to the policy development end of the continuum and tread very carefully on the political advocacy side." In the November 2022 ILCMA Newsletter, Julia Cedillo, Chair of the IML Manager Committee reviewed the important work of the committee and outlined the important resources of IML. She also noted that ICMA suggests that "Any advocacy we engage in must not jeopardize our ethical commitment to being politically neutral and non-partisan as outlined in Tenet 7"

Throughout my career, I found that this path was one worth walking. It was difficult to achieve our city's goals without regularly connecting with state elected officials. I prepared a legislative agenda for the elected officials that outlined the legislative priorities for the upcoming session. I provided periodic updates for the city council on legislation that was important to our city. I participated with my mayor

in the IML Lobby Day and the one sponsored by our local Chamber of Commerce. I was able to establish my role in this process as a professional administrator in contrast to the more political role of the mayor and city council members. And though I didn't sign petitions or buy tickets to fundraisers, I believe that this non-partisan, professional approach was acknowledged, accepted and respected. ICMA and ILCMA members should consider how they can meet the expectation of their elected leaders to further their community's legislative interests.

Thanks to the IML Municipal Managers Committee and all of our members who have served on this committee over the years. They have provided an important connection between our members and the Illinois Municipal League. As a result, we are better informed and are better advocates for municipal interests.



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THURSDAY, NOVEMBER 16

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- 11:45AM - 12:45PM - PROGRAM



PRESENTER:
DOMINICK (NICK) VILLA
ATTORNEY

IML Managers Column

Mitigating Local Government Ambulance Costs

By Scot Wrighton, IML Managers Committee and City Manager, Decatur

More than half of ambulance services in the United States are provided directly by local governments; less than 10% are run by hospitals; about 20% are operated by private companies, and the remainder are a hodge-podge of outsourcing, joint ventures and quasi-governmental public utility models. Public ambulances are most often funded by a mixture of local tax dollars and user fees (including charges to insurance companies and Medicare). Public ambulances generally pay their employees more and have higher overall operating costs spread out to all local taxpayers, whether they ever utilize an ambulance or not. Private ambulances generally pay their employees less and, since the pandemic, have experienced worker shortages. Private ambulances rely to a greater extent on user fees and insurance/Medicare reimbursements, so their fees are higher; but they have lower overall operating costs and do not add to the local tax burden. Several Illinois communities have been hit by decisions made by private ambulance companies to shut down in recent years because they cannot be economically successful as wholly private ventures—leaving some cities temporarily without an ambulance. This results in robust debates about whether it is better for taxpayers to subsidize private ambulance companies, bring ambulance services into the local fire department or other branches of local government, contract out ambulance services, create joint authorities for ambulances, or create other arrangements.

Inserting competition into the selection of ambulance services is problematic. Large cities often host multiple ambulance and medical transport companies; but smaller communities may struggle to keep one ambulance service open without heavy tax subsidies. When someone is bleeding, they do not ask for competitive quotes. To be ready for a full spectrum of EMS calls, ambulances incur high fixed costs. Like other public utilities (water, sewer, fire) the capital investment required to provide EMS makes it impractical to have many overlapping and competing

providers. The financial strain is worse in 2023 because ambulances are generally reimbursed for taking patients to hospitals and may not receive payment if they take patients somewhere else (clinics, doctors' offices, other treatment centers). Mechanisms for insurance and Medicare ambulance reimbursements have not kept up with changes in healthcare delivery strategies intended to move patients away from traditional hospitals.

Apart from the question of how much of an ambulance budget should be absorbed by patients and health providers, versus the taxpaying public, there are other considerations unique to Illinois. First, Illinois has one of the highest property tax burdens in the country; so increasing property taxes to pay for public ambulances makes an already bad tax environment worse. Almost every city in Illinois over 5000 population with a full-time fire department is reeling under the strain of public safety pension costs. Second, laws enacted in Illinois over the last 20 years forcing municipalities to provide pay and pension benefits for EMS providers on par with firefighters if they work in the fire department, and the so-called "Substitutes Act" which forever prevents cities from removing EMS functions from the fire department once they are housed there, combine to make the "fire department option" expensive and inflexible.

Firefighters are hardworking men and women who dedicate their careers to making their towns safer and helping people in times of acute need. Their selfless service is commendable. But in Illinois, their lobbyists, the Associated Fire Fighters of Illinois (AFFI), have rendered the "fire department option" unsustainable. The following matrix lists all the ambulance options.

continued on the next page



IML Managers Column, cont.

Ambulance Governance Structure Options	Cost to the City	Flexibility
<p>1. Fully Privatized Model Private company operates completely independent of local government, except for state regulation, and local permit & license issuance.</p>	Lowest	Greatest
<p>2. Contracted/Outsourced by local gov't. Ambulance service is under the local government, but is entirely outsourced to a private company specializing in EMS. Under this arrangement, the EMTs are employees of the private company, not the city & the private company usually owns the rigs (sometimes the local government may own them). The local government pays a monthly bill for the entire operation.</p>	2 nd Lowest	2 nd Greatest
<p>3. Privatized, but subsidized by government Same as #1 above except that the local government subsidizes the private company's operating costs so they can be profitable. This happens more often in smaller ambulance markets.</p>	Moderate	Moderate
<p>4. Under an IGA or Joint Authority Illinois local governments are allowed to provide many services jointly by intergovernmental agreement or through the creation of a joint authority. EMTs work for the authority and not the city.</p>	Moderate	Moderate
<p>5. Under local gov't., but NOT in the Fire Dept. If, say, the city operated an ambulance service out of its Transit Division or Police Department, then the local government would avoid long-term fire pension liabilities (employees would be in IMRF). The city could subsequently take EMS out of the municipal organization in the future if it wished, and it would be easier to arrange hybrid EMS/transit services with others as required. A city's of existing paratransit service could serve as a kind of non-emergency medical transit service as well, for those who are ambulatory. If the city wanted to make a change it could do so because it would not be constrained by the Substitutes Act.</p>	Moderately High	Moderate
<p>6. Under local government & IN the Fire Dept. EMTs also working as firefighters, in full-time fire departments. As city employees they would be treated as firefighters for collective bargaining and pensions. Once an ambulance service is placed in the fire dept., it can <i>never</i> be removed from the fire dept. without the union's permission. In this model, the fire/ambulance employees' pay and benefits are higher than what is paid by private ambulance companies and non-fire department public employees. Firefighter contracts are subject to binding arbitration; and there are political problems associated with city employees frequently being deployed to out-of-town non-emergency medical transfers—but these types of transfers are key to maintaining strong ambulance operating revenues.</p>	Highest	Least



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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!

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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).



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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

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AJIL®
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 Spring Seminar participants will have the opportunity to learn about their leadership skills through the **AJIL®** assessment and receive one-to-one coaching.

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 \$2850 which includes course materials, daily continental breakfast and lunch for four days. Organizations that send 4-8 participants are eligible for tuition discounts (\$2650/participant). We ask that no more than 8 people per organization attend the same Institute.

The Institute will be held **April 22 – 26, 2024** at Northern Illinois University's Naperville campus, 1120 East Diehl Road, Naperville, IL.

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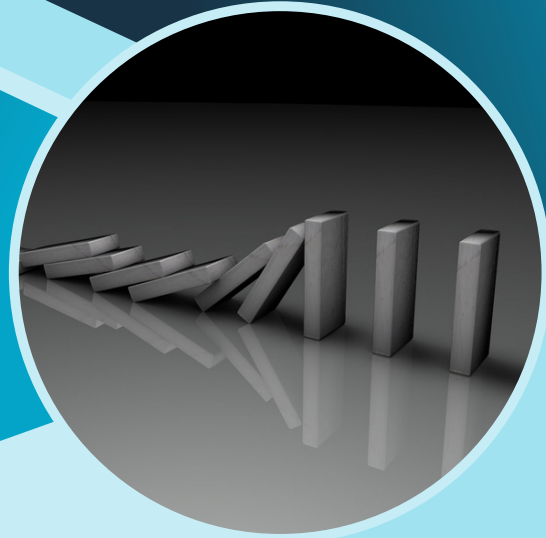


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Emotions, power, and judgment are three MLI foundational concepts critical to leading when ambiguity is high, causing chaos and crisis. The Fall Seminar will continue to build the relational expertise needed to lead yourself and others when the environment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

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

Register at MidwestLeadershipInstitute.com

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

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Spotlight on: Ancel Glink, P.C.

New Laws Energize Electric Vehicle Charging

Daniel J. Bolin and Erin M. Monforti, Ancel Glink, P.C.

Local governments in Illinois have been preparing for the expected increase in demand for electric vehicle charging. For example, in 2020 Chicago passed an ordinance requiring 20% of the parking spaces to be EV-ready for new large residential buildings (five or more units with onsite parking) and new large non-residential buildings (30 or more parking spaces). Chicago, Ill. Code Sec. 17-10-1011. Municipalities have also adopted ordinances establishing regulations for the installation and use of electric vehicle charging stations on public property and in the public right-of-way. Local zoning ordinances are also facilitating electric vehicle infrastructure by allowing charging stations as a principal or accessory use.

In addition to these local efforts, the State of Illinois recently adopted the Electric Vehicle Charging Act, establishing requirements for newly constructed single-family homes and multi-unit residential homes to have parking spaces capable of electric vehicle charging. Ill. P.A. 103-53. Since most current electric vehicle owners are single-family homeowners who charge at home, the Act finds that providing access to home charging for those in multi-unit dwellings is crucial to wider electric vehicle adoption. Ill. P.A. 103-53, § 5. Therefore, the Act requires a significant portion of parking spaces in new and renovated residential developments to be capable of electric vehicle charging. Id.

Effective January 1, 2024, a new single-family residence or a small multifamily residence (2-4 families) must have at least one EV-capable parking space for each residential unit that has dedicated parking, unless any subsequently adopted building code requires additional EV-capable parking spaces, EV-ready parking spaces, or installed EVSE. Ill. P.A. 103-53, § 20. By making spaces EV-capable during new construction, the Act intends to reduce costs future electric vehicle charging station installation by providing the electrical elements that are difficult to install during a retrofit.

Under the Act, "EV-capable" means parking spaces that have the electrical panel capacity and conduit installed during construction to support future implementation of what is commonly known as Level 2 "medium" charging. "EV-ready" parking spaces provide a branch circuit and either an outlet, junction box, or receptacle that will support an installed EVSE. "EVSE-installed" means electric vehicle supply equipment that is fully installed from the electrical panel to the parking space. Ill. P.A. 103-53, § 15.



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Beginning April 1, 2024, with limited exceptions, building permits must require that 100% of the total parking spaces be EV-capable for a new large multifamily residential building (5 families or more) or a large multifamily residential building being renovated by a developer converting the property to an association. Ill. P.A. 103-53, § 25.

Effective January 1, 2026, a new single-family residence or small multifamily residence that qualifies as an affordable housing development must have one EV-capable parking space for each code-required parking space. Where code-required parking exceeds one parking space per dwelling unit, only one parking space per dwelling unit is required to be EV-capable. Ill. P.A. 103-53, § 20.

The following additional requirements will be phased in over time for affordable housing developments that are new construction single-family residences or small multi-family residences under the same project ownership located on a campus with centralized parking areas; and for new construction large multi-family residences, unless there are additional requirements under a subsequently adopted building code:

Permit Issued After	EV-Capable Parking Spaces
January 1, 2026	40%
January 1, 2029	50%
January 1, 2034	70%

The Act also provides regulations to allow renters and condominium unit owners to be able to install charging equipment for electric vehicles under reasonable conditions.

Overall, the Act provides more explicit and demanding requirements for EV-capable parking for new residential developments those passed by municipalities in recent years. Communities across Illinois—including those which have already considered or implemented EV parking regulations—will need to adjust to accommodate these requirements and ensure that new residential developments provide EV-capable parking.

Spotlight on: NIU MPA

Emergency Management as a Nexus of Local Government

Scott E. Robinson

Disasters do not respect our boundaries. Earlier this year (April 2023), tornadoes crossed through northern Illinois affecting many communities. The warnings went out from one organization while a different organization handles traffic redirection around affected communities. Other organizations became involved to support the recovery of affected organizations, repair damage to the infrastructure, and provide housing to those whose homes were damaged or destroyed. The whole community must rise to respond to the event.

These efforts illustrate the role of collaboration for emergency preparedness and response within the communities. Emergency management can serve as nexus of communication and coordination among the organizations – and, in fact, that turns out to be their most important role.

Emergency management organizations function as a nexus of these efforts in two ways. First, they serve as a hub of communication and coordination. If the public works department needs to learn about the broader operations of emergency response, the emergency management office is a good place to call. The second aspect of being a nexus is that it does not have its own capacity to implement much of what the community needs in response.

It is not employees working for the emergency management office that residents will mostly likely see implementing emergency response activities. Rather, first-responders from other organizations (police, fire, EMT, most notably) are the people with whom residents are mostly likely to come into direct contact at the location of the event. The emergency management operation (if independent, rather than a component of the fire or police offices) has to coordinate with these various first response organizations to gain access to these resources.

Operating as a nexus within local government requires particular strategies – and no small amount of patience from partner organizations. Since emergency management officials have only a small staff, they must focus their efforts on relationship building. An emergency management official I spoke to years ago stated this strongly. “I tell my people that I want to see them leave the office at 9:30 a.m. and not see them until 4 p.m. I want them spending the day in the community building relationships.” In this case,



the emergency management had two primary employees who built relationships; one with local school districts and hospitals while the other was building a system to coordinate private sector businesses in contribution to emergency planning.

Building relationships is key because resources are typically held by other organizations. A different emergency manager - this one of a large school district - stated this plainly with the aphorism that one “should not have to hand out business cards at an event.” He argued that only prior relationships that had been strengthened with communication and training would be resilient to the various pressures associated with emergency response.

Building these relationships can be challenging. Organizing training exercises is a useful way to build these relationships but they can be costly and challenging. Many organizations balk at releasing their employees for a day (or even an afternoon) to participate in an emergency management exercise - though willingness is increasing with the recent frequency of various emergencies.

The goal for these exercises is to reveal potential issues in the coordination of local agencies. An exercise that simulates a flooding event, for example, can inspire questions about how to coordinate with school districts to provide assistance to displaced students or to modify bus routes. The same exercise may reveal particular private sector locations that may be at increased risk - or themselves present as a flooding risk, like a chemical manufacturing plant - and can then inspire additional efforts to coordinate with the key stakeholders.

The lesson for local government is clear. The key to robust and resilient emergency management is partnerships and active coordination between emergency management officials and other local organizations. This calls for the effort and attention of everyone in local government.



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