

Calendar of Events

September 6

Legacy Brown Bag Luncheon
Libertyville, IL

September 7

IAMMA/APA-IL Beeras Tour
Elmhurst, IL

October 1 - 4

ICMA Annual Conference
Austin, TX

October 2

ILCMA/WCMA Reception
ICMA Conference, Austin, TX

October 4

Legacy Project, Rosemont, IL

October 6

SWICMA Meeting
Sparta, IL

October 11

ILCMA Professional Dev.
NIU Naperville

October 11

Metro Manager Luncheon
NIU Naperville

October 13

Downstate Meeting, Decatur, IL

October 19

IAMMA Professional Development
Lombard, IL

To view all
upcoming
events
click here

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President's Column

by Mark Franz, ILCMA Chair of the Committee on Professional Conduct and City Manager, Glen Ellyn

Thanks to Martha, Ethics (Still) Matter

For those that may have missed May's Professional Development session on ethics, you missed your last opportunity to hear from Martha Perego, ICMA's long-time Ethics Director. She is retiring after an outstanding career managing all aspect of ICMA's Code of Ethics including training, education (Monthly Ethics Matters!) articles, and overseeing the ICMA Committee on Professional Conduct. The session was well attended and interactive as she addressed questions and challenges, we all face in the workplace today. She kicked off the session by asserting that the adage "all politics is local" has shifted to "all politics is national". She sees the deep division in national politics creeping its way into local government bodies and quoted Julia Novak, Former City Manager in the Northeast, as saying that, "the art of politics---cultivating consensus and legitimately debating an issue and being willing to be influenced by others---is quickly disappearing." While that is making our jobs more difficult, by focusing on our Code we can combat this national trend. Remember the core principals of ICMA Code of Ethics:

- Democracy
- Integrity
- Fairness
- Competency
- Honesty
- Transparency
- Commitment
- Political Neutrality

continued on next page



Job Mart
Click here to see
job listings



continued from page one

Martha provided some do and don't's of the profession. She reminded us of the importance of continuing to refrain from all political activities which undermine public confidence in professional administrators including involvement with candidates running for public office. Don't:

- Sign petitions
- Endorse (social media)
- Donate to the campaign
- Attend fundraisers
- Run for office (Obviously)

ILCMA members may assist their governing body in the presentation of issues involved in referenda such as bond issues, annexations, and other matters that affect the government entity's operations and/or fiscal capacity. Members may share with their fellow citizens the right and responsibility to voice their opinion on public issues and advocate for issues of personal interest only when doing so does not conflict with the performance of their official duties.

ILCMA expressed our appreciation for all Martha's support over the years and wish her well in retirement. We are also excited to work with Jessica Cowles who has served as Ethics Advisor for ICMA for the last five years and will continue to bring us the latest updates in ICMA's ethics program. As the new Ethics Director, she will also be responsible for managing ICMA's Committee on Professional Conduct (CPC) and has recently announced updates to the Rules of Procedure for Enforcement. If you have any ethics concerns, feel free to reach out to Jessica. Lastly, we are looking for additional volunteers to join the ILCMA Committee on Professional Conduct. If you are interested, please reach out to Dawn Peters or me.

One final thought, as we endure various political challenges in these unique times, continue to be politically neutral, navigate through conflict of interests, and work together to advance the public trust because that is professional management. Remember that good will sometimes come from a struggle, pain, or challenge. Like the John Craigie song Virgin Guitar, "no rain, no rose."

Ethics Resources:

<https://icma.org/ethics>

<https://icma.org/ethics-issues-and-advice>

Potential Ethics Violation, Contact:

Jessica Cowles, Ethics Director jcowles@icma.org

Dawn Peters, Executive Director of ILCMA,

dpeters@niu.edu

Mark Franz, ILCMA Committee on Professional Conduct Chair, mfranz@glenellyn.org



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.



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.

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:

Crissy Livingston, Village Administrator, Village of Dwight
Kelly Mastera, Management Analyst, Village of West Dundee
Ashley Palbitska, Assistant to the City Manager,
City of Highland Park
Nick Partipilo, Administrative Services Analyst,
Village of Geneva
Erin Rauscher, Public Health Supervisor, Kane County
Amy Robbins, County Administrator, Whiteside County

Members:

Tom Reedy, Stifel, Nicolaus & Company, Incorporated
Kevin Held, Stifel, Nicolaus & Company Inc
Caleb Haydock, Management Intern, Village of East Dundee
Bryce Kitzman, Student

Who's Who Directory Update

Yates McLaughlin is the new Management Analyst in the village of Lincolnshire. He was previously an intern in Lake Forest. His new contact information is:

Yates McLaughlin
Management Analyst
Village of Lincolnshire
1 Olde Half Day Road
Lincolnshire, IL 60069
Email: ymclaughlin@lincolnshireil.gov
Phone: 847-913-2331

Kari Speir is the first Village Administrator in the village of Smithton. She was previously the Assistant City Manager in Mascoutah. Her new contact information is:

Kari Speir
Village Administrator
Village of Smithton
101 S. Main Street
Smithton, IL 62285
Email: kspeir@smithton-village.com
Office: 618-233-4180 ext. 103

Trevor Bosack is the new Assistant Village Administrator in Lake in the Hills. He was previously the Director of Parks and Recreation in the same community.

Congratulations to **Dawn Wucki-Rossbach** who has announced her retirement from the profession. Dawn has served in professional local government management for over 35 years.

Amanda Segreti is the new Assistant to the Village Manager in the village of Winfield. She was previously the Municipal Services Analyst in the village of Western Springs.



[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.



**Thursday,
October 19, 2023
12:00-3:30 p.m.**

This session is built for everyone from students to those in leadership roles.

Constructing Success: Navigating Building Departments and Empowering your Team

Register on [**Eventbrite**](#)

Location: Village of Lombard, 255 E Wilson Ave, Lombard IL 60148

Registration Fee: \$30/Member \$35/Non-Member \$10/Student

A presentation & Q&A coordinated in partnership with
Lakeside Consultants

Panel discussions and Q&A with:

Steve Touloumis– Building Commissioner– Bolingbrook
Sonya Abt– Community Development Director– Montgomery
Emily Rodman– Community Development Director &
Assist. Village Manager– Glen Ellyn

Get the 4-1-1 on modern building department operations through a quick “classroom 101”. When you feel like calling “9-1-1” for help with lingo, problem projects, or staffing shortages, you will have the background knowledge necessary to get through challenging issues.





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

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

IML Conference Booth Sign-up for Booth # 204

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

Name:

Title:

Organization:

Phone:

E-mail:

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

Thursday, September 15

Friday, September 16

_____ 2:00 pm – 3:30 pm

_____ 10:30 am - 12:00 pm

_____ 3:30 pm - 5:00 pm

_____ 12:00 pm – 1:30 pm

_____ 1:30 pm – 3:00 pm

_____ 3:00 pm – 5:00 pm

Teardown begins at 5 p.m. on Friday.

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

Please respond by September 7th to:

Dawn S. Peters
ILCMA Executive Director

Email: dpeters@niu.edu

ILCMA and SGR Collaborate to Empower City/County/Town Managers and Administrators with Comprehensive Career Transition Support



Exciting news! The Illinois City/County Management Association (ILCMA) and SGR, a leading provider of professional development and support services for local government officials, are joining forces to provide exceptional resources for ILCMA members in career transition. Together, they will deliver comprehensive career transition support services aimed at assisting managers and administrators in successfully navigating career changes.

Professional local government managers and administrators often face unique challenges when navigating unexpected job changes, requiring specialized guidance and resources. Recognizing these obstacles, SGR, in collaboration with ILCMA, is dedicated to assisting them in successfully transitioning their careers through tailored support services. This collaboration amplifies the resources and expertise available to managers/administrators, providing them with an even more comprehensive and effective support system.

Key services provided by SGR under this collaboration include:

Career Support:

Access to SGR's extensive job board with over 20,000 local government job postings, as well as free personalized job alerts. Comprehensive resources via SGR's website, including links to search firms' websites, job search platforms, and resume and interview tips.

Periodic engagement with SGR's recruiters through the Manager in Career Transition (MICT) group, providing valuable insights and guidance for the job market.

Exclusive access to discounted resume preparation services.

Professional Development Support:

Complimentary registration for webinars and training classes relevant to local government officials.

Free access to online executive book briefings covering a variety of business and leadership topics to enrich leadership knowledge.

Complimentary attendance for MICT participants at SGR's prestigious annual Servant Leadership Conference.

Mental Health and Peer Support:

Weekly support group meetings led by a licensed trauma and relationship therapist, exclusively for MICT participants.

Planned launch of regional meetings for managers and administrators to connect and engage at no cost.

Facilitation of short-term project assignments for MICT participants, connecting them with local governments nationwide.

Through this collaborative effort, ILCMA and SGR are committed to empowering managers and administrators during their career transitions by providing them with essential tools, resources, and networks for success. To learn more about SGR's Career Transition Support Services and access these valuable resources, reach out to Melissa Valentine, Director of Client Engagement, at Melissa@governmentresource.com or 325-668-4162. You can also go to the SGR website for more information: <https://www.governmentresource.com/candidate-resources/career-transition-support-services>.

Fundamentals of
Planning and Zoning

**University of MO
St. Louis (UMSL)
Planning & Zoning
Certificate**

The UMSL, the St. Louis Metro Section American Planning Association, and East-West Gateway are partnering to offer a Chancellor's Certificate in Fundamentals of Planning and Zoning at UMSL. The Partnership is excited to announce that registration will open on September 7 for the Certificate in Fundamentals of Planning and Zoning. Intended for planners, elected officials, municipal leaders, and citizens seeking to become involved in local planning processes, this course covers the fundamentals of planning and zoning and critical components in the work of planning and zoning commissions. Classes start October 19 and are held on Thursdays from 6-9pm. Scholarships are available. For more information and registration info (opening September 7), [click here.](#)

Plan Commissioner Training Opportunity

Wednesday, September 13th at the 2023 American Planning Association - Illinois Chapter State Conference (Naperville Municipal Building / Naperville, IL)

Don't miss this chance to sign up your plan commissioners, ZBA, and other commission and board members for Illinois' premiere commissioner training program.

During this one-day event that occurs during the APA-IL's 2023 State Conference, commissioners will learn the essential elements of creating and maintaining an efficient and productive plan commission process. The session, led by planners and attorneys with many years of experience serving commissions, will focus on topics including how to ensure appropriate findings of fact are prepared, using master plans and zoning ordinances as effective tools, and running an effective commission meeting. Lessons learned will be applicable to members of other commissions, who are certainly welcome to attend.

Other reasons to attend include:

- Legal aspects of the plan approval processes and requirements related to conflict of interest and ethics will be covered by two practicing municipal attorneys.
- Commissioners get a unique opportunity to network and share tips with peers from other communities.
- The daylong session is only \$75 per commissioner.
- APA-IL has conducted 160 of these sessions in Illinois communities and have received strong reviews:
 - o "I learned a lot and it was very much worth my time"
 - o "Good mix of principles and practices"
 - o "Great job with very clear and capable speakers"

Need more information about the 2023 APA-IL State Conference? Go to: <https://www.ilapa.org/apail2023>

Need more information about our Plan Commissioner Training? Visit <http://www.ilapa.org/planning-officials>



American Planning Association
Illinois Chapter

Creating Great Communities for All



*Advancing Civic Leadership
Navigating the Future*

The new lineup for 2023-24 will begin in October. Course information will be posted at go.niu.edu/cla late August/early September.

There are over 20 classes and 9 are new. The new classes are:

- From City Hall to the Heart of the Community: The Art of Stellar Government Communications
- Sustainability at NIU: The Institute for the Study of the Environment, Sustainability, and Energy
- Recruitment and Retention Strategies
- C3 De-escalation® Essentials
- Better Zoning to Create Better Communities
- Ways to Solve the Communication Puzzle: Ask & Learn with a Local Government Communicator
- Get Ahead of It: Crisis Communications Planning for Local Government
- Addressing what people want now: Updates on planning for housing, economic development, quality of life and other issues
- Sustaining Illinois Through Collaborative Governance

To receive timely announcements, subscribe to our CLA e-blast list at go.niu.edu/cla.

Enjoy the end of summer and look forward to seeing you in one of our classes.

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



**Friday
October 20, 2023**

SAVE THE DATE

**2023 VIRTUAL
I-NAPA SYMPOSIUM**

ADVANCING YOUR LEADERSHIP



KEYNOTE SPEAKER

**U.S. Congressman
Ted W. Lieu (CA-36)**

Topics and Panel Discussion include:

- Skill Building for a public service career
- Practical Interview and networking skills
- Challenges in public service

Questions? Email: intlnapa@gmail.com

Subject line: I-NAPA Symposium

REGISTRATION WILL OPEN SOON

virtual
I-NAPA Symposium
OCTOBER | 20th | 2023
8AM - 2PM (PST)

PSHRA recertification credit

www.i-napa.org



ILCMA Reception at the ICMA Annual Conference



**Monday, October 2 | 8 PM to 10 PM
Cooper's Old Time Pit Bar-B-Que
217 Congress Avenue, Austin, TX**

JOIN YOUR ILCMA AND WCMA COLLEAGUES FOR
AN EVENING OF NETWORKING AND FUN AT THE
ICMA ANNUAL CONFERENCE
SPONSORED BY:





ICMA



2023 COACHING PROGRAM

THRIVE IN LOCAL GOVERNMENT

UPCOMING FREE WEBINARS – Register at icma.org/coachingwebinars

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

SIGN UP NOW!
bit.ly/3WLRlHf

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



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

Ana Elizarraga
ILGHN Chair
illinois@lghn.org

Follow ILGHN on
Social Media



Scan Me

IML Managers Column

Paid Leave for All Workers Act



Walter Denton, City Administrator, City of O'Fallon

Gov. Pritzker recently signed the Paid Leave for all Workers Act, which will have a significant impact on how we manage our employees. Beginning January 1, 2024, employers must provide employees one hour of paid leave per 40 hours worked and allow them to carry over up to 40 hours of paid leave annually. Employers may set a minimum increment of no more than two hours per day for the use of paid leave. Paid leave accrued may be taken for any reason without documentation, but employers may set leave policies that require employees to provide notice of seven days for foreseeable leave and as soon as possible for unforeseeable leave.

The law applies to both home rule and non-home rule cities and will particularly impact part-time and seasonal employees. Here are some of the elements of the law:

- Illinois employers must provide any W2 employee with up to 40 hours of paid leave.
- One hour of leave per 40 hours worked.
- Employees may use accrued leave after 90 days of employment.
- Employers may set minimum limit not to exceed 2 hours in a day.
- Employees may use leave for “any reason of their choosing.”
- Employees are not required to provide a reason for using their paid time off, and employers cannot require documentation.
- If the need for leave is foreseeable, employers may require seven days’ notice.
- If the need for leave is not foreseeable, employees will not be required to provide notice.
- Employers cannot require employees to find a replacement.
- No employer shall interfere, deny, or change an employees work to avoid leave.
- Paid time off is restored if the employee leaves with under 12 months of separation.
- This law does not supersede current collective bargaining agreements. For union contacts negotiated and approved after the law goes into effect on January 1, 2024, both parties must agree to waive the Paid Leave law, but only if waiver is set forth in clear and unambiguous terms.
- Penalty fees: \$2,500 per offense, per employee, per day.

Employers will be required to maintain records documenting hours worked, paid leave accrued and taken and the paid leave balance for each employee for at least three years. Employers will also have notification responsibilities including posting a physical notice summarizing the Act, information on filing a complaint and supplying employees with notice of their amount of accrued time. Additionally, employers will be barred from retaliating against employees for using paid leave. At the employee’s request, the employer must present hours worked and Paid Leave for All hours used.

“School Districts and Park Districts were exempted from the law, and the Illinois Municipal League (IML) continues to advocate for the exemption of municipalities from the provisions of the Act. IML is currently supporting HB 3810 (Rep. DeLuca, D-Chicago Heights), which would exempt municipal parks and recreation departments from the Act. There are also issues with how to handle paid-on-call firefighters who are not paid hourly and do not have an obvious need for paid leave.

The Illinois Department of Labor has yet to provide rules on the law, so some of these requirements may be clarified and amended. For smaller municipalities, this new law could result in overwhelming record keeping and documentation requirements.



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).



ILLINOIS

BASIC ECONOMIC DEVELOPMENT COURSE

REGISTER TODAY!

OCTOBER 16 - 19, 2023

ILLINOIS ECONOMIC DEVELOPMENT ASSOCIATION (IEDA)

FEES: EARLY BIRD FEE \$500; AFTER AUGUST 1ST \$595

LOCATION: NICOR GAS HEADQUARTERS IN NAPERVILLE, ILLINOIS

THE BASIC ECONOMIC DEVELOPMENT COURSE (BEDC) IS A COMPREHENSIVE TRAINING COURSE IN WHICH THE BEST OF ILLINOIS' PRACTITIONERS EDUCATE PARTICIPANTS ON THE FUNDAMENTALS OF ECONOMIC DEVELOPMENT IN THE FOLLOWING AREAS. TWO HOURS OF TRAINING ON THESE SESSIONS IS PROVIDED PER THE REQUIREMENT OF THE IEDC:

- BUSINESS RETENTION AND EXPANSION
- COMMUNITY/NEIGHBORHOOD DEVELOPMENT
- ECONOMIC DEVELOPMENT ETHICS
- ECONOMIC DEVELOPMENT FINANCE
- MANAGING AN ECONOMIC DEVELOPMENT ORGANIZATION
- MARKETING/ATTRACTION
- REAL ESTATE DEVELOPMENT AND REUSE
- SMALL BUSINESS AND ENTREPRENEURSHIP DEVELOPMENT
- STRATEGIC PLANNING
- WORKFORCE DEVELOPMENT

**TO REGISTER:
CLICK THE LINK IN THE CAPTION**

REGISTER TODAY



**IF YOU HAVE QUESTIONS REGARDING REGISTRATION,
PLEASE CONTACT CINDY COBETTO, (CGORSAG@SIUE.EDU), 618-650-2164**



Midwest Leadership Institute

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

Mission

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

Values

- Education
- Scientific Objectivity
- Developmental Growth
- Health
- Discipline
- Ethical Behavior

More Information

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

David Limardi
P: 847.533.0402
E: dlimardi@gmail.com

Robert Kiely
P: 847.703.3585
E: rrkiely@comcast.net

Dawn S. Peters
P: 815.753.0923
E: dpeters@niu.edu

Midwest Leadership Institute

Approach

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

Who Should Attend

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

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

Curriculum

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

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

NEW

AJIL®
Assessing Judgment and Insight in Leadership

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

Instructors

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

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

Logistics

Each program is limited to 40 participants to ensure time for one-on-one individualized coaching as well as small group and all-participant events. Tuition for the entire 4.5-day Institute is \$2850 which includes course materials, daily continental breakfast and lunch for four days. Organizations that send 4-8 participants are eligible for tuition discounts (\$2650/participant). We ask that no more than 8 people per organization attend the same Institute.

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

Limardi Consulting, LLC



Management Services Provided By:
 NORTHERN ILLINOIS UNIVERSITY
Center for Governmental Studies
Outreach, Engagement, and Regional Development



ENERGY LEADERSHIP

Empowering Effective Leaders & Creating Positive Impact

Learn to lead with **clarity & intention** and remove the blocks that are preventing you from **becoming the leader you aspire to be.**



Wednesday, Oct. 4
1-4 p.m.

Riverway Auditorium
6133 N. River Road, Rosemont

Cost: \$50

Sarah Schillerstrom

With a local government career spanning nearly two decades, Sarah has served in a variety of positions, including Human Resources Director and Deputy Village Manager. Sarah is passionate about creating positive, healthy work cultures in local government by helping leaders reach their full potential. She founded SRSD Consulting, LLC, which partners with GovHR USA to promote coaching within local government. Sarah is a certified professional coach.



Connect with Sarah:
[linkedin.com/in/schillerstrom](https://www.linkedin.com/in/schillerstrom)

Seminar: 1-4 p.m. | Networking to follow

METRO MANAGERS OCTOBER LUNCHEON

Public Administration Predicament: What's the Vision for the Future?



Please join us in a discussion on the health of our profession. Representatives from three of the area's prominent Universities will join us to share how their PA programs are faring.

This is a call to action! It will take **ALL** of us to attract and engage the next generation of managers/administrators to fill the void created by the many retiring managers.

This meeting will serve as the annual business meeting, where we will be reviewing the bylaw changes that were recommended/voted on; introduce the new Board, review annual financials, and the annual meeting schedule.

Attend
in-person
-or-
virtually

\$35 Registration

\$25 Student
Registration

\$65 to attend both
Luncheon & ILCMA
Professional
Development Event

Wednesday
October 11

11:30 am Registration &
Networking
12:00 pm Luncheon
12:30 pm program begins for
In-person & Virtual

In person attendance is at
NIU Naperville
1120 E. Diehl Rd,
Naperville, IL

Speakers:

Jeanna Ballard

Assistant to the Chair, NIU
Department of Public Administration

Deborah Carroll

Department Head, Department of
Public Policy, University of Illinois
Chicago

Hannes Zacharias (virtual)

Professor of Practice, Kansas
University

To Register Visit: www.ILCMA.org/?p=19984



ILCMA OCTOBER PROFESSIONAL DEVELOPMENT HYBRID EVENT

SHAPING FUTURE LEADERS: COACHING, LEARNING, AND THE EVOLUTION OF LOCAL GOVERNMENT INTERNSHIPS

October 11, 9:30 AM
Attend in-person at
NIU Naperville or
Virtually

This discussion will delve into the ever-evolving realm of internships within local governments, examining how these programs have transformed over time and the vital role coaching and a learner mindset play in their overall effectiveness. The speakers will emphasize the importance of adopting a coaching approach by leaders and explore how a learner mindset can enhance internship effectiveness. Additionally, the discussion will address the challenges of internship programs and possible solutions.

This discussion aims to offer a holistic perspective on the dynamic evolution of internships within local governments, with a strong emphasis on the role of coaching and a learner mindset in crafting meaningful and effective experiences. By intertwining these principles, local governments can navigate challenges and ensure that internships serve as incubators for leadership and innovation.

*Addresses ICMA Practice areas 4 Staff Effectiveness; 6 Strategic Leadership ;13
Human Resources Management and Workforce Engagement*

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 "Public Administration Predicament" as well for \$65. Student Rate \$20 or \$45 for both events. MIT's are free.

In-person registration/networking/continental breakfast begins at 9AM at NIU Naperville 1120 E. Diehl Road, Naperville



To register visit: www.ILCMA.org/?p=19984

Spotlight on: 457 Consulting Group

Providing a prudent deferred compensation retirement plan isn't just advantageous for your employees; it also greatly benefits your organization. The steps leading to a prudent plan encompass hiring a plan consultant and investment co-fiduciary, regularly issuing RFPs for your plan, regardless of whether you intend to replace the current provider, continuous monitoring of the plan's funds, ensuring effective education from providers, and conducting an annual review of your provider's performance.

A common sentiment I often encounter in conversations with managers and directors is, "I recognize the value in adopting this process, but our staffing is limited, and convincing the board to undertake this project is challenging if they don't perceive a direct impact on the organization's financial bottom line."

While it's true that most 457(b) & 401(a) plans have their fees covered by employees rather than the employer, which means that enhancing the plan wouldn't have an immediate impact on the organization's financials, it doesn't imply that implementing this plan management process won't potentially lead to long-term cost savings for your organization, in addition to other significant benefits. Moreover, engaging a co-fiduciary consultant can help your organization pursue these advantages without burdening your staff with excessive time or resource commitments. By adopting this process and ensuring the prudence of your plan, your taxing body can potentially reap the following benefits:

1. **Reduced Staff Costs:** By lowering costs within your retirement plan, enhancing your investment offerings, and delivering high-quality education to facilitate informed decisions, employees might be able to accumulate hundreds of thousands of dollars more in their retirement accounts by the time they retire. This additional capital could enable them to retire sooner, subsequently allowing for the replacement of higher-paid veteran staff with younger, more cost-effective replacements. Additionally, a younger staff demographic can contribute to decreased health insurance premiums and a lower likelihood of absenteeism due to illness, thereby boosting overall productivity.

2. **Enhanced Recruiting Competitiveness:** In the realm of government employment, salary limitations can pose challenges in recruitment efforts. Unlike the private sector, where companies can adjust salaries to meet recruitment needs, the public sector faces greater constraints. One effective strategy for your organization to gain a competitive edge in recruiting



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is by offering an exceptional retirement plan. Well-informed recruits can comprehend the long-term positive influence of a robust plan on their financial well-being, potentially tipping the scales in favor of your organization over competing options.

3. **Elevated Wellness and Productivity:** Employees tend to be more dedicated to employers they believe have their best interests at heart. Demonstrating active efforts to enhance employee benefits communicates a genuine concern for their welfare. Furthermore, increased financial education can contribute to improved mental and physical well-being, ultimately translating to heightened productivity.

In conclusion, instituting a prudent deferred compensation retirement plan holds the potential to transform not only the financial prospects of your employees but also the overall prosperity and competitiveness of your organization. By adhering to a thorough plan management process and emphasizing plan prudence, your taxing body can secure these valuable benefits.

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Spotlight on: HR Green

Start Preparing for BEAD Funding Grants Now

Ed Barrett and Ken Demlow, HR Green

Attention! BEAD Funding allocation has arrived, offering a once-in-a-generation opportunity for broadband in the U.S. With more than \$42.5 billion in grant funding flowing to state broadband programs, it is critical that Illinois communities act swiftly to plan now to get their share of funds, particularly those in rural or remote parts of the country. You can take an active role in securing your future by preparing to apply for funding immediately.

What is BEAD Funding?

The recent infrastructure bill has allocated \$42 billion solely focused on broadband infrastructure. The impact of this funding, titled the Broadband Equity, Access, and Deployment (BEAD) Program, on communities cannot be overstated. Robust broadband infrastructure is crucial for the proper functioning of modern-age community life. BEAD funding promotes equitable and accessible internet intended to prompt access for every citizen, no matter where they reside. By expanding broadband access, BEAD funding empowers communities to partake in the rapidly evolving digital landscape, paving the way for a better future.

The allocation of funds is based on the FCC's latest broadband maps showing unserved, underserved, and served areas, identifying where investments in broadband infrastructure are most needed.

Who Can Apply for BEAD Funding?

Municipalities and private service providers can both apply for BEAD funding, although it is likely that public-private partnerships (P3s) will receive priority funding through any state grant programs. Public entities are best positioned when they have a strategic or comprehensive broadband plan in place that ensures access and equity for their stakeholders.

How to Prepare for BEAD Funding Application

The windows for applying can be short, so it's essential to plan now! The BEAD Program is a structured four-phase process consisting of a letter of intent and planning, funding allocation, initial proposal, and final proposal and implementation. Each phase is meticulously designed with time-bound requirements to ensure that states, territories, or the NTIA smoothly progress to the next phase.

There are four things you need to do now to be prepared for when applications open:

1. Gather information: Start collecting the necessary information, such as letters of support, details of collaborators, data, maps, costs, and grant writing strategies. Our partners have successfully challenged provider maps that overstate the presence of broadband, and doing so early will help



make funding via the grant program easier.

2. Stay informed: Keep an eye on the application timelines, updates, eligibility requirements, and other relevant information to ensure you are ready when the time comes to apply.

3. Develop a Vision and Strategy. Many of our clients have found that defining the problem and establishing a Vision is crucial. Is your community willing to take on the risk and investment to provide municipal broadband, or are you best served seeking out an ISP partner (or partners)? With a Vision and Strategy in place, you can help guide the process instead of relying on the private sector without influence.

4. Consider assistance from Industry experts: Some of information you'll need can be challenging to acquire. Using a professional with experience in the Broadband market can be a great help in preparing a successful fundable plan.

A Success Story: McHenry County Illinois

One local broadband success story is McHenry County. McHenry County decided to leverage American Rescue Plan Act (ARPA) funding to help improve broadband service in the County. The county needed to expand broadband service but did not want to become the service provider. HR Green assisted McHenry County, creating a program that help coordinate and drive private sector investment in broadband through the county.

Grant funding incentivized broadband providers to expand their services in the area, with the County playing a critical role in organizing efforts by multiple providers who expressed interest. Two providers have submitted grants covering most of the county's geography, and the county is likely to be able to repurpose the broadband ARPA funds due to the coordinated effort.

If you are interested in applying for the BEAD funding program or learning more about broadband expansion efforts in general, a good place to start is the Connect Illinois website at: <https://dceo.illinois.gov/connectillinois/connectil.html>

HR Green can also provide an array of resources for broadband project development.

Spotlight on: POLCO

Three Ways Innovative Cities Are Modernizing Community Decision-Making

By Jessie O'Brien, POLCO

IL local governments want to engage their communities, measure performance, and do whatever it takes to provide the best services possible. But sometimes outdated methods, out-of-touch reports, and a lack of modern resources stand in the way.

The good news is groundbreaking technologies have simplified of government's complex processes. Here are three examples of governments using technology to update inefficient procedures and streamline resident engagement strategies.

1. Leveraging Big Data, Even in Small Cities

Data collection is challenging for any local government, especially small cities with fewer resources. Oakley, Utah, for example, has a population of just 1,700 residents, and there are very few city employees.

The City put a lot of effort into resident feedback data for grant applications. But the old-school methods proved time-consuming and costly.

"I had to go door to door to every house in town, asking people how they felt about this," said former Oakley Mayor Doug Evans.

Oakley needed a more manageable approach to data collection for effective decision-making.

So the City turned to new digital tools from Polco, a community engagement and civic data company. With Polco, Oakley gained access to an abundance of public data in one useful place. The service also allows the City to quickly poll residents on various topics online.

This saves Oakley time on door-to-door outreach and data research.

The City plans to use this data and polling option for strategic planning, decision-making, and winning grant applications.

2. Inviting Interaction With the City Budget

Government budgets often face public criticism. Many objections stem from misunderstandings. Interactive simulation tools can now show residents what it takes to balance a city budget.

Balancing Act by Polco's Budget Simulation mimics a real life government budget so residents can see what it's like to make tough trade-offs their government leaders face. Users add or subtract dollars to income and expense categories until they break even. The simulation educates citizens on how the city budget works and reveals residents' local government priorities.

For example, In 2022, Milwaukee County, WI, faced a \$12.6 million budget gap that was estimated to become \$300 million by 2044.

With the simulation, residents analyzed the \$1.2 million budget through the tool and tried different ways to close the gap.

"Intentionally finding ways to include the voice of the public in



this process is key to making sure our priorities reflect the needs of the people who live here," County Executive David Crowley said in a press release.

Residents spent nearly 2,000 hours interacting with the budget. This year, the County will use the Balancing Act tool again as they face a projected \$31.6 million surplus in 2024. Residents can allocate these surplus funds to housing, transportation, mental health services, and more expenditures.

3. Strategic Planning With Representative Feedback

Equity is a priority for many local governments. The problem is organizations typically only hear from the same small group of residents. Social media amplifies extreme voices. And most people don't attend city council meetings. The lack of community representation challenges equitable decision-making and resource allocation.

"It's incumbent not just to let the squeaky wheel dominate the conversation. Our role as local government leaders is to solicit discussion and engender the voices of all," said Mike Davis, retired City Administrator of Middleton, Wisconsin.

Scientific surveys are an excellent way for local governments to gather public feedback that accurately reflects their jurisdiction.

In 2020, The City of Middleton worked with Polco to conduct The National Community Survey (The NCS). The community livability assessment measures resident satisfaction. The NCS shows Middleton how they compare to the rest of the nation.

The City also administered The National Business Survey (The NBS) by Polco, which reports the needs and priorities of local business owners.

Together, The NCS and The NBS allowed City officials to hear from hundreds of residents inclusively. "We engaged a lot more of the public and businesses than ever. We had more people of color respond," Davis said.

Middleton leaders used the survey results to inform strategic plans. And they intend to use Polco's engagement tools to further their equity initiatives.

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