

Calendar of Events

April 6
SWICMA Luncheon
O'Fallon, IL

April 12
ILCMA Professional Development Seminar
Naperville, IL/Hybrid

April 12
Metro Managers Luncheon
Naperville, IL/Hybrid

April 13 - 14
Downstate Meeting
Rantoul, IL

April 21
IAMMA Conference
NIU Naperville

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

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

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President's Column

2023 ILCMA Summer Conference - Finding Your Greatness

By Peggy Halik, Chair, ILCMA Summer Conference Committee and Assistant Village Administrator, Woodridge

Join us along the riverfront in Peoria June 7-9 to refresh, recharge, and find your greatness. The Summer Conference Committee is excited to bring you excellent programming and some amazing keynote speakers. It's always so hard to take time away from the office-it never feels like the best time to leave. Remember that there is great value though in taking time away from the office to connect with your peers, expand your thinking beyond your own community, and grow professionally. Invest in yourself!

The ILCMA Professional Development Committee will host a pre-conference event on the important topic of mental health. This session will be held on Wednesday from 3:00 to 5:00 p.m. We have a fun evening planned at Gone Axe Throwing, which includes dinner and fun experiences such as an escape room, rage room, wall climbing, and of course axe throwing and more! This is a great time, not only to catch up with colleagues, but to live our value of being a welcoming organization by making new connections.

continued on next page



Job Mart
Click here to see job listings



continued from page one

The Conference will kick off on Thursday morning with our Keynote Speaker Terry Savage. Terry is a nationally recognized expert on finance, the economy, and the markets. With the uncertain state of the economy, there could not be a better time to hear from her. Join Terry as she talks about what's in store for the economy, interest rates, and growth in your community. She'll share some insight on your own personal finances as well!

Our afternoon speaker Terra Fletcher will talk with us about generational changes in the workplace and how best to foster healthy communication and collaboration. We have several breakout sessions planned for Thursday and Friday on topics to pique your interest including: how to eliminate communication silos to speak with one voice, empowering and engaging leadership, leaning into chaos to boldly work through uncertainty, the future of retail and how to best prepare your community, building an organizational culture that thrives, and a rapid fire session on sustainability projects and broadband access.

We're featuring back-to-back Keynote Speakers Friday morning. Marc Perry serves as the Executive Director of Community Action in Wisconsin and was originally meant to present at the 2020 Summer Conference. We're thrilled that he will be joining us to share strategies that will empower attendees to identify and disrupt our own implicit bias.

The Conference will conclude with the passionate and engaging Jarrett Payton, son of NFL Hall of Famer Walter "Sweetness" Payton. Jarrett will share the vital lessons he learned from his father about finding your greatness. His message about comes straight from his heart and is sure to resonate with each and every one of us.

Registration for the conference is now open so please sign up online.

If you are a new manager/administrator or assistant and first-time attendee, please take advantage of the free online registrations. There are five free registrations for managers/administrators and five free registrations for assistants/assistant to/ management analyst positions. Student intern scholarships are also available. In short, the ILCMA leadership has tried to make it very easy for everyone to attend.

Thank you so much to Dawn and all of the members of the Conference Committee for their excellent work in organizing this event. We look forward to seeing everyone at the conference.

Sincerely,
The 2023 Summer Conference Committee:



[Apply Here](#)

Lifesaver Award

Do you know someone who has provided assistance to a member in transition (MIT)? If so, consider nominating them for recognition through the MIT Lifesaver Award! Anybody who has been an MIT knows it is a very difficult time and any assistance provided by their fellow ILCMA members is greatly appreciated. The Membership Services Committee has been working to develop a simple, inexpensive, durable, and easily identifiable form of recognition, in a manner that encourages and promotes such assistance to ILCMA members who assist MITs. A lifesaver-ring lapel pin will be awarded to members who provide significant, tangible assistance to an ILCMA MIT. Significant, tangible assistance may include sharing a room at an ILCMA or ICMA conference, adding an MIT to an interview process, hiring an MIT part-time, full-time, or for a special project, or inviting an MIT to a regional managers' lunch. Applications are available on the ILCMA website and may be submitted to the Secretariat who will provide the info to the Membership Services Committee for review.



[CLICK HERE FOR INFO](#)

ILCMA Connect is an enhanced member benefit that is a powerful network to connect colleagues from across the state of Illinois to exchange knowledge and share solutions.

ILCMA Connect, which automatically enrolls all ILCMA voting members, students, and cooperating members, is a cloud-based, private online community. ILCMA has started off with one general community for launch, which includes an open forum for general discussion. The potential exists for affiliate associations to have their own specialty community, so look for this new feature soon. ILCMA members will receive an email with a subscription notification. In addition to being able to chat with colleagues, members will be able to participate in discussions; access a library of resources specific to communities; and post images, videos and documents to share with others. ILCMA Connect access is tied to ILCMA corporate membership. Members will be able to join communities, update individual profiles and manage the frequency of community notifications. To learn more and join the discussion, please visit the ILCMA Connect website.

Welcome New Members

New applications for Full (voting) membership are listed below and will be effective 30 days from the date of this publication unless a written objection is received by ILCMA. Objections should be addressed to the executive director.

Full Members:

Jon Birk, Chief of Police, City of McHenry
Wayne Duckman, Community & Economic Development Director, City of Freeport
Eric Hallgren, Assistant Village Manager, Village of Wilmette
Becky Tobin, County Administrator, Boone County

Members:

Bill Durkin, One Positive Place
Michael Van Dorpe, Management Analyst, City of Evanston
Jacob Hobson, Student

CORRECTED

10th Annual ILCMA 5K Race Results

The ILCMA runners and walkers took to the Constitutional Trail at the winter conference last month. We had the second warmest weather (32 degrees) in the history of the race. (Normal holds the record for the coldest race at minus 5 degrees.)

Mark Moran and John Phillips continued their dominance in the race series. Mark captured his eighth age group win; John his seventh. Not far behind was Jim Grabowski with his fifth age group win this year. Other age group winners were:

John Bannon	Rob Boyer
Geoff Dickinson	Ben McCready
Allison Matson	Scott Niehaus
William Wetzel	Evan Walker

Scott Crocker won the walk contest for his fourth victory in the series. Cara Pavlicek won her second walk race. Other age group walk winners were: Napoleon Haney, John Harris and Sonya Hoppes. Congratulations to all the participants. Every one received an ILCMA 5K winter headband.

The race team would like to thank Gene Kotlinski, Doug Damery, and the staff from the Normal Park & Recreation Department for providing and placing the turn-around cones.

This was the last year for Randy Bukas to direct the race. We would like to thank him for his 10 years of service. Jim Arndt has accepted the position of the Race Director for next year and many more to come. Jim has been an age group walker winner (3 times), runner (2 wins) and a volunteer in the past. During the past 10 years, we have had 69 different participants in the race series. Denise Burchard is one of the longer participants having won 6 walking age groups in the past plus volunteering one year. Jennifer Barlas was also a longtime volunteer. Thank you to all the volunteers, both past and present for helping make the event a success.

We will be back in Normal for the 2024 Winter Conference. In the meantime, maybe we can talk Jim into organizing a run/walk at the Summer Conference in Peoria from June 7th through the 9th. How about it, Jim?



Interested in Becoming a Credentialed Manager?

The Application Deadlines and Fees are:

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

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

ILCMA Nominating Committee Report & Recommendation To The Membership

March 20, 2023

The 2023 ILCMA Nominating Committee consisted of ILCMA Past President, Dorothy Ann David, as Chair, and included the following members: Pam Reece, President's Appointment representing membership at large; Tony Funderburg, President of SWICMA; Eric Hanson, President of Downstate Managers; Juliana Maller, First Vice President of Metro Managers; Evan Michel, President of IAMMA; Sharon Schallhorn, President of IACA, and Kathy Thake, President of Legacy.

Chairperson David called the meeting to order at 1:02 p.m. The meeting was held via Zoom.

The Nominating Committee reviewed the credentials of candidates who submitted applications for ILCMA officer and board member positions. Peggy Halik, Assistant Village Administrator, Woodridge, will move up to the position of Board President in 2023-24 after serving as President-elect in the current year. Randy Bukas, City Manager, Freeport, will become the Immediate Past President of ILCMA after serving as President in 2022-23. Applications reviewed by the Nominating Committee were for the offices of President-elect, Vice President, and Secretary/Treasurer and for open Board member positions. Only one candidate each submitted to be considered for the offices of President-elect and Vice President, two candidates submitted for the office of Secretary/Treasurer, and four candidates submitted applications to be considered for open Board Member positions.

The Nominating Committee is recommending the following candidates to serve the 2023-24 ILCMA Board of Directors:

- Philip A. Kiraly, Village Manager, Glencoe, to move to the position of President-elect after serving as Vice-President in the current year.
- Paula Schumacher, Village Administrator, Bartlett, to move to the position of Vice President after serving as Secretary/Treasurer in the current year.
- Kimberly Richardson, Assistant City Manager, Peoria, to be appointed to serve as Secretary/Treasurer. (Motion: Maller, Second: Michel; passed unanimously)
- Kurt Carroll, Village Administrator, New Lenox, to fill the vacant Board Member position for the three-year term beginning in 2023-24. (Motion: Hanson, Second: Thake; passed unanimously)

The meeting adjourned at 1:57 p.m. (Motion: Reece, Second: Funderburg; passed unanimously)

As outlined in the Association's Bylaws (<https://www.ilcma.org/about-ilcma/bylaws/>), any corporate member wishing to add their name in nomination may do so by submitting a petition bearing the genuine signatures of at least ten (10) corporate members of the Association who are in good standing. The petition must be submitted by May 1, 2023. Submittals can be sent to my attention, Dorothy Ann David, City of Champaign, 102 North Neil Street, Champaign, IL 61820; email: Dorothy.David@champaignil.gov.

Respectfully Submitted,
Dorothy Ann David, City Manager, City of Champaign
ILCMA Immediate Past President/Chair of the Nominating Committee



*Advancing Civic Leadership
Navigating the Future*

Apr. 20, 2023 — Virtual Webinar

Conversations on Diversity and Equity (CODE): Being Self-aware and Engaged

Presented by Monique Bernoudy, M.S.Ed., Assistant Vice President, Division of Academic Diversity, Equity and Inclusion, Northern Illinois University

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



*CLA Courses Qualify for ICMA's
Voluntary Credentialing Program*

go.niu.edu/cla



NORTHERN ILLINOIS UNIVERSITY

**Center for
Governmental Studies**

Outreach, Engagement and Regional Development

APRIL METRO LUNCHEON LIVING IN THE RED & YELLOW



Living in the red and yellow - City Manager Neukirch will present her personal experiences and work effort following the Highland Park shooting that took place on July 4, 2022, and how “living in the red and yellow” impacts her life today.

 **APRIL 12 | 11:30 am to 1:30 pm | NIU Naperville or via ZOOM**

Following the professional development program, City Manager Neukirch will present additional information about her personal experiences and work effort following the Highland Park shooting that took place on July 4, 2022. In her capacity as Incident Commander, she was responsible for oversight of the City’s emergency response operations and resiliency efforts, working alongside senior staff members and coordinating with federal, state, county, local agencies and community partner organizations. She was also a participant in the parade along with her son and nephew and three minutes outside of the hot zone when the shooting took place. She will share the balance that was necessary to care for her family, City employees, the public and herself the days and weeks after the emergency incident, and how “living in the red and yellow” impacts her life today.

Ghida Neukirch is a municipal leader with 30 years of experience in local government management. She is the first female City Manager for the City of Highland Park, IL. As a first-generation proud American, having moved to the United States from Beirut, Lebanon in 1976, she is dedicated to promoting inclusivity and fairness for all.

As City Manager for the City of Highland Park, IL, a progressive community located on the shore of Lake Michigan with more than 30,000 residents, Neukirch directs the operations for the City. She is responsible for the management of a \$113 MM budget and 270 employees. Neukirch has balanced 10 consecutive budgets and has ensured that the City maintains a Aaa bond rating, the highest bond rating available and a testament to sound financial planning and management. In addition, she oversaw the reconstruction of the City’s \$35 MM water plant, and negotiated and coordinated the consolidation of fire and emergency medical services between the City of Highland Park and Highwood.

Neukirch serves on a broad range of professional, civic, and philanthropic boards and committees. She is a Board Member of the Illinois Law Enforcement Training & Standards Board, Board Member and Past-President of the Rotary Club of Highland Park/Highwood, and a founder and Executive Board Member of Community the Anti-Drug (CTAD). Neukirch is also the Co-Founder of the Highland Park Career Exploration Program (HPCE). She is a Credentialed Manager by the International City/County Management Association and is a Past President of the Illinois City/County Management Association.

In 2012, Neukirch began her employment with the City of Highland Park as the Deputy City Manager and was promoted to City Manager in 2014. Her prior professional work includes management positions at four other municipalities in the State of Illinois. She earned a Bachelor’s degree in Industrial Psychology from DePaul University and a Masters of Public Administration with an emphasis in Urban Management from Northern Illinois University. She and her husband Scot Neukirch, have two children, Jaclyn & Zachary.

addresses ICMA practice areas: 5-personal resiliency and development, 13-human resource management and workforce engagement

intended audience is local government managers/administrators and assistants

Attend in-person at NIU Naperville or virtually through Zoom. **Zoom presentation begins at 12:30 PM.** Registration rate is the same for in-person and virtual attendance \$35. Register for Professional Development Event "Emergency Preparedness" as well for \$65. Student Rate \$20 or \$45 for both events. MIT's are free.

Register at: [ILCMA.org/events/April12](https://www.ilcma.org/events/April12)

Metro Managers 

EMERGENCY PREPAREDNESS IN ACTION

DC Sniper Case – Could it Happen Again?

Highland Park July 4, 2022

**ILCMA April Professional
Development Hybrid Event**

Wednesday, April 12

8 AM - 11:30 AM

NIU Naperville -or- via Zoom

23 days of terror when a pair of snipers shot 13 and killed 10. Fear froze the DC metro area. This case review will cover all major aspects of that complex investigation including: tactical response, investigative protocols, media relations, command and control, task force organization, political influences, logistics, organizational communications, use of technology, and the importance of a 'total' involvement of local government officials and departments. During this case John King was the Assistant Chief of Police in Montgomery County, Maryland. After retiring from MCPD he was Chief of Police in two cities and taught police leadership both domestically for the FBI and internationally for the Department of State.

1. How involved will the City Manager be in an on-going criminal investigation?
2. What city resources can be used to assist the police in the investigation?
3. How will the City Manager handle the intense media?
4. How pre-planning and 'all-hazards' emergency training can prepare city leadership.

Presented by John King, retired Assistant Chief of Police in Montgomery County, Maryland

Emergency Preparedness was put into action when a mass shooting took place in Highland Park on Independence Day. City Manager Ghida Neukirch will provide the City's response to the horrific tragedy, the significant coordination that was necessary for weeks after the mass shooting, and continued resiliency efforts which are on-going. Lake County EMA Manager Dan Eder will present the County's role in the Highland Park Shooting response including highlights of the plethora of resources available to communities and the public.

On the morning of July 4, 2022 the City of Highland Park was gearing up to celebrate together Independence Day as a community for the first time in two years. A mass shooting took place at 10:14 AM, 14 minutes after the parade started. The gunman, positioned on top of a roof, fired over 70 shots from an assault style weapon into the crowd below. Seven people were killed, 48 others were wounded by bullets or shrapnel, and thousands are forever impacted. The City of Highland Park, working alongside federal, state, county and other local enforcement agencies and responded swiftly and effectively. While the community was searching for meaning, the professionals working behind the scenes, worked tirelessly to best serve the public which continues today. City Manager Ghida Neukirch will present information about the City's emergency response to the horrific tragedy, along with the significant coordination and mutual aid efforts. Lake County Emergency Management Agency Manager Dan Eder will present information about the County's role in the Highland Park Shooting response including highlights of the plethora of resources available to communities and the public.

**Presented by Ghida Neukirch, City Manager, City of Highland Park & Daniel Eder, Manager of the Lake County
Emergency Management Agency**

addresses ICMA practices areas: 2-community engagement, 4-Staff Effectiveness, 6-strategic leadership, 8-policy facilitation and implementation, 9-community and resident service, 10-services delivery, 14-communication and information sharing

Intended audience is local government managers/administrators and assistants

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. Register for Metro Luncheon "Living in the Red & Yellow" as well for \$65. Student Rate \$20 or \$45 for both events. MIT's are free.

To register visit: [ILCMA.org/events/April12](https://www.ilcma.org/events/April12)







26TH ANNUAL CONFERENCE

WHAT'S



APRIL 21, 2023
8:00AM - 4:00 PM

Northern Illinois University Campus
1120 East Diehl Road
Naperville, IL 60563

FOR EVERYTHING IAMMA,
FOLLOW US ON:  



26TH ANNUAL CONFERENCE SCHEDULE OF EVENTS

**REGISTRATION/ NETWORKING/
BREAKFAST | 8:00-8:30**

ATRIUM

KEYNOTE SPEAKER | 8:30-9:30

AUDITORIUM

**Ray Rummel - 2022
Manager of the Year**

Retired Elk Grove Village Manager Ray Rummel, who played an essential role in guiding the community through periods of economic challenge, rebirth and transformation retired from public service in 2022 following a 32-year career with the Village.

Attend this session as Ray will discuss how he navigated his way from being an intern to the Village Manager for Elk Grove Village. Ray will share his many successes, but also offer advice on what he wishes he knew while navigating through local government.

MORNING SESSION #1 | 9:45-10:45

ROOM 101C

**Diversity, Equity, Inclusion and Belonging (DEIB):
Reviewing Operations with
An Equity Lens**

This panel discussion will draw insights from area public administration leaders on how to equitably review municipal operations. This open

conversation forum will highlight ways local government agencies can remove barriers to entry into public administration for minorities, financial benefits of diversity, as well as views on diversity insights from the private sector. This session will allow attendees to brainstorm ideas on what they can do as municipal management assistants and/or directors to foment unity in Governance and create a sense of belonging to all who seek to serve in municipalities across the state of Illinois.

MORNING SESSION #2 | 9:45-10:45

ROOM 162

**CRISIS COMMUNICATIONS
- A CASE STUDY OF
HIGHLAND PARK**

In today's world, communications teams must be prepared to respond to and deliver important, potentially life-saving messages during crisis situations. In this session, attendees will hear from the manager of the City of Highland Park's communications team, who will speak about her experience during the recent tragic mass shooting in the form of a case study. Attendees can expect to learn more about actionable lessons learned, how communities can improve their

communications strategies following similar incidents, understanding various stakeholder needs, media relations, media management and ongoing communications needs.

MORNING BREAKOUT A | 11:00-12:00

ROOM 101C

**WHAT'S NEXT IN
DEVELOPING AND SIMPLIFY
ENGAGING FINANCIAL
COMMUNICATIONS**

With increasing demands for financial transparency, local governments are faced with creating financial materials that are engaging and help inform residents on the financial position of a community. Many municipalities may take a variety of avenues to create creative and understandable financial materials through producing a Popular Annual Financial Report (PAFR) or a budget in brief document. Join this session to learn more about creating understandable and visually appealing financial materials from local government finance professionals

MORNING BREAKOUT B | 11:00-12:00

ROOM 162

**PLANNING FOR SUCCESS
IN PUBLIC WORKS**

This session will give insights into



26TH ANNUAL CONFERENCE

SCHEDULE OF EVENTS

retention of staff, succession planning, and professional development options. Individuals with extensive experience will talk about how to maintain a fully functional Public Works Department. The panel discussion is composed of Public Works leaders from the City of Elmhurst and formerly the Village of Westmont.

LUNCH AND AWARDS CEREMONY
| 12:15-1:30
ROOM 101 A/B

P.M. BREAKOUT A | 1:30-2:30
ROOM 101C

WHAT'S NEXT IN BUSINESS DEVELOPMENT AND ASSISTANCE

The state of Illinois offers many resources that can be leveraged to support the growth and advancement of businesses in your community. Join us for an overview of programs from the Illinois Department of Commerce and Economic Opportunity's Office of Regional Economic Development who will share the current programs that are used for business development and how to best leverage the state when you are working on project development or business assistance with resources and grant opportunities.

P.M. BREAKOUT B | 1:30-2:30

ROOM 162

NAVIGATING THE FUTURE OF LOCAL GOVERNMENT STRATEGIC PLANNING

The landscape of local government strategic planning is constantly evolving. As the world changes, so too must our approaches to planning for the future of our communities. In this session, we will explore the future of local government strategic planning and discuss emerging trends, challenges, and opportunities.

Participants will have the opportunity to learn from expert speakers and engage in interactive discussions on a range of topics, including:

- Emerging trends in local government strategic planning, including the role of technology and data in shaping planning processes.
- The evolving role of community engagement in strategic planning, and strategies for effective stakeholder involvement.
- Innovative approaches to strategic planning, including scenario planning and agile planning methodologies.

- Addressing challenges and opportunities in local government strategic planning, such as managing uncertainty and addressing equity and inclusion in planning processes.

AFTERNOON PLENARY | 2:45-4:00
AUDITORIUM

LESSONS FOR THE FUTURE: THE RESULTS AND NEXT STEPS FROM THE LOCAL GOVERNMENT 2030 CONFERENCE

The Local Government 2030 Conference brought together thought leaders, policymakers, and local government officials from around the world to discuss the challenges, opportunities, and innovations that will shape the future of local governance.

This session will provide an in-depth overview of the major insights and best practices shared during the conference, empowering attendees to drive transformative change in their own communities.

POST CONFERENCE SOCIAL |
4:30-6:00
ROCK BOTTOM BREWERY



26TH ANNUAL CONFERENCE CONFERENCE COMMITTEE

Conference Committee Chair	Nick Radcliffe	Assistant City Administrator	City of Marengo
IAMMA Executive Board Liaison	Trevor Bosack	Director of Parks and Recreation	Village of Lake in the Hills
Conference Committee	Ana Elizarraga	Housing & Economic Development Analyst	City of Evanston
	Karleen Gernady	Management Analyst	Village of Lindenhurst
	Matt Havlik	Assistant to the Village Manager	Village of Lisle
	Ethan J. Hoffman	Management Intern	Village of Algonquin
	Judi Luka	Management Assistant	Village Of Gurnee
	Jim Moran	Communication Manager	Village of Antioch
	Amanda M. Segreti	Municipal Services Analyst	Village of Western Springs
	Emily Shaw	Management Analyst	City of Des Plaines
	Joseph Viso	Community Engagement Specialist	Village of Lisle



26TH ANNUAL CONFERENCE CONFERENCE SPEAKERS

KEYNOTE: CAREERS IN LOCAL GOVERNMENT: CHALLENGING, YET REWARDING



Ray Rummel, Retired Village Manager

Bio: Ray Rummel graduated from Northern Illinois University with a Master’s in Public Administration. After completing his Master’s Degree in Public Administration and working for a brief time for the Village of Lake Zurich, Rummel began serving Elk Grove Village in 1989. He became Assistant Village Manager in 1993 and was appointed Village Manager in 2007. Ray retired in 2022 following a 32-year career with the Village. Ray now enjoys his retirement traveling with his wife and mentoring the next wave of public servants.

MORNING SESSION #1: DIVERSITY, EQUITY, INCLUSION AND BELONGING (DEIB): REVIEWING OPERATIONS WITH AN EQUITY LENS



Ed Cabezas, Business Relations Manager, World Business Chicago

Ed Cabezas is a Business Relations Manager at World Business Chicago, implementing talent & workforce development, broadband infrastructure, urban planning, and economic development projects. He is part of the Diversity Equity and Inclusion Committee, and serves as Fellow for AmeriCorps under the Lead for America initiative. Ed is a Board Member at Large for the Illinois Local Government Hispanic Network I.L.G.H.N. as a part of its Membership committee. Previously a community organizer on the southwest side of Chicago. He holds a Bachelor of Arts & Sciences Degree in Political Science, and a Fair Housing & Fair Lending Certificate from UIC Law.



Melodi Green, Chief Diversity and Inclusion Officer, City of Peoria

Melodi D. Green serves as the Chief Diversity and Inclusion Officer for the City of Peoria, Illinois where she is tasked with leading the city’s strategy for diversity, equity, and inclusion. Ms. Green’s background includes an extensive legal career, having previously worked as the Chief of the Juvenile Division of the Peoria County State’s Attorney’s Office. Prior to working for the County, Ms. Green worked as an attorney for the city of Peoria where she practiced as the governing trial attorney over all city administrative court calls and three circuit court calls. Ms. Green has also previously practiced law as a criminal prosecutor in nearly every adult criminal court division in Peoria County, and she began her career as an Assistant Attorney General where she practiced civil prosecutions for the Consumer Fraud Bureau in Springfield, Il.

Ms. Green is a graduate of the Southern Illinois University School of Law and HBCU Kentucky State University, and she received her Diversity and Inclusion Certificate from Cornell University in June of 2021. She is a member of the Peoria County Bar Association where she serves as Chair of the Diversity Committee. She was appointed to the Mayor’s Advisory Committee on Police and Community Relations in 2018. She has also volunteered her time with the Street Law Program at Richwoods High School, Prairie State Legal Services, Stop the Violence, and Habitat for Humanity, among others. Ms. Green’s most rewarding role is as mother to twin girls, Maklyn and McKoi.



Stephanie Mendoza, Evanston City Clerk, City of Evanston

Stephanie Mendoza serves as the Evanston City Clerk. Elected in April of 2021, she’s the city’s first Latina to hold the position. Rebeca is a former Evanston/Skokie District 65 school board member who has worked as an international grants officer for Rotary International, she is the founder and president of Evanston Latinos, an advocacy group formed during the pandemic that continues to provide services to the Latinx community in Evanston. Stephanie is a first-generation American, born in California to immigrant parents from Monterrey, Nuevo Leon México. She was raised in Tijuana, Mexico and Tennessee. She attended Loyola University Chicago where she earned a bachelor’s degree in Political Science. She is the first in her family to obtain a graduate degree. She has served in many impactful community service roles for organizations like Reba Early Learning Center, Child Care Network of Evanston, C&W Foundation.



26TH ANNUAL CONFERENCE CONFERENCE SPEAKERS

MORNING SESSION #1: DIVERSITY, EQUITY, INCLUSION AND BELONGING (DEIB): REVIEWING OPERATIONS WITH AN EQUITY LENS (CONTINUED)



Ghida Neukirch, Village Manager, City of Highland Park

Ghida Neukirch is a municipal leader and community advocate with 30 years of experience in local government management. She is the first female City Manager for the City of Highland Park, IL. As a first-generation proud American, having moved to the United States from Beirut, Lebanon in 1976, she is dedicated to promoting inclusivity and fairness for all. Neukirch has successfully built and retained experienced and diverse teams with the capacity to create improved culture and performance.

Neukirch serves on a broad range of professional, civic, and philanthropic boards and committees. She is a Board Member of the Illinois Law Enforcement Training and Standards Board, Board Member and Past-President of the Rotary Club of Highland Park/Highwood, and a founder and Executive Board Member of Community the Anti-Drug (CTAD). She serves on the Board of the Northwest Municipal Conference representing Highland Park and more than forty municipalities in the region and is past-Treasurer of the organization. Neukirch is also the Co-Founder of the Highland Park Career Exploration Program (HPCE). She is a Credentialed Manager by the International City/County Management Association and is a Past President of the Illinois City/County Management Association. Neukirch is also the recipient of the Outstanding Manager Award by the Illinois City/County Management Association.

In 2012, Neukirch began her employment with the City of Highland Park as the Deputy City Manager and was promoted to City Manager in 2014. Her prior professional work includes management positions at four other municipalities in the State of Illinois. She earned a bachelor's degree in Industrial Psychology from DePaul University and a Masters of Public Administration with an emphasis in Urban Management from Northern Illinois University. She and her husband Scot Neukirch, have two children, Jaclyn and Zachary.



Dr. Angel Luis Velez - Fairness & Equity Consultant at CISCO, and President & Founder at Velez Equity Diversity Consultant.

Angel earned his PH.D. at The University of Illinois at Urbana Champaign in Education & Organizational Leadership. Below are just a few of his accolades

- Negocios Now, 40 under 40, Chicago Class 2022
- Member of the Illinois Council of Higher Education
- Graduate of the Last Decade Golden Alumni Award from Northeastern Illinois University

[LinkedIn: Dr. Angel Luis Velez](#)

MORNING SESSION #2: CRISIS COMMUNICATIONS – A CASE STUDY OF HIGHLAND PARK



Amanda M. Bennett, Communications Manager, City of Highland Park

Amanda M. Bennett is an experienced communications management professional specializing in public relations and community engagement, digital marketing, and organizational strategy. After graduating from Northwestern University, Amanda has implemented results-oriented data-driven marketing and community engagement strategies in diverse, stratified community that she's worked for. She's a creative problem solver and collaborative leader, successfully managing significant organizational change including executive leadership transition, major software rollouts, and strategic planning.



26TH ANNUAL CONFERENCE

CONFERENCE SPEAKERS

A.M. BREAKOUT A: WHAT'S NEXT IN DEVELOPING AND SIMPLIFY ENGAGING FINANCIAL COMMUNICATIONS



Elizabeth Holleb, Finance Director, City of Lake Forest

Elizabeth Holleb is the Finance Director and Treasurer for the City of Lake Forest, Illinois, having joined the City staff in June of 2012. She has her BS in Accounting from Ball State University, where she was a Cum Laude graduate of the Honors College. She is a Certified Public Accountant with more than 30 years of work experience in municipal finance. Previous employers include the Government Finance Officers Association, the Village of Northbrook, the Village of Oak Park and the City of Highland Park.

In January 2020, Elizabeth was appointed by Governor Pritzker to the Illinois Police Officers Pension Investment Fund Transition Board as a Municipal Representative and was subsequently elected to the Permanent Board effective January 2021. Current professional contributions include serving as Vice-President of the IGFOA Executive Board, member of the GFOA Education Advisory Council and the Intergovernmental Risk Management Agency's Board of Directors. She has previously served in various roles with the Metro Chapter of the Illinois GFOA and the Illinois Metropolitan Investment Fund Board of Trustees. She is a member of the Government Finance Officers Association and the Illinois GFOA.



Nikki Larson, Finance Director, Village of Glencoe

Nikki is the Finance Director for the Village of Glencoe, where she has served since 2018. Prior to working for the Village of Glencoe, she was the Finance Director at the Village of Vernon Hills and the City of Highland Park. Nikki is a Certified Public Accountant, Certified Public Finance Officer and Certified Senior Professional in Human Resources. She has a Bachelor of Science in Business Administration/Accounting from Roosevelt University and a master's degree in Business Administration for Northern Illinois University.

Nikki serves as Treasurer of the Illinois Government Finance Officers Association (IGFOA) Executive Board and as the chair of the Growth and Engagement (GEN) Committee. Nikki also serves on the Executive Board as Vice President for the Geographic Information Systems Consortium (GISC).



Rita L. Kruse, Finance Director, City of Geneva

Rita L. Kruse is the Finance Director at the City of Geneva since 2015 and a licensed CPA. Her career path in local government has taken her from the Village of Downers Grove, Village of Addison, and Batavia Park District. She is also an IGFOA past president and currently is on two IGFOA ad-hoc committees. She also earned her MPA from Northern Illinois University.

A.M. BREAKOUT B: PLANNING FOR SUCCESS IN PUBLIC WORKS



Michael Ramsey, Retired Director of Public Works and Territory Sales Manager

Michael G. Ramsey served over 35 years as a Water Supervisor, Water Superintendent and Director of Public Works for the Village of Westmont. Michael has been teaching young water operators throughout Illinois for 15 years. Michael has been an Adjunct Professor for SIUE and is currently teaching A&B and C&D courses for the Illinois EPA. He holds a Class *A* Illinois EPA water operator's license and is an ABC Board certified Class 2 water operator. He currently works for Water Products Company in Aurora.

Michael is a member of the American Public Works Association and for over 25 years a member of the American Water Works Association. Michael is a past trustee of the Illinois Section AWWA and currently serves on many committees for them. Michael is the current National Chair of the AWWA Competitions Committee and is the inventor of Hydrant Hysteria Competition.

In 2017, Michael received the Clifford Fore Award for his commitment to water operators and in 2018 he received AWWA highest honor by receiving the George Warren Fuller Award.



26TH ANNUAL CONFERENCE

CONFERENCE SPEAKERS

A.M. BREAKOUT B: PLANNING FOR SUCCESS IN PUBLIC WORKS (CONTINUED)



Stanley Balicki, Director of Public Works, City of Elmhurst

Stan Balicki is the Director of Public Works for the City of Elmhurst. Holding an Illinois Class C Water Operator's License and a Master of Public Administration degree from Northern Illinois University, Stan leads a department of 90 full-time employees responsible for engineering, water and sewer operations, refuse and recycling operations, maintenance of city streets, forestry and grounds, building maintenance and the central garage with an operating budget of \$56 million. Having spent his 30-year career in public works field management and operations, Stan previously served as the Village of Downers Grove's Assistant Director of Public Works from 2004 to 2020. He has a passion for environmental initiatives including sustainability projects such as solar and wind power, and the use of alternative fuel in municipal fleets.

P.M. BREAKOUT A: WHAT'S NEXT IN BUSINESS DEVELOPMENT AND ASSISTANCE



Agnes Masnik, Northeast Regional Manager, Office of Regional Economic Development

Agnes Masnik has worked in public service for the state of Illinois, for almost 20 years, and with the Illinois Department of Commerce (DCEO) since December 2015. In her current role, she is responsible for managing the Northeast Region for the Office of Regional Economic Development. Over the past six years, she has worked for DCEO in various roles from Assistant Deputy Director of Regional Economic Development, Business Development Operations Manager, and Communications Manager.

Agnes' specialty in economic development is working with companies from a variety of industries to identify comprehensive solutions, that support their efforts whether it be business attraction or expansion - helping businesses navigate state programs, incentives, and tax credits.

Agnes also serves the Mid-America EDC board, a thirteen-state economic development organization, since February 2020. Prior to DCEO, Agnes worked for the Illinois Senate for over ten years. She resides in Lake County, Northern Illinois with her husband and two children.

P.M. BREAKOUT B: NAVIGATING THE FUTURE OF LOCAL GOVERNMENT STRATEGIC PLANNING



Cory Poris Plasch, President, CP2 Consulting

Cory Poris Plasch is the founder of CP2 Consulting, a strategic planning and organizational development firm that partners with local governments, nonprofits, and community leaders to create and implement measurable strategic plans. With a master's degree in public administration and extensive experience in public and private sector leadership positions, including Executive Director of the Wisconsin City/County Management Association, Membership Director for the Alliance for Innovation, and Vice President of Strategic Initiatives at POLCO, Cory is passionate about helping the public sector and nonprofits achieve significant impact and results. She speaks nationally on topics such as civic engagement, data-driven decision making, innovation in local government, and engaging hard-to-reach populations.

AFTERNOON PLENARY: LESSONS FOR THE FUTURE: THE RESULTS AND NEXT STEPS FROM THE LOCAL GOVERNMENT 2030 CONFERENCE



Kimberly Richardson, Assistant City Manager, City of Peoria

Kimberly Richardson is the President of the League of Women in Government, and Assistant City Manager for the City of Peoria. Prior to joining Peoria in 2022, she served as the Deputy City Manager for the City of Evanston, IL where she led the efforts in the creation of their first local reparations program for Black Evanstonians centered around housing. She holds both a bachelor's degree and a master's degree in Public Administration from Northern Illinois University. She is past president of the Legacy Project and Illinois Association of Municipal Management Assistants (IAMMA), and currently is a board member of the Illinois City/County Management Association (ILCMA), and an active member of the National Forum for Black Public Administrators (NFPA).



26TH ANNUAL CONFERENCE POST CONFERENCE SOCIAL

JOIN FELLOW IAMMA MEMBERS AND ATTENDEES AFTER THE CONFERENCE FOR A FUN SOCIAL EVENT AT:

4:30PM-6:00PM

Rock Bottom Restaurant & Brewery
28256 Diehl Road, Warrenville, IL 60555

COMPLIMENTARY WINE AND APPETIZERS PROVIDED BY OUR SPONSORS.
CASH BAR AVAILABLE FOR BEER AND LIQUOR.

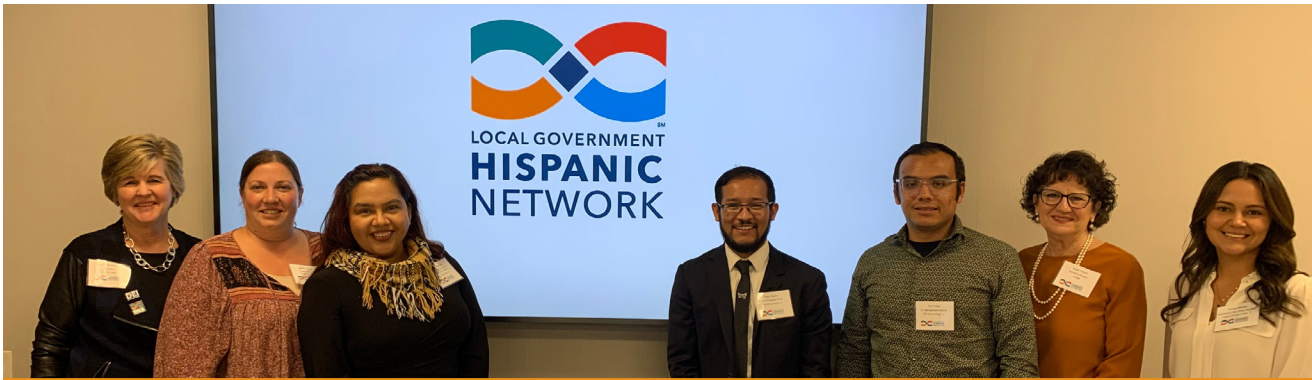


26TH ANNUAL CONFERENCE CONFERENCE SPONSORS





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



ILCMA AWARDS PROGRAM



NOMINATE A COLLEAGUE TODAY!
NOMINATIONS DUE BY April 30, 2023

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

Robert B. Morris Lifetime Achievement Award

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

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

Qualifications

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

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

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

Special Service Awards

Service to the Association

Gregory J. Bielawski Service to the Profession

Leslie T. Allen Service to the Community

Qualifications

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

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

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



Preparing the Next Generation and we need YOU!



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

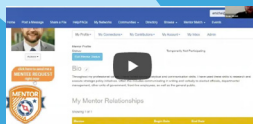
The ILCMA Mentor Match program reflects ILCMA’s commitment to developing the next generation of local government management professionals. Mentor Match is the latest addition to an expanding line-up of our services to support members’ professional development needs. It is an online tool - including a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

Why be a Mentor?

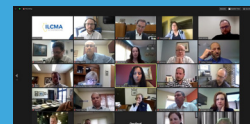
Volunteering as a Mentor can be mutually rewarding: mentees gain encouragement and guidance for their careers, and mentors gain deeper insights into their own careers and the satisfaction of helping others.

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

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



VIEW ENROLLMENT INSTRUCTION VIDEO



VIEW MENTOR DISCUSSION VIDEO

**Downstate City/County Management Association Meeting
April 13 & 14, 2023
Rantoul, Illinois**

Thursday, April 13, 2023

11:45 a.m. - 12:30 p.m. **Lunch at Willow Pond Golf Course**, 808 Golf Course Rd., Rantoul, IL

12:30 p.m. **Tee Times** begin at **Willow Pond Golf Course**

6:30 p.m. **Dinner at ET's Restaurant**, 107 E. Sangamon Ave., Rantoul, IL

Friday, April 14, 2023 at **Rantoul Family Sports Complex**, 744 S. Murray Rd., Rantoul, IL

8:00 a.m. **Breakfast**

8:30 - 9:30 a.m. **It's Not Your Father's Law Enforcement Anymore**
This session will talk about changes in policing from technology to wellness.

9:30 - 9:45 a.m. **Break**

9:45 - 10:45 am **Don't Push That Button** - protecting your organization from hackers and other cybersecurity concerns

10:45 - 11 a.m. **Break**

11 a.m. - Noon **Are We There Yet?** Designing destination locations as an economic development driver

Noon - 1 p.m. **Lunch with your Legislators** - Legislators will update us on the latest news from the capital.

ACCOMODATIONS:

Holiday Inn Express & Suites Rantoul, an IHG Hotel www.ihg.com

[946 Broadmeadow Road, Rantoul, IL 61866](https://www.ihg.com/holiday-inn-express/suites/rantoul)

The room rate is \$89 plus tax per night. Please reserve your room by **April 11!**
To make reservations please call **(217) 892-9100** - reference Downstate ILCMA Conference to get the group rate.

Registration Form

Downstate City/County Management Association

**April 13 & 14, 2023
Spring Meeting
Rantoul, IL**

Name: _____

Title: _____

Jurisdiction: _____

Address: _____

Phone: _____

E-mail: _____

Registration Fee: \$50 – Includes buffet breakfast & lunch on Friday. Please have registrations in by Friday, April 7, 2023.

Golf at Willow Pond Golf Course: Cost is \$25 and you pay at the course.

Yes, I will golf at Willow Pond

No, I am not going to golf at Willow Pond

Dinner Reservations: Please indicate if you are planning to arrive in time for dinner. Dinner is “on your own.”

Yes, I will attend the Spring Meeting at in Rantoul on April 13 & 14.

Yes, I will attend the social hour & dinner on Thursday evening at 6:30 pm.

Yes, my spouse or partner will attend dinner on Thursday evening.

Registration Deadline: Friday, April 7, 2023

Make check payable to: Downstate City/County Management Association
Center for Governmental Studies
N.I.U.
DeKalb, IL 60115

Questions: 815-753-5424

OR Register Online: <https://www.ilcma.org/events/downstate-meeting-spring-2023/>. No credit card required

Cancellations: To receive a full refund, cancellations must be received by Friday, April 7, 2023. Registrants, who do not attend the meeting but have not canceled, are responsible for the entire fee. Registrants who have not paid will be billed.



Presented by the ILCMA
Communications Committee

IDEA EXCHANGE

April 5 | 11:45 AM -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.

For the April 5th Idea Exchange we are pleased to present:

Alternative Compensation & Benefits: Tools & Strategies. With presentations on:

- Low cost tools to enhance compensation & benefits
- Examples of alternative benefits implemented in public and private sector
- Negotiating benefits as part of recruitment

Followed by breakout room discussions.

Addresses ICMA Practice Area 13- human resource management and workforce engagement



To register visit:
www.ilcma.org/event/0405



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

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: _____
 Player 2 name: _____
 Player 3 name: _____
 Player 4 name: _____

Return this form or register on line by May 1st to:

NIU Center for Gov. Studies
 ATTN: Dawn Peters
 148 N. 3rd Street
 Dekalb, IL 60115

Thank you for your support!



Register Here

GOLF SPONSORSHIPS

- ___ **Event Sponsors \$1,000.00**
 Sponsorship includes recognition and logo on event signage and literature, at club entrance and hole #1. **Foursome Included!**
- ___ **Awards Reception Sponsors \$400.00**
 Sponsorship includes logo on event signage, literature and at the awards reception.
- ___ **Lunch Sponsors \$400.00**
 Sponsorship includes business logo on event signage at the turn.
- ___ **Beverage Cart Sponsors \$300.00**
 Sponsorship includes business logo signage on beverage carts.
- ___ **Build-your-own Bloody Mary Sponsors \$300.00**
 Sponsorship includes logo on drink tickets and signage at check-in.
- ___ **Hole Sponsors \$150.00 each** ___ x \$150.00 = ___
 Sponsorship includes logo on signage at one of the course's holes.



___ **Raffle Item Donation**
 (Please keep item(s) value under \$75.00)

IML Manager Committee Column



Know Your TIF

By Reid Otteson, IML Managers Committee and Village Manager, Palatine

Now more than ever, Tax Increment Financing (TIF) is under attack by people and organizations that don't understand (or choose to not understand) TIF. As local government professionals, we are left to fight for and defend one of the very few economic development tools available to municipalities in Illinois. Without TIF Districts, our communities would suffer from lack of reinvestment, diminishing property values, lack of job creation and housing opportunities and other taxing bodies wouldn't reap the benefits they derive from successful TIF Districts without ever having to take a risk or put up their own financial resources.

The defense of TIF Districts and educating others on the benefit of TIF has been a significant part of my job over the past several years. The senator leading the effort to "reform" TIF Districts represents my community and ironically, I needed her support to secure an extension to a TIF District. It was an interesting process that left me with several reflections and recommendations on how we can better advocate for TIF.

Through discussions with our state officials and some elected officials of other units of government, it became apparent that many local elected officials were engaging in discussions of TIF in an effort to advocate. However, the message being delivered was that "TIF was important for development" or that "without a TIF, a development wouldn't have happened." What wasn't being shared was why the TIF was necessary in the first place and some of the direct benefits of a TIF District to the State or other taxing bodies.

While every community and every TIF District will have a different story, I want to share our messaging as an example of what worked in gaining support of local taxing bodies for an extension and more importantly, resulted in Senator Gillespie acknowledging that in her opinion, this was "TIF done right".

Establish the Need

In Palatine, the discussion started with "Why a TIF"? The Village was able to demonstrate that our downtown area had experienced a 5% decrease in assessed valuation over the 5 years preceding the TIF creation while the rest of the community had experienced a 42% increase in assessed

valuation. This immediately established credibility and took away any debate about whether there was "blight" which is a word the TIF adversaries love to through around.

Explain the Reality of Project Timing and When the Benefit Is Realized

We further educated people on the development process. The popular perception is that the municipality is making money from day one. Nobody was explaining that it can take years to get a project identified, entitled, constructed and most importantly – fully assessed. Again, we provided an example of a large mixed-use project that took 7 years from planning to the first certificate of occupancy and a full 11 years before the property was fully assessed by the County. Nearly half the TIF's life had passed prior to starting to get the increment that was needed to offset the infrastructure support we provided.

Share the Wealth

We gathered baseline sales tax and property tax information coming from an area when the TIF District was created (\$370,000 in property taxes and \$85,000 in sales tax receipts). We compared this to the data 23 years later for the TIF District (\$3.32 million in property taxes and \$6.7 million in sales tax receipts). The fact that the State of Illinois received approximately \$4.9 million of this sales tax increase was never considered by elected officials until presented as part of the economic analysis.

Most important for Palatine and getting the "TIF done right" comment was the willingness to declare annual surplus revenues. While we always reserved funds for future projects and needs as well as to cover any shortfalls due to assessment reductions, we were fortunate enough to declare over \$30 million in surplus over a 13-year period. This surplus resulted in nearly \$18 million just to our elementary and high school districts. These are funds outside of their tax caps that were more valuable to them than anticipated. While not every TIF can allow for surplus, being very transparent with the plans for any fund balance is critical.

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The underlying lesson that I learned through the process of securing an extension and advocating for the current TIF statute is that it is too easy to just say a project wouldn't have happened but for a TIF District. While this may be true, we need to do more to provide data to support the benefits of the TIF. Again, every community and every TIF has a different story to tell. As municipal leaders, we need to develop our own unique stories and educate our state officials and the elected and appointed officials of the other units of local government in your community as to the facts behind our TIF Districts.

The challenge to TIF seems to be an annual endeavor with no indication it will stop. While we benefit from groups like the Illinois Municipal League, Illinois Tax Increment Association or our local council of governments advocating for us, they can't do this forever. We are all very good about discussing the economic impact of all the pension enhancements. We can recite the dollars lost in LGDF revenues and how much lead service lines will cost us. We need to expand our TIF messaging and share our data and our stories.

Legacy Project Brown Bag Lunch

HEY, YOU GOT A MINUTE?

Wednesday April 5, 2023

11:30am - 1:00 pm

South Elgin Public Services
1000 Bowes Road, South Elgin.

One of the benefits touted about working in local government is that no two days are the same, which certainly does make the job more interesting. And then there are some days when someone pops by your desk and utters the line "Hey, do you got a minute" and what follows is a situation you never would have imagined...sometimes it's funny, sometimes it's scary, and sometimes it's a whole lot of work in an area you never thought you'd be involved in! Bring your experiences or just your interest and join the Legacy Project for an interactive conversation about real-life experiences of working through situations we really couldn't have imagined.

[Share Anonymously](#)

[Register Now](#)



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

continued on the next page

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, CEOs, 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

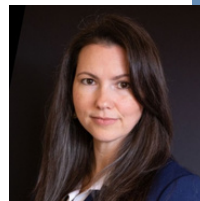
Embrace Your Inner Life Coach: How to Think Better, Feel Better, and Boss Better

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.



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



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.



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:



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.

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



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.

continued on the next page

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 or 815-753-0923.



continued on the next page

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

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



Share Your Stories with ILCMA

How to Use #ILCMAproud in Social Media

Social Media Hashtag

What is a hashtag?

- This: #
- It's a keyword that relates to what you're writing. It's #searchable #clickable.
- Use it to draw attention, organize, promote.

How do I use a hashtag?

- Put a # in front of a word or phrase
- No spaces, no punctuation, no special characters
- Capitalization only matters for readability (#KnowWhatIMean vs #knowwhatimean)
- Hashtags can be used on Twitter & Facebook. NOT LinkedIn.

Include **#ILCMAproud** in your tweets and other social media posts about ILCMA or your community awards and other recognitions – good news stories!

Facebook

Find ILCMA on Facebook: www.facebook.com/ILCMA1953

- Like and Follow ILCMA's Facebook page for periodic updates
- Friend conference attendees
- Share photos

How to create a simple Facebook post (you must have a Facebook account):

- Open Facebook on your computer or device.
- At the top of the screen, you'll see "What's on your mind?" Tap or click there and type away! Add hashtags like **#ILCMAproud** to your text.

Twitter

Find ILCMA on Twitter: <http://twitter.com/ILCMA>

- Share good news stories #ILCMAproud
- Share photos
- At conferences, follow conference speakers and fellow attendees

How to create a simple Tweet (you must have a Twitter account):

- Open Twitter on your computer or device.
- On a computer: click on the Home button. At the top of the screen you'll see "What's happening?" Click there and start typing (don't forget the hashtags).
- On a mobile device: click on the square with feather icon in the upper right corner. A screen that says "What's happening?" should pop-up. Touch there and start typing (don't forget the hashtags).

Senior Advisor Column

Senior Advisor Brad Townsend

ICMA/ILCMA Senior Advisors assist members in various ways. You may have received career advice or been a member-in-transition. But we also inform elected officials and the public on the merits of Council-Manager (C-M) form of government (FOG). This happened before and during recent referenda.

Referendum to Enact Council-Manager Form in City of Waukegan on 4/4/23: Chief of Staff George Bridges, an ICMA and ILCMA member, asked for help. He said Mayor Ann Taylor wanted to create an administrator post in this city of 88,000 residential population. She considered doing this by ordinance. But decided later to propose a change from Mayor-Council (M-C) to C-M-FOG per Illinois statutes (65 ILCS 5/5 1-1 to 1-15). Fellow SA Robin Weaver and I agreed to assist.

Round 1 – C-M Referendum by Council. We met separately with the mayor and individual Council members in November. Then, we presented at a City Council meeting in December. We distinguished the differences between M-C and C-M. For example, there is no requirement for a full-time mayor to possess the requisite skills to run a municipal operation. The same could be said for C-M because there are no statutory credentials required. However, we emphasized that an experienced manager who is a member in good standing with the ICMA and ILCMA brings a skill set with strong ethics to the table. Furthermore, an elected Mayor is accountable once every 4 years while an appointed professional manager is accountable 24/7/365 days.

The State statute on C-M impacts the governing board too. Representation is important in Waukegan. There are 9 wards with 1 alderperson elected per ward. The C-M statute mandates 2 alderpersons per ward and enumerates the number of wards by population. All Council members support the governing body as is. Their Corporation Counsel advised that a separate referendum could be presented on that question too. On a vote of 5 to 4, the City Council rejected an ordinance to place a binding C-M referendum question on the ballot. The governing body issue became moot.

Round 2 – C-M Referendum by Petition. Immediately after the Council negative vote, a group of citizens named “Waukegan Forward” circulated a C-M petition to collect signatures. They gathered enough to fill over 240 pages. That is well beyond the statutory minimum. They filed with the Lake County Circuit Court. A legal objection was raised



by some citizens on whether Waukegan Forward filed with the proper authority. The Waukegan Electoral Board heard the complaint and found the petitions were filed legally.

Round 3 – C-M Referendum Campaign. Robin and I were speakers at public forums organized by Waukegan Forward. The first was on 2/15/23 and the second occurred on 3/8/23. There were about 30 to 50 attendees at each. We explained that a mayor has unified power under M-C. The mayor becomes the decision-maker on personnel, community development, and financial matters. The Council has limited oversight authority, mostly in relation to the budget and regulations. In contrast, C-M is comprised of separated power. The mayor becomes first among equals on the City Council. The Alderpersons fully share in the oversight of the government and the City Manager. The Manager is the day-to-day decision-maker subject to Council policy directives.

We fielded tough questions related to what could go wrong and what must happen for C-M to succeed. They asked, “How can Waukegan get the type of person needed?” We suggested an executive search through a professional recruiter who will cast a wide net for qualified candidates. Then, narrow prospects to the best fit for consideration. They also wanted to know, “What kind of salary should be paid and how can it be justified?” We noted that Waukegan may need to pay \$250,000+/- . This amount should be more than off-set by improved bond ratings, risk management savings, securing grants, and lower costs with competitive bidding. We received positive feedback.

The aldermanic representation issue was raised at a Town Hall Meeting on 2/8/23. Attorney Stewart Weiss said the

continued on the next page

continued from previous page

9 /1 aldermanic council would remain if C-M passed until a follow-up referendum is held.

Waukegan Forward is campaigning in-person, with social media, by handing out T-shirts, and yard signs. Hopefully, the voters will be well-informed when they cast their ballot.

Referendum to Retain Council-Manager Form in Village of Orland Park on 4/4/23: Mayor/President Keith Pekau proposed an ordinance to rescind C-M FOG and replace it with M-C in this village of nearly 58,000. The Board of Trustees adopted the question and filed with Will County for a referendum. ICMA and ILCMA member, Karie Friling, stepped-up as a resident and former Assistant Manager to support the continuation of C-M. She and others formed the citizen group "Vote Yes Orland" to retain C-M.

ILCMA President Randy Bukas and Executive Director Dawn Peters submitted a letter of support for C-M per Karie's request. She also asked for ICMA assistance. Director of Advocacy Jason Grant traveled to Orland Park to speak at a forum attended by over 100 citizens on 3/2/23. Jason emphasized many of the same points we raised in the other community. Attendees asked great questions. A couple of them offered their own speech from the audience. There was tension. Vote Yes Orland is campaigning by direct contact, flyers, yard signs, website, and social media. Again, I hope the voters will be well-informed.

Referendum to Enact Council-Manager Form in City of Oregon on 11/8/22: This community of about 3,600 people created a city administrator post by ordinance in 2020. The Council decided to ask voters to approve the statutory C-M. Fellow Senior Advisor John Phillips spoke at a public meeting on the merits. C-M Fog was adopted on a vote of 675 to 522. Council plans to create the manager post after the April elections.

Past SA Outreach and Outcomes: C-M was adopted in City of Dixon in 2014 and City of Freeport in 2017. Advice in Rock Island County resulted in CA by ordinance. Efforts in Winnebago County, in coordination with NIU, clarified the CA ordinance there. A C-M referendum in City of Danville failed to pass in 2018.

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

ILCMA
Illinois City/County Management Association

WCMA
WISCONSIN CITY/COUNTY MANAGEMENT ASSOCIATION



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

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

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



Join our list for coaching program updates and more: email coaching@icma.org.

Learn more at icma.org/coaching

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

2023 ICMA Call for Volunteers is Open

A blue banner with the ICMA logo in the top left. A large, stylized graphic reads "CALL FOR VOLUNTEERS" in white and red text on a dark blue background. To the right, white text says "Volunteer to serve on committees and task forces for the 2023 term." Below this is a button that says "ANSWER THE CALL!" and a megaphone icon.

ICMA
CALL FOR VOLUNTEERS

Volunteer to serve on committees and task forces for the 2023 term.

ANSWER THE CALL!

The Call provides members with an opportunity to make a valuable contribution to the profession. We encourage all of those who can participate this year to do so. Learn more about the 2023 volunteer initiatives and start looking for the right opportunity to make a difference today!

[LEARN MORE HERE!](#)

2023-24 Volunteer Opportunities

Committees and Taskforces:

- Assistant Chief Administrative Officers Committee (formerly Deputies and Assistants Committee)
- Awards Evaluation Committee
- Conference Evaluation Committee
- Conference Planning Committee
- Digital Strategies Committee
- Governmental Affairs and Policy Committee
- Graduate Education Committee
- Harvard Kennedy School Committee
- Performance Management Committee
- International Committee
- ICMA Welcome Ambassadors
- Smart Communities Committee
- Sustainable Communities Committee
- Veterans Committee

New Task Force for 2023-2024:

- Task Force to Update and Revise the ICMA Guide to Breaking into Local Government

Other Ongoing Volunteer Opportunities:

- Become a Coach
- Become a Legacy Leader
- Host a Southeast Asian, Local Government, or Veteran Fellow
- U.S. and international pro bono opportunities

How to Volunteer

- 1) **Log in to your ICMA Member Profile** (Log in is required.)
- 2) Navigate to "My Volunteer Opportunities"
- 3) Select one or more volunteer opportunities.
- 4) **Submit your selection(s) by April 14, 2023.**

After you have submitted your committee selections, they should be viewable under the "My Volunteer Opportunities" link. Please contact us at membership@icma.org if you are unable able to view your submitted selections.

Spotlight on: Clark Dietz

Benefits of an Independent Compliance and Maintenance Review of a Municipality's Wastewater Treatment Plant

By Andrea Bretl, PE, ENV SP, Clark Dietz, Inc.

Certainly, after a fulfilling career, most of us look forward to enjoying a well-deserved retirement. According to a Time Magazine study, less than 1% of Water and Wastewater System Operators are working over the age of 65.

It's hard to imagine individuals expressing regret over not working more during their lifetime. However, municipal administrators, especially in small and rural communities, may express regret if they fail to plan for the loss of Certified Operators due to the shifting demographics and impending retirements of thousands of Water and Wastewater professionals.

A staggering 21.5% of the Nation's Operators are between the ages of 55-64. Only 5% of Operators are under the age of 24, signaling the lack of sustainable human resources to safeguard the infrastructure providing the most basic human needs to municipal constituents. In fact, the U.S. Bureau of Labor Statistics estimates a 7% reduction in the total Water and Wastewater System workforce over the next decade.

Considering \$55 billion is spent annually by state and local governments on wastewater capital, operating, and maintenance programs, an independent compliance review of a municipality's Wastewater Treatment Plant by an outside consultant may provide insight into current municipal infrastructure challenges. Several benefits are identified below:

Building a Succession Plan

- As noted, many senior Operators are moving into retirement, leaving gaps in institutional knowledge. A qualified engineering consultant will look at how well a municipality and its water/wastewater facilities have planned for the future. With an unexpected retirement or loss of a Certified Operator, municipalities only have three to six months before facing regulatory actions by the Illinois EPA. Younger staff can be trained, but they simply may not have the years of experience required for both certification and familiarity with critical facility decision-making.

Meeting New Regulations for Compliance

- Advanced technology for nutrient removal is driving the need for additional training for Operators; even senior Operators need to gain an understanding of these new technologies. Paired with new regulatory changes, often facilities do not have the time needed to send staff to training before their plant has to meet new regulations. A third-party compliance review will help determine the current state of a system's readiness with relation



to coming technology and regulatory updates. Furthermore, this review can help facilitate an understanding of the impact of new regulations and the steps needed to meet compliance.

Providing a Communications Strategy

- Perhaps the most crucial element to a consultant's involvement in the review of your municipality's wastewater treatment plant is to connect the communications triangle between municipal Administrators, system Operators, and government Regulators. Often, disconnects exist between the compliance expectations of Regulators, the implementation concerns of Operators, and the budgetary resources of Administrators. A consultant may be able to bring all parties to the same table, establish lines of communication, and ensure each group is heard.

How a Municipal Engineering Consultant Offering Certified Operator Services Can Help

Clark Dietz offers in-house Certified Operator Services. Our team, led by David Collard, knows what it's like to be on the operations side of a plant facing imminent experience and certification gaps. The first thing our team will seek is an in-depth understanding of your plant, its operations, personnel, and physical condition. Armed with this knowledge and the experience of our subject matter experts, we can bring all stakeholders up-to-speed on where your plant needs to be in the coming years. We understand that you're busy operating your plant; Clark Dietz can focus on initiatives to deliver understanding of new technology and regulations with no interruptions of your community's critical infrastructure. If needed, we can assume full responsibility for process control decisions and recommendations while offering expert advice to municipal leaders. Proactive planning will mitigate risks of changing water and wastewater system operations.



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This newsletter is published ten times a year by the Secretariat. The deadline for ads or article submission in the newsletter is the 10th of the month prior to each month's issue.

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