

Calendar of Events

December 1

SWICMA Holiday Luncheon
Highland, IL

December 15

IAMMA/Metro Holiday
Luncheon
NIU Naperville

December 15

Speed Coaching
NIU Naperville

January 11, 2024

IAMMA Regional Luncheon

January 19, 2024

IL Financial Forecast
Forum
NIU Naperville/Hybrid

January 26, 2024

IAMMA Night Out
Location TBD

February 7 - 9, 2024

ILCMA Winter Conference
Normal, IL

February 15, 2024

IAMMA Professional Development
FOIA Workshop

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

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No newsletter in January!

May the holidays bring peace, love,
and joy to you and your family this
season.

Dawn and Alex



President's Column

"Shaping a Future Together"

By Paula Schumacher, Chair, ILCMA Winter Conference Committee and Village Administrator, Bartlett

It's hard to believe that the 2024 ILCMA Winter Conference is only a few short months away. The Winter Conference Planning Committee has been hard at work creating a future-focused conference that will provide ample opportunities for learning, networking, collaboration, and some fun squeezed in, too! An outstanding session lineup and enticing social events will come together to support this year's conference theme, "Shaping a Future Together".

As the chairperson for this year's annual winter conference, I was planning on using this article to make my impassioned pitch for why you should attend the 2024 ILCMA Winter Conference (February 7-9 in Normal). However, Ben McCready, Chair of the ILCMA Communications Committee and Assistant

continued on next page

Job Mart

**Click here to see
job listings**



continued from page one

City Administrator in Geneva, did just that in last month's newsletter and, frankly, I really can't improve upon his list.

Ben wrote about the many benefits of attending professional conferences in person. Some of those benefits include: recharging mental batteries; networking; connecting with friends, colleagues, and mentors; learning new ideas and perspectives, and simply joining in a discussion when inspiration strikes. If those aren't reasons enough to attend, check out some of the conference highlights below.

The pre-conference session on Wednesday offers participants the opportunity to take a deeper dive into municipal messaging and further enhance their communication skills to better execute difficult conversations. The evening receptions will offer the chance to unwind, connect with old friends, and meet new ones.

On Thursday, we will kick things off with keynote speaker Holly Hoffman, who will present "Lead Simply," a dynamic discussion on the value of an active and inclusive leadership style. Panel discussions will cover turning theory into practice with sessions on TIF tools, strategic plan implementation, practical DEI initiatives, and using AI safely. New this year are interactive breakout sessions that include leadership mentoring roundtables and a Collaboration Lab.

We will commandeer Medici's restaurant for dinner on Thursday night and celebrate the lighter side of life with a comedy performance at the Normal Theater. The ever-popular IAMMA festivities return to round out the night. But don't stay out too late, because you don't want to miss the 6:15 am start for the ILCMA 5K and 1.5 M run and walk! If the morning exercise doesn't get your blood pumping, the legislative update from IML Executive Director Brad Cole surely will.

Finally, our closing keynote speaker Desmond Lomax will send us back to our communities looking to the future with a fresh, energized, and positive perspective.

The Winter Conference information is included in this newsletter. If you are a voting member of ILCMA and have not been to a conference in the past five years, or if you are a first-time attendee, ILCMA is extending 10 complimentary registrations to managers/administrators and 10 complimentary registrations (a \$245 value) to assistants/assistant to/management analysts. This will include a matching \$245 financial stipend to help offset travel costs. I hope you will attend the 2024 conference to build your skills, broaden your outlook, and bolster your professional network and friendships. **BE SURE TO REGISTER TODAY!**



[Apply Here](#)

Congrats to Joan Walls, Deputy City Manager, Champaign, IL

Latest recipient of the ILCMA Lifesaver Award

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.

Who's Who Directory Update

Congratulations to **Chris Martin** who retired in November from the city of Highwood where he was the Assistant City Manager. He started his career as an administrative intern in Carpentersville and worked in various communities holding titles such as Special Projects Administrator in Lincolnwood, Management Analyst in Dayton, OH, Assistant to the Village Manager in Lake Bluff, and Assistant City Manager, in Lake Forest. He also served as Village Administrator in Lake Barrington for thirteen years.

Congratulations to **Derek Morefield** who announced his retirement in January 2024. Derik has been the city administrator in McHenry since 2012. Prior to serving in McHenry, Derik spent fourteen years with the city of Woodstock serving as Director of Business Development, Assistant City Manager, and eventually Deputy City Manager/Director of Community and Economic Development.

Suzanne Ostrovsky has been appointed as the new city administrator in McHenry. She was previously the assistant village manager in Hoffman Estates.



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:

Joe Baber, Village Manager, Village of Homer Glen
Annie Canavan, Administrative Coordinator,
Village of Westchester
Gia Cassin, Assistant to the Village Manager, V
illage of Homer Glen
Matt Walsh, Village Administrator, Village of River Forest
Dorothy Wisniewski, Assistant City Manager/Director of
Finance, City of Des Plaines

Members:

Luis Calderon, Student, Village of Clarendon Hills
Rachel Gorsuch Sorensen, Graduate Assistant,
NIU Center for Governmental Studies
Anne Mitchell, Management Analyst, Village of Tinley Park



Advancing Civic Leadership
Navigating the Future

Dec. 5, 2023 — Online Webinar

New Civics: The Dynamics of Today's Civics and Globalization*

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.

Jan. 17, 2024 — Online Webinar

Strategic Thinking and Planning Basics - Creating a Road Map for the Future

Presented by Melissa Henriksen, MPP, Assistant Director, Strategic Management, Policy and Community Development and Alli Hoebing, MPA, Research Specialist, Center for Governmental Studies, Northern Illinois University

Jan. 31, 2024 — Online Webinar

Better Zoning to Create Better Communities NEW

Presented by Jacob Seid, AICP, Founding Principal, Sightline Planning and Zoning Class is held in partnership with APA-IL.

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



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.



Tentative Schedule

Wednesday, February 7

- 12:30 p.m.
Registration Open
- 1:00 – 4:00 p.m.
Exhibitor set-up
- 1:00 – 4:00 p.m.
Pre-Conference Session:
Making Your Local Government
Message Sing
- 6:00 – 6:30 p.m.
MIT Reception with Senior Advisors
- 6:30 – 7:00 p.m.
Welcome First Time Attendees,
Scholarship Winners, & New to the
Profession
- 7:00 – 9:00 p.m.
Welcome Reception hosted by
Downstate/SWICMA

Thursday, February 8

- 8:00 – 8:50 a.m.
Breakfast
- 8:50 – 10:00 a.m.
Welcome/Introductions/Keynote:
Lead Simply
MODEL. CONNECT. INVOLVE.
Presented by Holly Hoffman
- 10:00 – 10:30 a.m.
Break in Exhibit Hall Open
- 10:30 a.m. – 4:00 p.m.
Resume Reviews/Mock Interviews

10:30 – 11:45 a.m.

Concurrent Sessions

- Session 1:** The Power of Tax
Increment Financing
- Session 2:** Handling Hard
Conversations
- 11:45 a.m. – 12:45 p.m.
Lunch & ICMA Updates
ICMA Update – Matt Fulton, ICMA
Midwest Regional Director

- 12:45 – 1:45 p.m.
Luncheon Keynote:
*Unlocking the Potential of AI:
How Local Governments Can Lead
the Way*
by Alex Goryachev, Technology
and Innovative Strategist

- 1:45 – 2:15 p.m.
Break in Exhibit Hall

2:15 – 3:30 p.m. Concurrent Sessions

- Session 1:** The Practical Aspects
of DEI
- Session 2:** Putting Your Strategic
Plan into Action

- 3:30 – 3:45 p.m.
Break

3:45 – 5:00 p.m.

Concurrent Sessions

- Session 1:** Q & A for Aspiring
Managers/Administrators:
How to Succeed as a Local
Government Leader
- Session 2:** Senior Advisor Insights:
Legends of the Round Table

5:30 – 6:15 p.m.

- Reception at Medici's
- 6:15 – 7:00 p.m.
Dinner at Medici's
- 7:15 – 8:15 p.m.
Comedy at the Normal Theater
- 8:30 – 11:30 p.m.
IAMMA Social Event at Medici's

Friday, February 9

- 6:15 a.m.
ILCMA 5K Run/1.5M Walk
Meet in Marriott Lobby
- 8:00 – 9:00 a.m.
Breakfast with Brad
Legislative Update – Brad Cole,
Executive Director, IML

9:00 – 10:15 a.m.

Concurrent Sessions

- Session 1:** Developing Local
Government Leaders
- Session 2:** Collaboration Lab

- 10:15 – 10:30 a.m.
Break

- 10:30 a.m. – Noon
Closing Keynote:
*Leadership and Mental Health:
Having Resiliency in a Troubled
World*
by Desmond Lomax



Session Information

WEDNESDAY, FEBRUARY 7

1:00 – 4:00 p.m. PRE-CONFERENCE WORKSHOP
Pre-Conference Session Registration Cost: \$45

Making Your Local Government Message Sing

Local government communications don't have to be dull or boring. Like a good song, presenting decisions, project news, service offerings, or even budget updates can resonate with your audience with the right appeal to their "heads" and "hearts". Join to learn how to build and improve your communications message, and skills to build skills, build confidence, and build community!

Do you or your staff want to be confident and influential at the following?

- Sharing background and soliciting input on an upcoming public works project
- Inviting feedback on your comprehensive plan
- Presenting next year's budget in ways that are really understandable
- Deepening relationships with local businesses
- Presenting at regular meetings or public presentations
- Telling your town's "story" at conferences and other venues including video

Learning Objectives

1. Understand the importance and power of your public sector communications.
2. Identify the needs of the wide range of audiences you face.
3. Learn steps to prepare and confidently deliver effective live, written, and/or digital communications.
4. Explore considerations when deciding which form of communication to use.
5. Craft and practice one short presentation.

Speakers

Anne Kritzmire
Cassandra Vohs-Demann

Addresses ICMA Practice Areas: 6 (Strategic Leadership); 8 (Policy Facilitation and Implementation); 14 (Communication and Information Sharing)

THURSDAY, FEBRUARY 8

8:50 – 10:00 a.m.

Welcome / Introductions Opening Keynote

Lead Simply
MODEL. CONNECT. INVOLVE.
by Holly Hoffman

Leadership is not complex. Leadership at its core is simple, but not always easy. A simple leadership framework consists of three words:

- model
- connect
- involve

True leadership is not just words, it's action. We must model the behavior we want to see, connect with the people you lead, and involve them as much as possible.

Learning Objective

To identify and discover what you want to see more and less of in your leadership skills to create that special team of people.

"Great leaders don't tell you what to do, they show you how it's done."

~ Unknown

Addresses ICMA Practice Areas: 4 (Staff Effectiveness); 6 (Strategic Leadership); 13 (Human Resources Management and Workforce Engagement); 14 (Communication and Information Sharing)

10:30 – 11:45 a.m.

Concurrent Sessions

Session 1: The Power of Tax Increment Financing

During the session, we will explore the policy considerations, strategies to mitigate risk, and financial options available to create a successful tax increment financing district. We will share examples and case studies along the way.

Learning Objectives

1. How to build support for a TIF district within the community and impacted taxing bodies.
2. Municipal considerations when creating TIF Districts, evaluating development proposals, and determining feasibility.



Join us!
REGISTER TODAY

3. Strategies that could be implemented to mitigate a municipality's risks.
4. Financing vehicles that could be leveraged and key credit factors to secure financing in this market environment.

Moderator

Kathy Thomas, Ice Miller LLP

Panelists

Dalena Welkomer, Director, Baird Public Finance
Gwen Crawford, Vice President, The Economic Development Group, Ltd.

Herbert J. Klein, President, Jacob & Klein, Ltd.

Dan DiSanto, Village Administrator, Oswego

Dave Noble, Economic and Community Development Director, Ottawa

Addresses ICMA Practice Areas: 2 (Community Engagement); 8 (Policy Facilitation and Implementation); 10 (Service Delivery); 12 (Financial Management and Budgeting)

Session 2: Handling Hard Conversations

Have you been avoiding a hard conversation? Worried about saying the wrong thing or managing emotions (yours or the other person's)? What to become better at addressing negative performance or correcting different expectations?

Few people enjoy having difficult conversations, but we all know they are necessary. Whether you are interacting with direct reports, peers, supervisors, or people in your personal life, this workshop will help. We'll explore both solid theory and practical techniques in a penalty-free environment tailored to the needs of public sector leaders.

Learning Objectives

1. Identify your patterns in managing difficult conversations.
2. Learn steps to prepare for a difficult conversation.
3. Learn tools and techniques for holding and participating in healthy dialogue.
4. Practice tools and skills for keeping on track when emotions rise, or the conversation goes negative.
5. Describe key behaviors leaders use to create a culture that supports having difficult conversations with greater ease.

Speaker

Anne Kritzmire

Addresses ICMA Practice Areas: 5 (Personal Resiliency and Development) and 14 (Communication and Information Sharing)

11:45 a.m. – 12:45 p.m.

Lunch & ICMA Update

by Matt Fulton, ICMA Midwest Regional Director

12:45 – 1:45 p.m.

Luncheon Keynote: Unlocking the Potential of AI: How Local Governments Can Lead the Way

by Alex Goryachev, Technology and Innovative Strategist

The buzz around AI has reached a fever pitch, with many organizations struggling to separate fact from fiction. As AI continues to revolutionize all areas of our life, it's more important than ever to understand its potential impact and how to best prepare for the future. In this keynote, we'll explore the current state of AI, debunk common myths, and dive into practical applications for municipalities.

Learning Objectives

1. Understand the current and future landscape of AI.
2. Identify and debunk common myths and misconceptions about AI.
3. Explore practical applications of AI in municipal government.

Addresses ICMA Practice Area: 11 (Technological Literacy)

2:15 – 3:30 p.m.

Concurrent Sessions

Session 1: Practical Aspects of DEI

We're all interested in implementing a diversity, equity, and inclusion (DEI) program but how to do so effectively can be difficult at best. There are numerous training courses out there that address DEI as a concept but few that help us understand and plan for the practical implications of implementing a DEI program in a municipal setting. Look no further! Please join us for a panel discussion of your colleagues who have first-hand experience with realizing a DEI program. Our panelists will discuss their successes and any pitfalls of implementing a DEI program and what you should know about implementing your own program.

Learning Objectives

1. Why you should implement a DEI program for your organization.
2. Understanding the practical aspects of a DEI program that should be considered when you're implementing.
3. Learning how to navigate those issues to make your program as successful as possible.

Moderator

Kelly Coyle, Clark Baird Smith LLP

Panelists

Gary Williams, City Manager, Carbondale
Lamar Jones, Assistant to the Village Manager, Lincolnwood

Laura Newman, City Administrator, Batavia

Rachel Joy, Equity and Engagement Director, Champaign

Addresses ICMA Practice Areas: 3 (Equity and Inclusion); 6 (Strategic Leadership); 8 (Policy Facilitation and Implementation); and 13 (Human Resources Management and Workforce Engagement)

Session 2: Putting a Strategic Plan into Action

Putting a strategic plan into action can be a difficult task. Many organizations struggle with translating a strategic plan into actionable steps for implementation. This session introduces key elements of project management as an approach to planning the implementation of a strategic plan. The session will discuss the project-approach to management along with systems for planning personnel, budgets, schedules, and project monitoring. The session will conclude with a discussion of resources for further learning in project management.

Learning Objectives

1. Identify the key obstacles to translating a strategic plan into an implementation plan.
2. Define the project management approach to oversight and planning of strategic initiatives.
3. Develop strategies for connecting strategic plans to project budgets, personnel, schedules, and reporting systems.
4. Provide access to resources for further education in project management.

Moderator

Cory Plasch, CP2 Consulting

Speakers

Dr. Scott Robinson, Chair and Professor,
Department of Public Administration, NIU
Ben McCready, Assistant City Administrator, Geneva

Addresses ICMA Practice Area: 7 (Strategic Planning)

3:45 – 4:45 p.m.

Concurrent Sessions

Session 1: Senior Advisor Insights: Legends of the Round Table

The Senior Advisors will introduce pertinent topics and then utilize a round table format to zero in on the issues with the attendees. The Senior Advisors will rotate tables after each question so the attendees can receive the wealth of knowledge our Senior Advisors bring to our organization. Join our Senior Advisors as they continue to offer words of wisdom.

Speakers

ILCMA/ICMA Senior Advisors
Steve Carter
John Marquart
John Phillips
Brad Townsend
Robin Weaver

Addresses ICMA Practice Areas: 1 (Personal and Professional Integrity) and 5 (Personal Resiliency and Development)

Session 2: Q&A for New and Aspiring Managers/ Administrators: How to Succeed as a Local Government Leader

While much focus is placed on the role of the city manager, leadership in local government is not limited to this position. In this session, attendees will learn the career paths traveled by senior leaders in diverse management roles and what skills and tools they find important for success in their specific roles.

Learning Objectives

1. How to prepare oneself to advance.
2. How to determine an appropriate career path and end goal.
3. How to build substantial relationships.
4. Skills and tools necessary to succeed in leadership.

Moderator

Jodi Luka, Village of Gurnee

Panelists

Heather Galan, Director of Public Works,
Village of Gurnee
Sharon Tanner, Assistant Village Manager,
Village of Glencoe*
Evan Walter, Village Administrator, Village of Burr Ridge
Justyn Miller, Assistant Village Administrator,
Village of Berkeley*

Addresses ICMA Practice Area: 18 (Personal Development)

FRIDAY, FEBRUARY 9

6:15 a.m.

ILCMA 5K Run/1.5M Walk

8:00 – 9:00 a.m.

Breakfast with Brad Cole, IML Executive Director: Legislative Update

9:00 – 10:15 a.m.

Concurrent Sessions

Session 1: Developing Local Government Leaders

Local government has experienced major workforce shifts which have accelerated in recent years. Attracting, developing, and retaining talent in the industry remains top of mind for leaders. The purpose of this session is to learn how communities are growing, developing, and retaining the future leaders of the industry.

Learning Objectives

1. Communicate the value of establishing a leadership development program.
2. Identify resources available.
3. Develop an implementation plan.

Moderator

Scott Coker, City Administrator, Macomb

Panelists

Dr. Pam Gallahue, Deputy City Manager, Naperville
Steve Miller, City Administrator, Effingham
Schenita Stewart, Chief of Police, Evanston

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

Session 2: Collaboration Lab

The challenges and opportunities communities face are growing in complexity and scale. Public leaders across local government are having similar conversations about the big topics. Since local government is a collaborative industry, we should work together to identify solutions. In this session, you will work with your peers to create recommended recipes towards solutions to the major topics of discussion in the industry.

Topics the group will explore include:

- Meeting modern expectations for service delivery
- Leveraging and managing artificial intelligence
- Administrative support when implementing the SAFE-T Act
- Engaging and retaining public sector employees

Learning Objectives

1. Identify the challenges and opportunities other communities are experiencing.
2. Create recipes to recommend solutions to the major challenges in local government.
3. Discover peer resources.

Facilitators

Jodi Luka, Management Analyst, Gurnee
Ryan Doyle, Area Vice President, Public Sector, Gallagher
Ralph Nikischer, Director of Spark, MGP

Addresses ICMA Practice Areas: 8 (Policy Facilitation and Implementation); 10 (Service Delivery); and 11 (Technological Literacy)

10:30 – noon

Leadership and Mental Health: Having Resiliency in a Troubled World

by Desmond Lomax

Desmond Lomax is a licensed clinical mental health therapist. He has a background of 20 years in public safety, focusing on criminal justice reform. He entered the corporate world working as a consultant for the Arbing Institute. Desmond started DNA Health Consultant, concentrating on mental health, physical fitness, and its relationship to work performance. Desmond is a sought-after speaker in the field of mental health. Desmond's non-profit illuminateunity.org focuses on providing mental health resources to students in memory of his oldest son, Mateen, who died from suicide in November 2019.



Learning Objectives

1. Help leadership understand the challenges of work stress and how to successfully navigate work to improve overall wellness.
2. Understand principles associated with work stress, resilience, life balance, and areas of conflict resolution.
3. Leadership will obtain wellness tools to improve overall health.
4. Leadership will also obtain conflict-resolution tools to understand and work with city-elect officials.

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



Social Events

Wednesday, February 7

6:00 – 6:30 p.m.

MIT Reception with Senior Advisors

6:30 – 7:00 p.m.

Welcome First Time Attendees, Scholarship Winners, & New to the Profession

7:00 – 9:00 p.m.

Welcome Reception hosted by Downstate/SWICMA
Heavy hors d'oeuvres and cocktails will be served.



Normal Theater



Medici's

Be sure to register for the dinner when you sign up for the conference!

Thursday, February 8

5:30 – 6:15 p.m.

Reception at Medici's

6:15 – 7:00 p.m.

Dinner at Medici's

7:15 – 8:15 p.m.

Comedy at the Normal Theater

8:30 – 11:30 p.m.

IAMMA Social Event at Medici's

Table Game Olympics

Do you believe you have what it takes to compete?

Join us for an evening of epic showdowns, exciting challenges, and endless laughter as we gather to play rounds of cards, games, trivia, and all things fun. Recall the carefree days of youth, when play and imagination ruled.

Whether you're a seasoned pro, a casual gamer, or want to feel like a kid again, this event is for YOU! What do you know? Who do you know? How can you use your strengths to strategically work your way to the Winner's Podium?

Join us at Medici's from 9:30 p.m. to 11 p.m. for an evening of newly forged alliances and meaningful connections.

Game on!

Accommodations

Bloomington - Normal Marriott Hotel & Conference Center
201 Broadway Ave, Normal, IL 61761
Phone: 1.888.236.2427

Room Block for Illinois City/County Management Association

\$142 per night plus taxes and fees

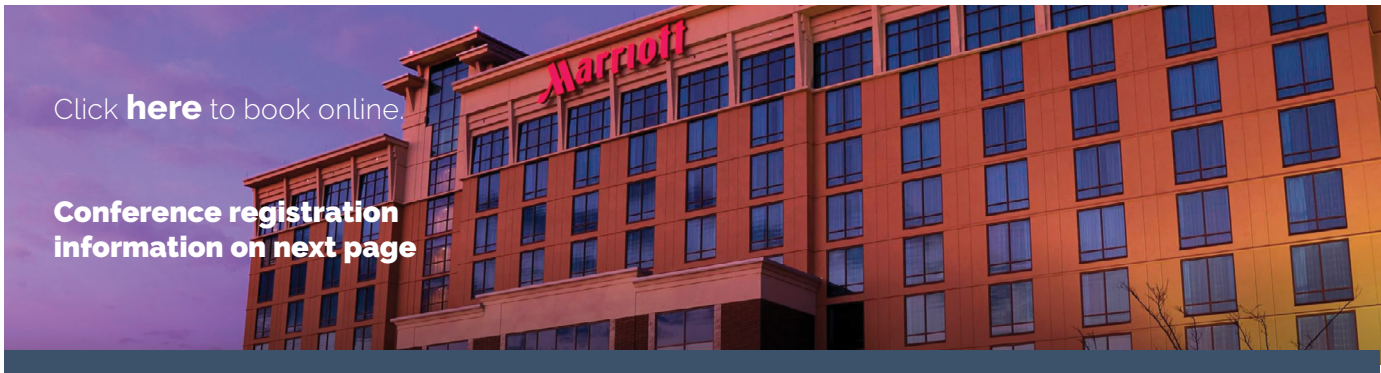
Start Date: Tuesday, February 6, 2024

End Date: Friday, February 9, 2024

Last Day to Book: Tuesday, January 9, 2024

Click [here](#) to book online.

Conference registration information on next page



Four Easy Ways To Register

ON-LINE: <https://www.ilcma.org/conferences/>

PHONE: 800-345-9472 FAX: 815-753-6900

MAIL: Send completed registration form and payment to:
Outreach Services Registration Office
Northern Illinois University, DeKalb, IL 60115

Registration Deadline: Register by February 1, 2024

For a full refund, you must cancel your registration by February 1, 2024

Fees are waived for "in transition" corporate members and their spouses/partners

[Click here to register](#)

Registration Rates

ILCMA Member \$245

Spouse/Partner \$135 (Wed. Reception, Two Breakfasts, and Thur. 2 Cocktails/Dinner)

Student \$50

(Scholarships available for both full-time and part-time students enrolled in an MPA Program)

Non-ILCMA Member \$425

Thursday 2 Cocktails and Dinner Only (spouse/partner) \$60

Pre-Conference Workshop \$45

First 20 online registrations for NEW corporate (voting) members who are first time winter conference attendees are free or for ILCMA corporate members who have NOT attended a conference in the past five-years. There will be 10 waivers for managers/administrators and 10 waivers for assistants/assistant to/management analysts. There is also a travel stipend of \$245 connected to the complimentary registration. All registrations using this category will be verified with ILCMA records. The travel stipend will require proof of expenditures before the stipend will be granted.

Dress: Business casual

How to Save on Costs

Carpool with your colleagues from a neighboring community or share a room (especially nice to invite a Member in Transition or a student to be your guest)

Additional Conference Opportunity

Career Counseling Appointments

The ILCMA Membership Services Committee is pleased to offer conference attendees 30-minute appointments to talk about your career including mock interview and resume review services. These services will be offered by representatives from GovHR USA. Appointments are available on February 8 (10:30 a.m. – 4:00 p.m.). Please contact Dawn Peters at dpeters@niu.edu to schedule an appointment.

Conference Committee

Conference Chair - Paula Schumacher, Village Administrator, Bartlett

Glen Cole, Assistant City Manager, Rolling Meadows

Scott Coker, City Administrator, Macomb

Steven Bosco, Village Administrator, North Aurora

Evan Walter, Village Administrator, Burr Ridge

Dante Sawyer, Village Manager, Hazel Crest

Kelly Coyle, Clark Baird Smith

Jodi Luka, Management Assistant, Gurnee

Teri Raney, Village Administrator, Calumet Park

Jennifer Huson, County Administrator, Jackson County

Ralph Nikischer, Director of Spark by MGP, MGP

Jigar Desai, Rusin Law

Kathy Thomas, Ice Miller

Eric Hanson, Assistant City Manager, Normal

Anne Marie Gaura, Village Manager, Lincolnwood

Dave Cook, Executive Director, IPBC

Kurt Carroll, Village Administrator, New Lenox

Ryan Doyle, RPA

Mark Essenfeld, TCG Services

SAVE THE DATE:
ILCMA Summer
Conference in Galena

JUN
4-6
2024
(TUE-THU)

EAGLE RIDGE INN AND RESORT

Do You Have Special Projects for Which You Need Additional Help?

Has your Staff been Cut Back, but your Workload Increased or Stayed the Same?

If so, ILCMA has a solution to your problem. Have you ever considered utilizing one of ILCMA's programs to help fill temporary job assignments or conduct a special project? ILCMA has two programs that may meet your needs:

1) Member in Transition Program (MIT) – ILCMA keeps a list of Illinois managers and assistants in transition. These members are willing and able to fill positions, do special projects, and provide expert service to you and your community (list of MIT's below).

2) Professional Resource Program (PRS) – The PRS program consists of retired, semi-retired, and MIT's who are again able to do special projects, fill positions, and provide expert professional services to your local government. For information please visit the ILCMA website at <https://www.ilcma.org/programs-and-services/ilcma-professional-resource-service/>.

The ILCMA Senior Advisors have the most current list of Members in Transition and Professional Resource Program participants. Please do not hesitate to contact either Dawn Peters at ILCMA or one of the Senior Advisors.

Members in Transition Who Agreed to Publicize their Information:

Moses Amidei, ICMA-CM
mosesamidei@outlook.com 847-452-6569

Rebecca Ahlvin
Ahlvin.rebecca@gmail.com 618-363-6899

Building Stronger connections between Tribal Nations and local governments



ICMA is interested in exploring the idea of convening conversations with local government executives aimed at fostering improved communication and relationships with adjacent/contiguous tribal nations. At a time when the need for cooperative and respectful relationships among all community members and entities is more critical than ever, ICMA is seeking your expertise and passion to build dynamic cohorts of members who work with tribal nations. The idea is to create an ongoing forum where leaders, experts, and stakeholders can come together to share experiences, best practices, and innovative solutions that will enhance collaboration and build stronger supportive relationships between tribal nations and local governments.

These cohort discussions would be organized within each ICMA regional area and would be designed to facilitate meaningful conversations, knowledge exchange, and the development of actionable strategies to address the complex challenges faced by tribal nations and local governments alike. By participating in this cohort, you will have the opportunity to network with fellow ICMA members and contribute to the development of sustainable, equitable, and mutually beneficial solutions.

If you share our commitment to building stronger relationships between tribal nations and local governments, we invite you to join us on this journey.

Please let Matt Fulton, ICMA Midwest Regional Director know if you are interested in joining this conversation. He can be contacted at 651-242-2422 or mfulton@icma.org



IML Managers Column

Paid Leave for All Workers Act

By Julia Cedillo, Chair, IML Managers Committee and Village Manager, LaGrange Park

This year, the Paid Leave for All Workers Act (PLAWA) left many municipalities frustrated with more questions than answers. So much so, that several councils of government and the IML approached the General Assembly with a request to exempt local governments from the Act in the same manner as park districts and school districts, or delay its implementation until all of the rules are finalized. It is not likely that any legislative changes will be made to the Act prior to its effective date of January 1, 2024.

The Act as written allows all employees to take paid leave, with limited notice and for any reason. In some cases, this conflicts with existing leave policies that provide for both vacation leave and sick leave, with qualifying requirements to ensure continuity in operations. Regardless, existing policies will need to be reviewed and amended as applicable, to comply with the Act by January 1, 2024. Compliance with the Act may require specific changes to policies and processes that address, among other things, "operational necessity," or employers/municipalities will not have sufficient staff for its operations without such a policy. On its FAQ webpage, the Illinois Department of Labor (IDOL) plans to further clarify how existing leave policies can meet the requirements of the law in its rulemaking.

What can be done, what has to be done?

- If you are a home rule municipality, your organization may wish to consider opting out of the Act, and by year's end. The IML received a legal opinion stating that home rule municipalities can opt-out of the requirements of the Act, but cautions that IDOL's proposed rules do not address this, at this time. Consult with your legal counsel and your elected body.
- Contact your legislators or have your elected officials contact your legislators and explain the complexities of implementation, and continue to request an exemption or delay of implementation. Where applicable, stay in contact with your area council of government, the IML, or the IML Managers Committee, to provide helpful information regarding your experience in implementation.
- Send in your comments on IDOL's proposed rules. The IDOL public hearing regarding their proposed rules was held on Wednesday, November 29th in Springfield. On November 20, the IML submitted comments to IDOL regarding the proposed rules. IDOL is accepting public comments through Monday, December 18, at its email: DOL.PaidLeave@illinois.gov.

- Attend an IDOL webinar. IDOL is hosting webinars at the following dates/times: December 7, at 10:00 a.m. CT., Thursday, December 21, Thursday, January 11, and Thursday, January 25. For more information, or to register, visit: <https://labor.illinois.gov/laws-rules/paidleave.html>
- Send in your questions to IDOL. Reach out to IDOL via email: DOL.PaidLeave@illinois.gov.
- Draft an update to your current leave policy that provides for leave for all employees, including part-time, paid-on-call, seasonal, and temporary, that meets the minimum requirements of the act. Make sure that current provisions for full-time employees meet the requirements of the Act, as well. This has proven to be challenging in application for many to most municipalities, since the law is not clear and the IDOL rules are not final.
- Adopt the new policy by ordinance before calendar year end. The IML has drafted a model ordinance for both non-home rule and home rule municipalities. This model ordinance, along with other information is available on a newly created IML Paid Leave for All resource webpage, iml.org/paidleave.
- Identify the impacts of the Act on newly negotiated collective bargaining agreements. While the Act does not preempt or alter leave benefits subject to current collective bargaining agreements, municipalities should expect to see proposals to amend current/existing leave benefits.

IML Resource Page

The IML PLAWA resource page includes the following information:

- IML comments to IDOL Regarding Proposed Rules
- IML Memo: Paid Leave for All Workers Act Guidance
- IML Fact Sheet
- Special Counsel Memo to IML
- Home Rule Model Ordinance
- Non Home Rule Model Ordinance
- Link to IDOL's Paid Leave for All FAQ document
- IML Memo: Paid Leave for All Workers Act
- Link to Public Act 102-1143, Paid Leave for All Workers Act

Special Note of Thanks

The IML Managers Committee and the ILCMA wish to thank Bob Barber, for his years of service on the committee (and as a past Chair). Bob will soon retire from his position as Village Administrator for the Village of Beecher. Bob has actively served on the committee for over twelve years and has been engaged in many initiatives and mentored several incoming members. His dedication to the committee is lasting and greatly appreciated.



BECOME AN ILGHN MEMBER TODAY!

ILGHN MISSION

The Illinois Local Government Hispanic Network is a professional, diverse, inclusive and ethical association that connects, inspires, mentors and encourages communities, organizations and individuals through innovative and enriching professional development, resources, services and dynamic networking opportunities.

What are the benefits of being a ILGHN member?

Professional Development

ILGHN provides opportunities for professional growth and development. Members can access resources, training, and educational programs designed to enhance their skills and knowledge in the field of local government.

Networking

Membership in ILGHN connects individuals with a diverse and supportive community of fellow Hispanic/Latino public service professionals. Networking within LGHN allows members to build relationships, share experiences, and collaborate on various projects and initiatives.

Mentorship

ILGHN has access to the national LGHN 'Madrinas y Padrinos' mentorship programs that pair experienced members with those who are newer to local government. This mentorship can provide valuable guidance, career advice, and support for career advancement.

Professional Recognition

ILGHN provides opportunities for members to be recognized for their contributions to local government and their commitment to advancing the network's mission. This recognition can enhance one's professional reputation.

Personal Growth

In addition to professional benefits, ILGHN can contribute to personal growth and a sense of belonging. It provides a platform for individuals to celebrate their heritage, share their experiences, and be part of a supportive community.

Community Engagement

ILGHN focuses on community engagement and outreach. Members can participate in initiatives that address the unique needs and concerns of Hispanic and Latino communities, fostering a sense of civic responsibility and impact.

GET IN TOUCH & FOLLOW ON SOCIAL MEDIA

Email: Illinois@lghn.org | Email: Illinois.lghn.org



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).

ILCMA Leadership Institute for the Newly Appointed Manager/Administrator held in November in Naperville

The suburban ILCMA Leadership Institute, which takes place every two years, was recently held at the NIU Naperville campus with twenty-six new managers/administrators in attendance. This day-long session focused on the various complex relationships that exist in the life of a professional local government manager or administrator. Five basic areas are covered: elected board relations, staff relations, community relations, leadership and ethics, and work/life balance. The presenters have years of experience in local government management in large and small communities from across the state.

ILCMA thanks the following presenters:

Ghida Neukirch, City Manager, Highland Park, who presented "Community Relations."

Randy Recklaus, Village Manager, Arlington Heights, who presented "Staff Relations."

Mark Franz, City Manager, Glen Ellyn, who presented "Leadership, Values and Ethics."

Julia Cedillo, Village Manager, La Grange Park, and Dr. Jim Discipio, Village President, La Grange Park, who presented "Elected Board Relations."

Phil Kiraly, City Manager, Glencoe, who presented "Work/Life Harmony."

Additionally, ILCMA thanks Robin Weaver and Brad Townsend, ILCMA/ICMA Senior Advisors, for moderating the day. Attendees were pleased that ILCMA convened the Leadership Institute and many shared positive comments about the day.





January 2024

HIGH PERFORMANCE LEADERSHIP

T

Course 1: Leadership Mindset & Positive Engagement

This course provides insights from members of the program’s National Leadership Board on the ways leaders shift their mindset from being excellent individual contributors to becoming highly effective leaders. The course also focuses on increasing empowerment and engagement to achieve individual, team and enterprise success. The second half of this course demonstrates how leaders enable “positively deviant” performance and engender positive culture and communication.

Course 2: Leading Effective Change

The emphasis of this course is to prepare participants to engage in change initiated by others and to drive effective change as an active change agent. This course illustrates three facets of organizational change, including planning, executing and sustaining successful change. A balance of theoretical and pragmatic insights allows participants to understand the strategic, financial or market-based reasons for change and drive toward breakthrough results.

Course 3: Communication and Collaboration

Participants learn and practice the skills needed to improve the quality of interpersonal communication in a variety of contexts. Participants will learn how to effectively speak the language of business and convey information across diverse stakeholder groups, as well as break down silos between business divisions to drive better decision making. Each participant will understand effective communication as it relates to leading others, managing conflict, providing and receiving feedback, and negotiating with the Mutual Gains Approach.

Course 4: Leading High Performance Teams

This closing course focuses on measures, metrics, and practices used across the enterprise to achieve high performance. Participants learn that business results – values and benefits – may differ from one company to the next and even from department to department within a single company, but the consistent variable is It’s All About People.

COURSE 1: Jan. 8th – Feb. 2nd

- Module 1: Your Leadership Mindset
- Module 2: Your Potential as a Positive Leader
- Module 3: Positive Leadership and Your Team: Empowerment & Engagement
- Module 4: Leadership Rules and Your Oath
- Break Week: Feb. 5th – Feb. 9th

COURSE 2: Feb. 12th – March 8th

- Module 1: The Process of Change: Planning
- Module 2: The Process of Change: Executing
- Module 3: The Process of Change: Sustaining
- Module 4: Leadership Rules and Your Oath
- Break Week: March 12th – March 15th

COURSE 3: March 18th – April 5th

- Module 1: Speaking the Language of Business
- Module 2: Positive Communications
- Module 3: Mutual Gains Approach

COURSE 4: April 8th – April 12th

- Module 1: It’s All About People
- Graduation: April 12th

“This course was engaging and filled with practical tools for those who value excellence in leadership. If you truly engage in the material, you will find that it pushes you to be introspective and creates a desire for continuous growth and self-improvement. The fact that I will have lifetime access to this material is amazing. The strategies shared are timeless. I now have the tools to get me from this level to the next; and beyond. Excellent product and value for your investments. I highly recommend for new or seasoned leaders.”

- Housing and Community Development Manager, City of Fort Lauderdale, FL



Ethics Matter

There's Always an Election Somewhere!

The ethical obligation to be politically neutral in the era of the perpetual election cycle

BY JESSICA COWLES

Next year, ICMA's Code of Ethics turns 100 years old! The principles in the first Code are timeless, and political neutrality has been central to the Code since its inception. This key commitment ensures a member is seen as objective, fair, and the source of unbiased information essential to building and maintaining public trust. This was critical at ICMA's founding and remains so today.

In recent years, the election cycle seems never ending with elections perpetually ramping up, finishing, or somewhere in the middle. All this points to the need for an enhanced level of awareness of this issue and a member's ethical obligation outlined in Tenet 7: "Refrain from all political activities which undermine public confidence in professional administrators. Refrain from participation in the election of the members of the employing legislative body."

Tenet 7's Guidelines Provide Counsel

Tenet 7 generates many questions from members seeking advice about what is permitted and what is not. It is worth mentioning the Code applies to those that are ICMA members, not to their family members. However, it's important to be proactive about engaging in a conversation with family so they understand the impact of their actions. Any campaign contributions they wish to make to the candidate of their choice, including the posting of political signs in their front yard or placing a candidate's bumper sticker on their personal vehicle, should be done in a way that respects concerns from the ICMA member's fellow employees, the governing body, or the public about this type of political activity.

On the enforcement side, ethics complaints that come to ICMA cite possible violations of Tenet 7 as well. ICMA's Committee on Professional Conduct—the ICMA Executive Board subcommittee that determines whether a member's conduct has violated the Code—has consistently concluded that a member cannot effectively serve the organization when the member engages in political activity such as endorsing or making campaign contributions to candidates, or even running for office themselves.

As a result, this tenet was the first to be reviewed with the ICMA membership when the association began the process of updating the Code 10 years ago. Members retained the value of refraining from political activities in the tenet language and the Board adopted revised guidelines at that time. This gives members a framework for how to engage while maintaining the commitment to the highest ethical standards expected of individuals working in service to a local government.

Zooming In on the Elections Guideline

What used to be a defined election season is now a constant cycle for those in local government to manage. As the election guideline provides, a member has the right and responsibility to vote. If a member lives in a state with closed primaries, that member is permitted by the Code to register with a political party to exercise that right.

A member cannot support candidates for local, state, or federal office. Support can take many forms, including block walking for a candidate or financially contributing or endorsing their campaign. Keep in mind that a financial contribution is a matter of public record and lists one's name and occupation, so the election guideline does not allow this. Endorsing candidates is also not permitted. This endorsement may involve a candidate on a member's governing body, or perhaps local school board or a special district, to name just a few elected offices. The election guideline does not have a distinction based on the type of elected office, so just say no to endorsing!

Declining to endorse a candidate is actually a great opportunity for members to explain more about the Code of Ethics they abide by. Candidates or elected officials may be unaware that the ICMA Code of Ethics exists and what it means. While it may be a difficult conversation, it will reflect the importance of the issue and how it affects the member's ability to lead and serve. No doubt some elected officials may need to be reminded repeatedly of the importance of the Code of Ethics. The election guideline can be a good starting point for this important discussion. PM

A member has the right and responsibility to vote, but a member cannot support or endorse candidates for local, state, or federal office.

continued on the next page

Guidelines under Tenet 7

Elections of the Governing Body. Members should maintain a reputation for serving equally and impartially all members of the governing body of the local government they serve, regardless of party. To this end, they should not participate in an election campaign on behalf of or in opposition to candidates for the governing body.

Elections of Elected Executives. Members shall not participate in the election campaign of any candidate for mayor or elected county executive.

Running for Office. Members shall not run for elected office or become involved in political activities related to running for elected office, or accept appointment to an elected office. They shall not seek political endorsements, financial contributions or engage in other campaign activities.

Elections. Members share with their fellow citizens the right and responsibility to vote. However, in order not to impair their effectiveness on behalf of the local governments they serve, they shall not participate in political activities to support the

candidacy of individuals running for any city, county, special district, school, state or federal offices. Specifically, they shall not endorse candidates, make financial contributions, sign or circulate petitions, or participate in fundraising activities for individuals seeking or holding elected office.

Elections relating to the Form of Government. Members may assist in preparing and presenting materials that explain the form of government to the public prior to a form of government election. If assistance is required by another community, members may respond.

Presentation of Issues. 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. Personal Advocacy of Issues. Members share with their fellow citizens the right and responsibility to voice their opinion on public issues. Members may advocate for issues of personal interest only when doing so does not conflict with the performance of their official duties.

I A M M A
Ornament Exchange!

Send name and address to KristinYoungmeyer@gmail.com to get matched - then send your match their ornament via **MAIL** by December 18th!

IAMMA/METRO

Holiday Luncheon

CELEBRATE THE HOLIDAY SEASON WITH YOUR
IAMMA AND METRO COLLEAGUES & CELEBRATE
ILCMA MEMBERS' RECENT AWARD RECOGNITIONS
AT THE IAMMA/METRO HOLIDAY LUNCHEON

Ghida Neukirch, City Manager, Highland Park – ILCMA Resiliency in Leadership
Kimberly Richardson, Assistant City Manager, Peoria – ICMA Assistant of the Year
Ana Elizarraga, Housing & Economic Development Analyst, Evanston – League of Women in
Government Firestarter Award and ICMA International Committee Tranter-Leong Fellowship

Friday, December 15th at 11:30 AM
at NIU Naperville 1120 E Diehl Rd, Naperville

Join us for the Speed Coaching Event at 10:30 AM

Visit [ILCMA.org/calendar](https://www.ilcma.org/calendar) to register

*Holiday
Giving!*

SOS Children's Villages Illinois

Help us make the holidays brighter for siblings in foster care!



Presented by the ILCMA
Communications Committee

IDEA EXCHANGE

December 5 | 12 PM -1 PM | via Zoom

About the Idea Exchange

The ILCMA Communications Committee sponsors a quarterly Idea Exchange. All Idea Exchanges are virtual, are designed for participants to learn from their peers and use breakout rooms to facilitate organic discussions. There will be 30 minutes of time for introductions and speakers, 20 minutes for breakout rooms and 10 minutes to recap/debrief.

Broadening Your Applicant Pool

This Idea Exchange will be focused on strategies designed to broaden your applicant pool when recruiting. Participants will learn (a) how to identify skills which easily translate from the private sector to the public sector, (a) how and where to recruit candidates from the private sector, and (b) how to modify job descriptions and job postings to ensure they focus on skills and outcomes that are meaningful to performing the job duties successfully.

- Joe Gilmore, City Manager, City of Park Ridge
- Julie Logan, Finance Director, City of Highland Park
- Anne Lewis, Baker Tilly
- Heidi Voorhees, GovHR USA

*Addresses ICMA Practice Area 13- Human Resources
Management and Workforce Engagement*



To register visit:
www.ilcma.org/events/122023





**Illinois Financial Forecast Forum:
Private Sector Views that will Impact the Public Sector
January 19, 2024**

8:00 – 8:40 a.m.	Registration/Continental Breakfast	
8:40 – 8:45 a.m.	Welcome and Introductions	
8:45 – 9:45 a.m.	Economic & Industry Perspectives Presenter TBD	CM 1.0
10:00 – 10:45 a.m.	Future Trends in Employment/Labor Relations <i>Roxana Underwood</i> , Attorney, Clark Baird Smith	
11:00 – 11:45 p.m.	Future Trends in Healthcare <i>Mike Wojcik</i> , Executive Vice President & Shareholder, The Horton Group	
11:45 – 12:30 p.m.	Lunch	
12:30 – 1:30 p.m.	Real Estate Perspectives: The Future of Housing, Apartments, Commercial, Industrial, and Medical Uses <i>Mary Ludgin</i> , Senior Managing Director and Head of Global Research, Heitman LLC <i>Mike Carney</i> , Vice President, Heitman LLC	CM 1.0
1:45 – 2:45 p.m.	Dynamic Trends in the Current and Future Retail Environment <i>Lacy Beasley</i> , President, Retail Strategies	CM 1.0
3:00 – 4:00 p.m.	Risk Savvy Finance <i>Shayne Kavanaugh</i> , Government Finance Officers Association	CM 1.0

*The Forum program addresses the following ICMA Practice Areas:
6 (Strategic Leadership) and 12 (Financial Management and Budgeting)*

*The American Planning Association - Illinois Chapter is providing
(CM) continuing education credits for AICP Certified Planners.*

THANK YOU TO OUR CORPORATE SPONSORS



***Mentor the Future through
Speed Coaching:
A Professional Development
Session for Aspiring
Local Government Leaders
Honor the Future
at the IAMMA/Metro
Holiday Luncheon***



***Brought to you by:
ILCMA Professional
Development Committee***

BRING YOUR ASPIRING LEADERS

Who: Municipal and County Managers/ Administrators, Department Heads, Senior Staff, Division Managers and Aspiring Local Government Leaders

What: A chance for aspiring leaders to connect one-on-one with Municipal and County Managers/Administrators and Department Directors

When: Friday, December 15, 2023
10:30 am to 11:30 am

This session will be immediately before the IAMMA/Metro Holiday Luncheon

Where: NIU Naperville
1120 East Diehl Road
Naperville, IL

Why: In the spirit of building the leadership bench, we know that networking opportunities provide new ideas and excitement to advance the careers of emerging leaders

Cost: \$35 per person for the Speed Coaching and Luncheon

RSVP: By Monday, Dec. 11th by going to:

[REGISTER HERE!](#)

Registration 10:15 am

Speed Coaching 10:30 to 11:30 am

Participants will have the opportunity to network with City/County Managers and Administrators in a fun yet time-sensitive format!

Bring Business Cards!

IAMMA/Metro Holiday Luncheon 11:30 am

Attendance for both the Speed Coaching and Luncheon will be \$35!



How to Make the Most out of Speed Coaching....and have fun doing it!

Congratulations on your decision to join in the fun of the Speed Coaching and Networking Lunch for Aspiring Government Leaders.

You will be engaging with local government leaders from various disciplines across the Chicago Metropolitan area. Here are a few suggestions to help you get the most out of this lively, fast-paced opportunity to expand your network and develop professional connections:

1. Arrive on time for the event so you can receive instructions, pick up resources and informally mingle prior to the speed coaching.
2. You'll participate in 10-minute coaching sessions. Come with a playful spirit; this is intended to be a high-level, low-risk way to get acquainted.
3. Think about what you'd like to give and take from the 10-minute sessions. This is intended to be a high energy, low-risk way to get acquainted.
 - Pick one or two items from a particular session.
 - Make up your own ideas or questions.
 - Just be yourself.
 - If you don't click with someone, no worries; you'll move onto someone else soon.

***** FOR ASPIRING LOCAL GOVERNMENT LEADERS, YOU MIGHT THINK ABOUT...**

- Hopes you'd like to realize in your career.
- Some career issue you'd like to get different perspectives about.
- Feedback about options you're considering.
- Connections for volunteer coaches to help you make to advance your interests.
- Gratitude for the opportunity to personally meet and learn.
- Something that you found useful from the exchange.

***** FOR LEADERS/COACHES, YOU MIGHT THINK ABOUT...**

- Your understanding of what's important to the person you are speed coaching.
 - Some options that you think he or she may wish to consider.
 - A brief story or experience that may be relevant.
 - A vision or action that you invite them to embrace.
 - People, resources or education that you think might be useful to them.
4. *BRING YOUR BUSINESS CARDS!!!* There is no pressure for further discussion, just opportunities!
 5. At the end of the event, there will be a short feedback session to share the great connections made during the event. Feel free to share—we all want to learn!

Tips adapted from Cal-ICMA Coaching Program

SAVE THE DATES



JAN 11	REGIONAL LUNCHEONS
JAN 26	IAMMA NIGHT OUT
FEB 15	FOIA WORKSHOP ▶ Presented by the Illinois Attorney General's Office
APRIL 19	ANNUAL CONFERENCE & SOCIAL

Spotlight on: FGM Architects

Workplace Design for Well-Being

A well-designed environment that supports people's physical and mental well-being is key to a positive workplace culture. Research shows that the quality of a physical workplace is one of the top three factors that influence performance and job satisfaction. In the context of retaining valued employees, this is a vital consideration.

Municipal facilities encompass a diverse range of workplaces including village halls, police and fire stations, emergency response centers, public works, libraries, and other places where employees spend countless hours serving their communities. Regardless of building type or purpose, well-designed workspaces can propel employee morale, mitigate stress and even prevent illness which reduces absenteeism.

Key Elements of a Healthy Workplace

Aspects of indoor environmental quality which can enhance people's physical and mental wellbeing include:

Air Quality The air we breathe is fundamental to our well-being. Providing well-ventilated workspaces, judicious use of air purifiers and well-selected low-VOC materials can improve air quality. Up-to-date HVAC systems are critical to providing proper air exchanges and filtering.

Acoustics Excessive noise creates stress and distraction in the workplace. Wherever possible, managing appropriate noise levels supports the ability to listen as well as to focus and concentrate. Acoustic panels, mounted on walls and ceilings or used to divide workspaces can absorb sound and foster a calmer environment.

Light Natural light has a positive influence on mood and behavior. Ideally, employees should have access to as much natural light as possible, whether in enclosed or open plan workspaces. Beyond natural light, evenly distributed LED lighting is the most common choice for the workplace today given its energy-efficiency, longevity of performance and brightness. Where needed, individualized task lighting should be provided to support reading, writing and other kinds of detail-oriented work.

Thermal Control When we feel too hot or cold, our ability to work productively suffers. Where possible, workspaces should be zoned for temperature control. Window shades can ameliorate the effects of significantly cold/hot outdoor temperatures and glare from the sun. If feasible, permit the use of small desk fans for individual comfort.

Biophilic Design Feeling connected to the natural world helps to reduce stress and enhances calm and focus. Biophilic design principles that can be incorporated in the workplace include the



use of plants, wall graphics, strategically placed color, including shades of green and textured furniture materials.

Build Community in Shared Spaces

We are social beings, and a positive work culture is one where people feel connected by an understanding of shared purpose and mutual support. Social spaces that can enhance this include:

- Well-lit lounge and break rooms with comfortable furniture that can be flexibly arranged, choices for individual and group seating, and appropriate appliances for food/beverage storage and preparation.
- Fitness rooms with a mix of exercise equipment.
- Small meeting rooms or designated huddle areas with flexible furniture where people can work collaboratively.
- Dedicated quiet rooms where people can recalibrate and manage stress. These kinds of spaces also provide privacy for nursing mothers. They can sometimes be created by repurposing underutilized spaces.
- Unexpected nooks and crannies – chairs and/or comfortable bench seating in hallways or stairwells.
- Designated outdoor space with tables and seating so that staff can enjoy fresh air and connect with the natural world.

Keep in mind that the entire workplace is a shared environment. A municipal workplace is an ideal setting to nurture civic pride through the strategic placement of branded community signage, wall graphics with photos, historical artifact displays and video monitors that display local news and information.

The Value of a Healthy Workplace

The elements and strategies outlined here provide a starting point for thinking about how a workplace can be organized, reorganized, designed or redesigned to enhance a positive work culture. There is a wealth of short- and long-term options to consider that can be fitted to a variety of budgets. Fundamentally, a well-designed workplace helps attract and retain motivated employees. A satisfied, productive workforce delivers organizational success which, in the municipal sector, results in high-quality services to local communities.

Spotlight on: Baker Tilly

Collaboration is the key to solving the workforce housing crisis

By Don Bernards and Jolena Presti

Contrary to popular belief, the United States isn't dealing with an affordable housing problem.

It's dealing with an affordable housing crisis.

The distinction is important, as are the facts surrounding the dilemma. To begin, the U.S. needs five million more homes than it currently has. And even those who have homes are struggling, as 40% of renters are cost-burdened, while housing prices are rising faster than wage growth in 80% of U.S. markets.

These issues collectively form the crux of America's workforce housing crisis, which was the topic of a presentation that we recently gave to the Wisconsin Economic Development corporation. The combination of Don's housing development knowledge and Jolena's public sector specialization offered a unique perspective on the issue and the path toward a potential solution.

People may disagree about what that path looks like, but we all agree that it needs to revolve around collaboration. The federal government, state governments, local jurisdictions, the private sector, not-for-profit organizations – there is plenty of opportunity to work together to manage the housing crisis. Yet, there is no one-size-fits-all solution. There is no federal workforce housing program that governs the entire nation. So, collaboration between the housing industry and all levels of government remains the key to determining a tailored solution to the housing emergency facing each individual community.

Examining a critical connection

One of the most important points as it relates to this topic is that there is a clear connection between the workforce housing crisis and local economic development. Understanding the relationship between the two is key toward ultimately coming up with a resolution.

At a high level, cities need affordable, available housing in order to entice workers to come to their community in the first place. A city can have hundreds of schools, daycares, entertainment complexes and restaurants, but if the workers have nowhere to live nearby – particularly



Providing advisory and assurance services to Illinois governments for 90 years

Connect with us: caitlin.humrickhouse@bakertilly.com

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the blue-collar workers – then there will always be a workforce shortage. And taking another step back, it isn't easy to construct buildings and facilities in the first place if there is no affordable housing nearby for the construction employees and other trade workers who are pivotal to the completion of these projects.

In short, if communities do not have sufficient housing for their workforce, then it will always be difficult to develop critical construction projects and, therefore, it will be challenging to achieve economic growth.

The workforce housing crisis, as we see it.

Baker Tilly has the advantage of being able to view the workforce housing crisis from two distinct perspectives. To begin, we have a public sector practice that allows us to not only specialize in government-related issues, but also to understand and empathize with communities that are rapidly trying to come up with answers amidst a complex situation. Additionally, our firm's housing development practice allows us to realize that the solution to the crisis isn't nearly as simple as "just build more houses." On the contrary, we understand all the complexities related to housing development, including project financing, tax credits, construction risk management and every aspect of real estate.

In our presentation, we addressed the intersection of these firm specializations as viewed through a workforce housing crisis lens, specifically the solutions that housing professionals and economic developers can employ to create a road map for long-term success.

These solutions broadly fall into two categories: (1) solutions centered around understanding the specific issues within your community and (2) communication-based solutions.



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