

### Calendar of Events

**February 7 - 9**

ILCMA Winter Conference  
Normal, IL

**February 15**

IAMMA Professional  
Development  
Elk Grove Village

**March 1**

SWICMA Luncheon  
Location TBD

**March 13**

ILCMA Professional Dev.  
Hybrid - NIU Naperville

**March 13**

Metro Manager  
Luncheon  
Hybrid - NIU Naperville

**April 10**

ILCMA Professional Development  
Hybrid - NIU Naperville

**April 10**

Metro Manager Luncheon  
Hybrid - NIU Naperville

To view all  
upcoming  
events  
click here

### President's Column

*By Peggy Halik, ILCMA President and Assistant Administrator, Woodridge*

It's hard to believe that we are already midway through the 2023-24 association year. Remembering back to early October, Illinois was well represented at the ICMA Conference in Austin. Attendance at that conference definitely was a record breaker. Illinois representatives Phil Kiraly, Kimberly Richardson, and Joe Carey have already put months of work into the programming for the 2024 conference in Pittsburgh. Please keep this professional development opportunity in your sights for late September 2024.

This past fall, all members were asked to participate in a survey to give input on ILCMA programs and services. Your participation is important because we use the survey results to inform the Strategic Planning process. Thank you to all who responded! Thank you also to the Membership Services Committee for leading the survey effort.

Like the Membership Survey, the Strategic Plan is updated every three years as well. The ILCMA Board has selected Partners in Capacity to facilitate the strategic planning process this year. The process will be kicking off this month during the Winter Conference and will ultimately go to the Board for final approval in August. A significant part of this plan will include the transition in the role of the Association Executive Director during the course of the three-year plan.

If you haven't had a chance yet to subscribe to ILCMA's new podcast, "Local Gov Stories", I encourage you to do so. The podcast is on the ILCMA YouTube channel and its purpose is to tell the stories of local government to one another already in

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## Job Mart

Click here to see job listings



## Who's Who Directory Update

**Evan Michel** is the new Township Administrator in Oak Park Township. He was previously the Assistant to the Village Manager in Buffalo Grove.

**Jodi Luka** is the new Community and Economic Development Director in the village of Fox Lake. She was previously a management assistant in Gurnee.

Her new contact information is:

Community and Economic Development Director  
Village of Fox Lake

66 Thillen Drive, Fox Lake, IL 60020

Email: [lukaj@foxlake.org](mailto:lukaj@foxlake.org)

Phone: 847-587-3968

Congratulations to **Mike Doty** who announced his retirement as county administrator in Carroll County as of December 22, 2023. He has served as the Carroll County Administrator since 2008.

Congratulations to **Jim Keim** who will retire March 15, 2024. Jim has served as the village administrator in Antioch since June 2009.

**Rachell Entler** has been appointed as the permanent village administrator in Forest Park. She was previously the interim administrator.



[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.



[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.

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the profession, to those interested in learning more about local government, and to those who might be interested in a career in local government.

I encourage you to continue to be involved in professional development and networking opportunities throughout the year and to support others in your organization to participate as well. I hope to see you all at the Winter Conference in Bloomington/Normal and the Summer Conference in Galena!

## 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:

- Jeremy Englund, Administrator, Lee County
- Caroline Gabiga, Assistant Village Manager, Village of Elk Grove
- Nora Gomez, Village Administrator, Village of South Chicago Heights
- Anthony Grant, Assistant County Administrator, McLean County
- Scott Hilts, Village Administrator, Village of Round Lake Beach
- Sabrina Irizarry, Management Analyst, Village of Glen Ellyn
- Elliot Karl, Assistant Deputy Bureau Chief, Cook County Bureau of Economic Development
- Charity Mitchell, Village Administrator, Village of Beecher
- Michael Van Dorpe, Financial Analyst, City of Evanston
- Nicole Wolski, Assistant to the Village Manager, Village of Long Grove

### Members:

- Jon Carroll, Poettker Construction Company
- Mark Dudash, Building Official, Village of Shorewood
- Tom Evenson, Senior Director, Public Affairs, Union Pacific Railroad
- Michael Fleming, Director, Northwest Central Joint Emergency Management System
- Thomas Gary, Office of the Illinois State Treasurer
- Christa Gibbons, LeadingIT
- Caitlin Johnson, S.B. Friedman
- Jack Macholl, President, Wisdom Bridge Marketing
- Jeff Montanari, Leopardo
- Angie Plate, Mindsight
- Kevin Poettker, Poettker Construction Company
- Samuel Reiss, Management Analyst, Village of Northbrook
- Erin Slone, Office of the Illinois State Treasurer
- Benjamin Sell, Student
- Zachary Smola, Sr. Sales Representative, Honeywell
- Stephen Taylor, LeadingIT
- Blaine Wing, Human Resource Director, City of Naperville



*Advancing Civic Leadership  
Navigating the Future*

**Feb. 2, 2024 — Online Webinar**

**The Performance Measure Puzzle – Part 1: Performance Measurement versus Performance Management**  
Presented by Greg Kuhn, Ph.D., Director, Center for Governmental Studies, Northern Illinois University

**Feb. 21, 2024 — Online Webinar**

**Strategic Planning and Implementation – Advanced Techniques and Tools *UPDATED***  
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

**Feb. 27, 2024 — Online Webinar**

**The Performance Measure Puzzle – Part 2: How to Appropriately Construct and Use Performance Measures**  
Presented by Greg Kuhn, Ph.D., Director, Center for Governmental Studies, Northern Illinois University

**Mar. 1, 2024 — NIU Naperville**

**Ways to Solve the Communication Puzzle: Ask & Learn with a Local Government Communicator *NEW***  
Presented by Allison Albrecht, M.S., Director of Communications & Outreach, Village of Schaumburg and Kate Schultz, M.S., Senior Communications Specialist, City of Naperville

**Mar. 7, 2024 — Online Webinar**

**The Power of Surveys: Insider Tips and Tools for Taking the Pulse of Your Community**  
Presented by Mindy Schneiderman, Ph.D., Assistant Director, and Julie Gommel Bailey, MPH, Research Specialist, Center for Governmental Studies, Northern Illinois University

CLA Courses Qualify for ICMA's Voluntary Credentialing Program



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



NORTHERN ILLINOIS UNIVERSITY

**Center for Governmental Studies**

*Outreach, Engagement and Regional Development*



### Interested in Becoming a Credentialed Manager?

The Application Deadlines and Fees are:

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

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



## Tentative Schedule

### Wednesday, 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 McCreedy, 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 Fox Lake, Community & Economic Development Director

#### **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, Community & Economic Development Director, Fox Lake

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 Arbinger 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

## 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

**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 Normal Theater

Enjoy an evening of comedy after dinner with a performance by *Brilliant! Brilliant!* has been performing together since 2013. While cast members have come and gone, the mission of the troupe has remained the same: to do high-quality comedy with a great group of friends in the Chicago area. While the group was originally founded to be a long-form improv troupe, they have collectively and individually done countless corporate events, short-form improv, stand-up, and sketch comedy. When two of their members founded The Bit Theater, Brilliant found its forever home. The current cast includes: Annaliese Munn, Cecilia Romanotto, Mike Herman, Kailey Nelson, Kat Rybarksi, Kelsey Bradt, Phil Green, Ross Myers, Brian Selvaggio, and Michael Bradt.

**8:30 – 11:30 p.m.**

IAMMA Social Event at Medici's

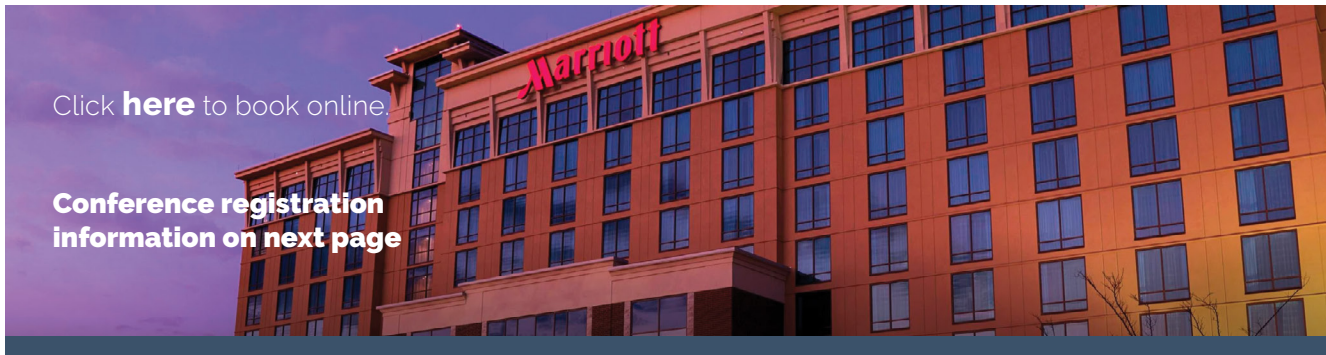
### Table Game Olympics

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!**

Click [here](#) to book online.

**Conference registration information on next page**



continued on the 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

### 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](mailto: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, Community & Economic Development Director, Fox Lake

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

[Click here to register](#)

**SAVE THE DATE:  
ILCMA Summer  
Conference in Galena**

**JUN**  
4-6  
**2024**  
(TUE-THU)  
EAGLE RIDGE INN AND RESORT

## Thank You ILCMA Senior Advisors!

ILCMA is lucky to have the services of five former managers/administrators who serve the profession as ICMA Senior Advisors in the state of Illinois. The ILCMA/ICMA Senior Advisors are Steve Carter, John Marquart, John Phillips, Brad Townsend, and Robin Weaver. Their contact information is located on the ILCMA website and on the back of every ILCMA newsletter. Collectively, they clocked over thousands of hours, traveled over 5,000 miles, and made a couple thousand contacts in 2023! ILCMA thanks each of you for your service to the profession!

Senior Advisors are available to meet periodically with members to discuss the profession and their concerns as members. Discussion topics range from relations with elected officials, overall management questions, relations with ICMA, responses to local controversies such as referenda on the council-manager plan, to career development.

Senior Advisors are friends, colleagues, and advisors to the profession—not consultants. The Senior Advisor program is designed to help with personal and professional issues, not to provide technical assistance or solve substantive problems in a local government.

Another important role of a Senior Advisor is to assist communities that are hiring their first manager/administrator or are interested in learning more about council/manager form of government. The Senior Advisors have worked with many communities over the past year on this initiative all over the state.

The International City/County Management Association (ICMA) Senior Advisor Program was established by the ICMA Executive Board in 1974 to make the counsel, experience, and support of respected, retired managers of the profession available to the local government management profession. Senior Advisors are retired managers with extensive experience who volunteer their time to provide a unique source of outside counsel to their colleagues.

All discussions with Senior Advisors are confidential. Senior Advisors are friends, colleagues, and counselors to the profession, not consultants. Senior Advisors may consult with local governments as individuals, on a part-time basis, if the consulting does not impair the effectiveness of the Senior Advisor.



Brad Townsend



John Phillips



Robin Weaver



Steven Carter

Save the Date **APRIL 19** 27th Annual  
8:00 A.M. TO 4:00 P.M.

# 2024 IAMMA CONFERENCE

*Leading for Tomorrow: A Sustainable  
Vision for Local Governance*

NIU Naperville - 1120 E Diehl Rd, Naperville, IL 60563

## IML Managers Column



### What Are Pfas?

By Gary Williams, IML Managers Committee and City Manager, Carbondale

Per- and polyfluorinated substances (PFAS) are a group of man-made chemicals used to make fluoropolymer coatings and products that resist heat, oil, stains, grease and water. Common products that contain PFAS are firefighting foam, stain repellents and non-stick cookware. PFAS have the potential to be harmful due to their inability to break down, their persistence in the environment, their ability to permeate soils and contaminate drinking water sources and build up in fish and wildlife. There are nearly 15,000 different PFAS according to the U.S. Environmental Protection Agency (EPA). According to the Centers for Disease Control and Prevention (CDC), human health effects from exposure to low environmental levels of PFAS are uncertain. Current scientific research suggests that long-term exposure to certain PFAS could result in adverse health outcomes. Additional research is ongoing to determine how different levels of exposure to different PFAS can lead to various health effects.

### Proposed Federal Regulations About Pfas

In September 2022, EPA proposed a rule to designate two PFAS, perfluorooctanoic acid (PFOA) and perfluorooctanesulfonic acid (PFOS) as hazardous substances under the Comprehensive Environmental Response, Compensation and Liability Act. The proposed rulemaking would attempt to increase transparency regarding the release of these chemicals and help to hold polluters accountable for cleaning up any contamination. As of November 30, 2023, EPA is working to address more than 64,000 public comments received and anticipates finalizing the rule in February 2024. Public comments submitted to EPA may be viewed online at <https://www.regulations.gov/document/EPA-HQ-OW-2022-0114-0027>.

On March 14, 2023, EPA announced the proposed National Primary Drinking Water for six PFAS: PFOA, PFOS, perfluorononanoic acid (PFNA), hexafluoropropylene oxide dimer acid (HFPO-DA, commonly known as GenX Chemicals), perfluorohexane sulfonic acid (PFHxS) and perfluorobutane sulfonic acid (PFBS). The proposed regulation would establish legally enforceable levels, called Maximum Contaminant Levels (MCL), for the six PFAS in drinking water. Under the proposed rule, EPA is seeking to regulate PFOA and PFOS at four parts per trillion or fewer in drinking water. EPA is also proposing a limit to any mixture containing one or more of PFNA, PFHxS, PFBS and HFPO-DA. The proposed rule would require public water systems to: monitor for these six PFAS in their drinking water; notify

the public if PFAS levels do not meet proposed drinking water standards; and, reduce the levels of these six PFAS in their drinking water if they exceed the proposed standards. EPA is also proposing health-based, non-enforceable Maximum Contaminant Level Goals (MCLG) for these six PFAS which are stricter than the MCL standards. The proposed MCLG for PFOA and PFOS would be zero and would be the same standard for PFNA, PFHxS, PFBS and HFPO-DA as it is proposed for the MCL.

### Potential State Level Regulations About Pfas

Under the Illinois Environmental Protection Act, the Illinois Pollution Control Board (Board) is authorized to adopt a state MCL. For the Board to consider adoption of a state MCL, the Illinois Environmental Protection Agency (IEPA) must provide scientific data and studies as well as analyses of technical feasibility and economic reasonableness to justify a state MCL. IEPA has conducted water sampling to determine PFAS prevalence in public water systems in Illinois and is currently seeking experts to develop and present to the Board the analyses of technical feasibility and economic reasonableness in order to prepare a potential state MCL. IEPA will only proceed with a formal state MCL proposal to the Board if the federal MCL is not finalized in the near future.

### Pfas Settlement Information

In August 2023, a tentative settlement was reached in a federal bellwether case, City of Stuart Florida vs. 3M Co., et al. The City alleged the defendants in the case were responsible for product liability, negligence and nuisance claims arising from alleged design defects and failure to warn the public regarding the environmental hazards and the toxic effects of PFAS. The tentative settlement reached will require 3M to pay approximately \$12.5 billion during the next 13 years, and should begin in 2024 once the settlement is finalized by the U.S. District Court of South Carolina. The settlement will earmark the funds to cover the costs of testing and remediation related to PFAS in public water systems in the United States. More details about the settlement will be released once the settlement is finalized by the U.S. District Court of South Carolina.

### IML Advocacy

The Illinois Municipal League will continue to advocate on behalf of municipalities to ensure those responsible for PFAS contamination are the ones paying the cost of testing and remediation of drinking water, not local communities and taxpayers.

# SAVE THE DATE: LEGACY PROJECT ANNUAL CONFERENCE

Friday, May 17  
NIU Naperville, 1120 Diehl Rd, Naperville, IL

8:00 AM Registration  
9:00 AM - 4:00 PM Program (lunch included)  
4:15 NETWORKING EVENT AT POUR HOUSE  
1703 Freedom Dr, Naperville, IL



**Legacy Project**  
ADVANCING WOMEN IN LOCAL GOVERNMENT

## ILCMA Board Election Process Begins

Do you have a colleague who could be a dedicated member of the ILCMA Board of Directors? Would you like to serve? Now is the time to nominate qualified candidates for positions on the Board of Directors. A letter detailing why the candidate is qualified to serve along with an up-to-date resume is due at the ILCMA Secretariat, Center for Governmental Studies, NIU, 148 N. Third Street, DeKalb, IL, 60115 or by e-mail to [dpeters@niu.edu](mailto:dpeters@niu.edu) by March 15. There are two Director positions that expire in June 2024. If a current Director with an unexpired term is interested in the Secretary/Treasurer position, then there will be three Director positions open. Nominations will also be accepted for President Elect and Vice President. Officers are elected for one-year terms with the expectation that an officer will ascend to the next position the following year. Newly elected board members will serve three-year terms. ILCMA is committed to diversity and encourages all qualified individuals regardless of race, color, national origin, sex, religion, age, physical or mental disability, marital status, veteran status, gender identity and expression, sexual orientation, political affiliation, or any other factor unrelated to professional qualifications, to apply.

After the nominating deadline, the Nominating Committee, chaired by Randy Bukas, ILCMA Past President, with a representative from each of the affiliate groups and one at-large member will meet to determine a slate. The slate will be announced in the April newsletter. At that time, others wishing to have their name appear on the ballot will have an opportunity to submit a petition. If a contested election results, a ballot will be mailed May 15, 2024. If no contest develops, the election of the slate will take place by electronic ballot through SurveyMonkey.

## IML Managers Committee Appreciation



### Bob Barber

Robert O. Barber, Village Administrator for the Village of Beecher, retired at the end of 2023 and was presented with an appreciation of service plaque in recognition of his 12 years of invaluable leadership, exceptional service and dedication to the Illinois Municipal League (IML) Municipal Managers Committee. Julia Cedillo, Manager, La Grange Park, IML Municipal Managers Committee Chair, presented the plaque during the December 2023 Committee meeting.



**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](mailto:Illinois@lghn.org) | Email: [Illinois.lghn.org](mailto: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](http://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 AWARDS PROGRAM

**NOMINATE A COLLEAGUE TODAY!**

**NOMINATIONS DUE BY**

**April 30**

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

### **Robert B. Morris Lifetime Achievement Award**

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

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

### **Qualifications**

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

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

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

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## Special Service Awards

Service to the Association

Gregory J. Bielawski Service to the Profession

Leslie T. Allen Service to the Community

### **Qualifications**

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

- 1) Service to the Association: The nominee has actively served the Illinois City/County Management Association through exemplary service to an ILCMA committee, the executive board, or has made other significant contributions to ILCMA.
- 2) Gregory J. Bielawski Service to the Profession: The nominee has demonstrated concern for the support, well-being, and growth of other professionals and those aspiring to a career in local government management, or the nominee has actively promoted the profession to the community at large including, but not limited to, university programs, Illinois Municipal League, and regional councils of government.
- 3) Leslie T. Allen Service to the Community: The nominee has demonstrated exemplary service within one's organization by being an above average professional manager and having displayed the characteristics of integrity and leadership in order to provide exceptional service to one's community in order to get project(s) completed. This award can also honor a nominee who has served a cause that is beyond that of the municipality or county through volunteerism in national, state, regional, and local organizations. This award can encompass private interests, family interests, acts of heroism, charitable acts, or social accomplishments.
- 4) ILCMA Resiliency in Leadership Award: This award recognizes an individual that exemplifies the power of collective action and community resilience, even amidst difficult circumstances. The recipient of this award has demonstrated the following:
  - A consistent dedication to nurturing resilience and growth in their community or organization, especially in the face of tragedy.
  - Strong leadership that guides their community or organization through hardships, promoting healing, education, and collective action.
  - Significant contributions that resulted in a lasting, positive impact on their community and the profession.

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

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**ILCMA Awards Nomination Form**



Name of Nominee \_\_\_\_\_

Current or Most Recent Position \_\_\_\_\_

Address \_\_\_\_\_

\_\_\_\_\_

Please indicate the award for which you are nominating this individual.

\_\_\_\_ Robert B. Morris Lifetime Achievement Award

Special Service Award – **place an “x” in one area below**

\_\_\_\_ Service to the Association

\_\_\_\_ Gregory J. Bielawski Service to the Profession

\_\_\_\_ Leslie T. “Les” Allen Service to the Community

\_\_\_\_ Resiliency in Leadership

In the space below or in a separate Word saved as a PDF document, indicate the reasons the above individual is worthy of the award for which she\he is being nominated. Please **DO NOT** submit multiple letters of support. More than one person may sign a nomination letter. Nominations must be **received by April 30**. Send a pdf form of the nomination to: Dawn Peters at [dpeters@niu.edu](mailto:dpeters@niu.edu). Please put ILCMA Award Nomination in the subject line.

Name of Nominator \_\_\_\_\_

Signature of Nominator \_\_\_\_\_



**GOVERNMENT FINANCE  
RESEARCH CENTER**

**Illinois & Wisconsin  
Certified Public Manager® Program  
IL-WI CPM Hybrid Cohort Starts 3-21-2024**

**Kenosha County Center at 19600 75th Street in Bristol, WI**

**Are you an ambitious public manager looking to take the next step in your career?**

The **Certified Public Manager®** Program provides the education and training you need to meet the unique demands and challenges of your profession. Strengthen your administrative, technical, and interpersonal skills through our broad-based, 18-month learning experience and learn alongside other public sector professionals as you hone your leadership skills.

**Program Overview**

Facilitated by an experienced team of public sector veterans and hosted through UW–Madison’s Division of Extension and UI–Chicago’s Government Finance Research Center, this CPM program is designed for managers in local, tribal, state, and federal governments and nonprofit organizations. The 18-month, colleague–cohort learning experience includes classroom time, guided activities, individual and group written projects, and ongoing peer-to-peer learning.

**Core Topics**

- |                                      |                                  |
|--------------------------------------|----------------------------------|
| Ethics                               | Complex Problem Solving          |
| Management Practices                 | Project Management               |
| Leadership Theory                    | Budgeting                        |
| Communication Skills                 | Policy Analysis                  |
| Strategic Planning                   | Leading for Equity and Inclusion |
| Productivity and Quality Improvement |                                  |

**Program Benefits**

- Strengthen your critical thinking and leadership skills
- Improve your interpersonal awareness and effectiveness
- Build resiliency and communication skills
- Enhance problem-solving and project management abilities
- Develop a peer-to-peer learning network
- Use your individual capstone project to focus on a long-term priority for your employer
- Add the nationally recognized Certified Public Manager® to your resume or CV

**Core Learning Phases**

The experience is divided into three core learning phases and **comprises 300 total instructional hours.**



**Cost and Timing**

**\$4,600 per participant**, discounts available for organizations with multiple participants. Please [visit our website](#) for details.



**TO LEARN MORE ABOUT THE PROGRAM, VISIT:**

[Illinois CPM Website](#) or [Wisconsin CPM Website](#)

**FOR MORE INFORMATION, CONTACT:**

Deborah A. Carroll, IL CPM Program Director  
[cpmillinois@uic.edu](mailto:cpmillinois@uic.edu)

Daniel Foth, WI CPM Program Director  
[Daniel.foth@wisc.edu](mailto:Daniel.foth@wisc.edu)

Amanda Lang, WI CPM Program Assistant  
[alang6@wisc.edu](mailto:alang6@wisc.edu)

As EEO/AA employers, University of Wisconsin–Madison Division of Extension and University of Illinois-Chicago provide equal opportunities in employment and programming, including Title VI, Title IX, the Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act requirements.



## Meeting Summary for ILCMA Idea Exchange: Broadening Your Applicant Pool

### Quick recap

The meeting focused on the challenges of recruiting in the public sector, particularly from the private sector. Participants discussed the need to review job descriptions, develop a recruitment plan, and consider substitution language in job postings. They emphasized the importance of onboarding to help new hires understand the differences between the private and public sectors.

### Summary

#### **Public Sector Hiring Challenges**

Heidi Voorhees from GovHR and Anne Lewis from Baker Tilley shared their insights on the current recruitment challenges in the public sector, highlighting the scarcity of talent pools and the trend of hiring from the private sector. Heidi pointed out that many job descriptions require local government experience, which can be a barrier to entry. They suggested reviewing job descriptions to ensure job requirements allow for candidates from other sectors to apply (review any required years of service in local government), developing a recruitment plan for outreach, and considering substitution language in job postings, such as using the word “ideally” instead of mandatory minimums for qualifications. They also emphasized the need for onboarding to help new hires understand the differences between the private and public sectors. Anne Lewis agreed with Heidi’s points, stressing the need for a collaborative effort in recruitment and the importance of making a compelling case for the public sector.

#### **Local Government Recruitment Strategy**

Anne discussed the importance of effectively communicating the impact of local government on communities to attract potential candidates. They emphasized the need for a targeted recruitment strategy and streamlining the hiring process to accommodate working candidates. Anne also highlighted the potential of reaching out to non-traditional candidates, such as those from nonprofit organizations, and the importance of showcasing the vision and mission of the organization to attract them. They suggested that LinkedIn and professional development organizations could be effective tools for recruitment. Anne shared the success of reaching out to the faith-based community for police department recruitment in Virginia.

#### **Collaboration, Skills, Streamlining, Compensation, Retention, Recruitment**

Anne discussed the importance of collaboration with universities and the use of language that emphasizes transferable skills rather than specific years of experience to diversify the candidate pool. They also highlighted the need to streamline the hiring process to accommodate working professionals and the value of presenting a complete compensation package to candidates (pension, benefit time, etc.). Anne shared a personal story about re-evaluating job descriptions to attract a stronger candidate pool, and the importance of employee retention once they are hired.

#### **Transitioning From Private to Public Sector**

Joe Gilmore (City of Park Ridge) and Julie Logan (City of Highland Park) discussed their professional journeys and shared their insights on transitioning from the private sector to the public sector. Joe highlighted the importance of considering non-traditional candidates for roles and providing opportunities for employees to develop skills outside their main areas of expertise. Julie shared her experience of transitioning to local government and highlighted the challenges of attracting top private sector finance professionals to the public sector. Knowing that it is tough to compete with salary dollars, they suggested targeting professionals seeking a better work-life balance or the opportunity to give back. Julie also emphasized the value of support and training provided by Highland Park during her transition, including an IGFOA conference, a three-month training program with a retired finance director, and meetings with the city’s bond counsel and municipal financial advisor.

#### **Recap from the Breakout Rooms**

The breakout rooms included a discussion on changing job titles to better align with the market place and recruitment strategies. The groups suggested offering on-the-job training, especially for those not familiar with local government like private sector candidates and veterans. Heidi suggested including “veterans welcome to apply” is a good way to make those candidates feel welcome. They also emphasized the importance of succession planning and career ladders. The idea of investing in training for potential employees was well received. There was also a focus on the importance of orientation, with suggestions for longer orientation periods and a revamp of new board orientation to new employee orientation. Finally, there was a discussion

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## Say “YES” to that Classroom Visit!

By Ben McCreedy, Chair, ILCMA Communications Committee and Assistant City Administrator, Geneva

A typical recruitment can be a time-constrained process, with an omnipresent clock always ticking in the background. There’s the time it takes to get a posting on the internet, time to train an interim, and need to move expediently before another agency snatches up your top candidate. To ensure success, we as ILCMA members often have unique (and fun!) opportunities to ensure there’s a pool of potential applicants who know where to look and are waiting for the right opportunity to launch, break into, or make the switch to a career in local government.

One way we can achieve this is by saying “yes” to invitations to visit the classroom and speak with students at all levels. A classroom visit is an opportunity to share what makes a career in public service rewarding, fulfilling, and quite frankly work worth doing. Regardless of the level or area of study, time spent with students can pay dividends down the road. Even if you’re not speaking about careers, a shameless plug for seasonal jobs or internships can help ensure there’s a pool of applicants actively seeking to land a position with your organization. Case in point, Casey Biernacki (Deputy Village Manager, Western Springs, IL) recently leveraged a visit to speak with 150 civil engineer students at the University of Illinois Chicago to showcase summer internship opportunities with 24 municipalities across the state. As Casey learned, “the majority of the students were not aware that municipal engineering was a legitimate career path. I intend to visit the classroom annually and continue promoting careers in our industry.”

The information, provided by ILCMA members, was a big hit with students and will hopefully lead to stellar engineer interns (and future employees) at cities and counties throughout Illinois this summer. While we often think about promoting professional management, visits to the classroom are an opportunity to inspire future leaders in all departments and all levels in our organizations. Since his visit Casey has shared that “some students have reached out via e-mail” and he is “very hopeful that some students will apply for internships.” At the end of the day though the trip to the classroom can be described as “very rewarding to share real-world experiences and insights with the students, with the hope that it inspired the next generation to explore a career in local government.”

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on the relevance of a bachelor’s degree for entry-level jobs, with concerns about job titles potentially implying certain compensation and benefits.

### Next steps

- Consider reviewing job descriptions and focus on necessary skills rather than years of experience to attract private sector candidates and broaden the candidate pool.
- Develop a recruitment plan for how to reach the private sector market (LinkedIn, utilize personal networks of people within your organization and from the departments hiring the position.
- Decide on your “must haves”
- Consider using substitution language (“ideally” a minimum of two years of experience) in job postings to broaden the candidate pool. Similarly, consider using language that emphasizes progressive responsibility or complexity of their current work instead of specific years of experience.
- Add a welcoming statement in job postings to make candidates feel welcome.
- Streamline the hiring process to accommodate working candidates.
- Connect with universities and alumni programs to attract candidates.



**ILCMA PROFESSIONAL  
DEVELOPMENT COMMITTEE  
PRESENTS**

# What's Culture Got to Do With It? Becoming a Destination Employer

**March 13 at NIU Naperville or virtually via Zoom**

Culture is a consequence of the experiences, beliefs, and behaviors that leaders foster, which ultimately leads to results. Transforming workforce culture begins with objectives linked to your organization strategy, which requires a story written to help your leaders and team members succeed in the workplace. In this workshop, we will discuss how leaders impact the culture within teams and/or organizations, and discuss a unique approach to culture shaping designed to create purposeful behaviors that drive organization outcomes.

- Define the “Results Path” and discuss how to lead others towards a desired culture.
- Discuss how to connect the dots between culture and organization initiatives.
- Identify opportunities to write yourself into the story and demonstrate your role as a leader in impacting your culture

**Presenter:** *Shelley Smith, Managing Director, Practice Lead Leadership Development, LAK Group*

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

**Continental breakfast and networking begin at 9 AM, the presentation will be from 9:30AM to 11:30 AM**

Registration rate is the same for in-person and virtual attendance \$35. Register for Metro Luncheon Event as well for \$65. Student Rate \$20 or \$45 for both events. MICT's are free.



**To register visit [ilcma.org/events/march24/](https://ilcma.org/events/march24/)**



# Preparing the Next Generation and we need YOU!



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

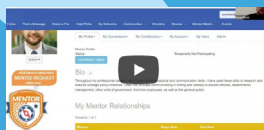
The ILCMA Mentor Match program reflects ILCMA’s commitment to developing the next generation of local government management professionals. Mentor Match is the latest addition to an expanding line-up of our services to support members’ professional development needs. It is an online tool - including a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

**Why be a Mentor?**

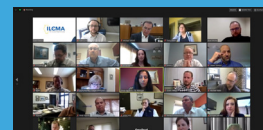
Volunteering as a Mentor can be mutually rewarding: mentees gain encouragement and guidance for their careers, and mentors gain deeper insights into their own careers and the satisfaction of helping others.

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

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



**VIEW ENROLLMENT INSTRUCTION VIDEO**



**VIEW MENTOR DISCUSSION VIDEO**



**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](http://midwestleadershipinstitute.org) or contact:

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

Robert Kiely  
**P: 847.703.3585**  
**E: rркиely@comcast.net**

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

**Midwest Leadership Institute**

**Approach**

The Midwest Leadership Institute is the premier 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 diagnose why people act the way they do is crucial. The courage and discipline to admit when you do not know what you do not know, which requires you to know yourself and your emotions, is important for an organizational leader.

**Who Should Attend**

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

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

**Curriculum**

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

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

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**Instructors**

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

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

**Logistics**

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

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

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## IAMMA/Metro Holiday Luncheon

Attendees were in full holiday spirit for the annual IAMMA/Metro Holiday Luncheon and Speed Coaching Event on Friday, December 15 at NIU Naperville. Thank you to everyone who attended and gave to SOS Children's Villages Illinois! IAMMA and Metro members contributed over \$4200 to SOS, which was a record!



## 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



# FOIA WORKSHOP

IAMMA invites you to a FOIA workshop presented by the Illinois Attorney General's Office

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## Presented by Leah Bartelt

Leah Bartelt is the Public Access Counselor in the Illinois Attorney General's Office. She joined the office in January 2015 and was named Public Access Counselor in March 2022. The Public Access Bureau works to educate public bodies and citizens about the Illinois Freedom of Information and Open Meetings Acts, and to address allegations that public bodies have violated those laws. Prior to joining the Attorney General's Office, Leah practiced law with the ACLU of Illinois and Sidley Austin LLP, and served as a law clerk for the United States Court of Appeals for the First Circuit. Leah is a graduate of the University of Pennsylvania Law School, and earned a Bachelor of Arts degree in Economics from the University of Chicago.



# THRIVE IN LOCAL GOVERNMENT 2024 COACHING PROGRAM

**UPCOMING FREE WEBINARS – Register at [icma.org/coachingwebinars](https://icma.org/coachingwebinars)**

**WEDNESDAY, MARCH 13**

*Career Development – Nurturing the Next Generation of City and County Leaders*

**WEDNESDAY, APRIL 17**

*Community Outreach – Elevating Excellence: Effective Community Engagement*

**WEDNESDAY, MAY 15**

*Leadership Development – Build Success by Creating and Communicating a Powerful Vision*

**THURSDAY, SEPTEMBER 12**

*Ethics – Ethics at the Helm – Staying the Course Despite Unethical Elected Officials*

**THURSDAY, OCTOBER 17**

*Skill Building – Navigating Workplace Challenges: Strategies to Maximize the Performance of Difficult Employees*

**THURSDAY, NOVEMBER 21**

*Workplace Development – Talent Retention Toolbox – Strategies for Keeping Your Best Talent*

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

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- **Discover** timeless professional learning with free access to the coaching webinar archives



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**Peggy Merriss**, Secretariat, Georgia City/County Management Association



Learn how ICMA's Coaching Program can benefit your career in local government at [icma.org/coaching](https://icma.org/coaching)

**ICMA** | coaching program

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## March Metro Luncheon



Join planning, development and real estate experts for an informed discussion on how to reposition and redevelop suburban office properties. From single buildings to whole campuses, learn about the opportunity these underutilized assets present for your community.

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- Kevin Considine, President & CEO, Lake County Partners
- Geoffrey Dickinson, AICP, Partner, SB Friedman
- Bob Burk, Managing Partner, UrbanStreet Group LLC

### March 13 at NIU Naperville or virtually via Zoom

11:30 AM - Networking and Registration

12:00 PM - Lunch

12:30 PM Presentation begins for Virtual and In-Person attendees

Attend in-person at NIU Naperville, 1120 E Diehl Rd or virtually via Zoom. Zoom presentation begins at 12:30 PM. Registration fee is the same for in-person and virtual attendance \$35. Register for ILCMA Professional Development Session "What's Culture Got to Do With It? How to Become a Destination Employer" as well for \$65. Student Rate \$25 or \$45 for both events. MICT's are free.

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## Spotlight on: Trusted Capital Group

### 3 Areas Where Employee Financial Wellness Can Affect Your Organization

*Submitted by Mark Essenfeld, CFP®, AIF®, Trusted Capital Group, a HUB International Company*

Perhaps not surprisingly, the latest PwC Employee Financial Wellness Survey found that 40% of full-time employees said their top financial pressure is that everything costs more these days. Only 42% said their compensation is keeping up with the rising cost of living expenses (down from 52% in last year's survey).

Now in its 11th year tracking the financial well-being of U.S. employees, the survey identified three critical areas that employers need to focus on to solve employee challenges like this. Doing so can have a significant impact on your organization's culture, and ultimately your bottom line.

#### 1) Retention

Last year, a desire for a less stressful position and the ability to work remotely were the primary drivers for changing jobs. The 2022 survey results indicate it's money. Among the 29% of employees currently looking for a new job, 65% cite money as their primary reason.

**Positive Bottom-Line Steps to Consider:** Given the high cost of employee turnover (including recruiting and training plus the loss of institutional knowledge) employers can show they care about employee financial well-being by promoting benefit programs that help employees stretch their money further. That includes:

- Student loan paydown plans (more than one-third of survey respondents who are currently looking for a new job have student loans).
- Financial coaching focused on areas where people need immediate help: budgeting, paying down debt and building an emergency fund. Employers might consider an employee survey on topics of interest.

#### 2) Mental Health

Among financially stressed employees, 49% said that money worries had a severe or major impact on their mental health in the past year. These employees are nearly twice as likely to say that one-on-one financial coaching via phone or video chat is extremely helpful, likely because of the intimate and confidential nature of their financial issues.



**Positive Bottom-Line Steps to Consider:** Money problems can be a big driver of mental health issues that have the potential to impact an employer's bottom line in key areas like productivity, retention, attendance and overall engagement. Given the connection between financial wellness and mental health, employers may want to consider offering financial coaching that promotes confidentiality alongside their mental health resources.

#### 3) Productivity

Among employees who say that their financial worries have had a severe or major negative impact on their productivity at work, 67% are struggling to meet their household expenses on time each month, 71% have personal debt, 64% are using credit cards to pay for necessities, and 25% have saved less than \$1,000 for retirement. More than half plan to postpone their retirement.

**Positive Bottom-Line Steps to Consider:** Survey results indicate that half of financially stressed employees spend three hours or more each week dealing with personal money issues during work time. Employers who continually promote financial wellness resources to help alleviate stress have the potential to reap tangible gains in employee focus and productivity. Budgeting, debt management and building an emergency savings account could be considered as mandatory learning modules that can be completed on company time.

I look forward to seeing you at the conference. You are welcome to contact me at [messenfeld@tcgservices.com](mailto:messenfeld@tcgservices.com), 630-506-6465; or schedule a convenient time for a meeting at <https://tcgservices.com/messenfeld>.



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