

### Calendar of Events

**April 5**  
SWICMA Luncheon  
Madison County Administration Building, Edwardsville

**April 10**  
ILCMA Professional Dev.  
Hybrid – NIU Naperville

**April 10**  
Metro Manager Luncheon  
Hybrid – NIU Naperville

**April 17**  
Legacy Project  
Calumet City, IL

**April 19**  
IAMMA Annual Conference  
Naperville, IL

**May 8**  
ILCMA Professional Dev.  
Topic: Cybersecurity  
Virtual via Zoom

**May 17**  
The Legacy Project Annual Conference  
Naperville, IL

**May 22**  
Metro Managers Golf Outing  
Bensenville, IL

**June 4 - 6**  
ILCMA Summer Conference  
Eagle Ridge, Galena, IL

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

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### President’s Column

#### Join us in Galena!

As we come off the hugely successful Winter Conference in Normal, where we saw record attendance and awesome opportunities for learning and networking, I hope you’ve marked your calendar for our ILCMA Summer Conference, set to return to Eagle Ridge in Galena on June 4 – 6! We’ve got our work cut out for us after the stellar job done by the Winter Conference Committee, but the Summer Conference Committee’s up for it and preparing an awesome three days of professional development!



This will be the largest conference program in years – with more breakout sessions, bigger and better keynotes, and new social activities meant to provide opportunities to connect. Our theme – **A Fresh Approach to the Fundamentals** – has a focus on leadership running through the DNA of this Conference, as well as “how-to” sessions focused on breaking down silos, communicating with your residents, and preparing for cybersecurity threats (to name just a few). You’re sure to learn, have fun, and bring helpful tools back home to the communities you serve.

Tuesday will include opportunities for fun with both 9-hole and 18-hole golf tournaments, as well as a timely pre-conference session focused on the ins and

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**Job Mart**  
**Click here to see job listings**



*continued from page one*

outs of Artificial Intelligence, or AI, and how it's already helping local government do our work more efficiently and effectively. Tuesday night we'll enjoy a reception and dinner at the Members Club.

Wednesday will kick off with an inspirational keynote address from Peter Kegeyama, author of *For the Love of Cities*, who will speak to his focus on creating places that we love to live, work and play. Between morning and afternoon breakout sessions, our annual Awards Ceremony (you still have time to nominate a worthy colleague!) is moving to the lunch hour to better highlight the amazing work of our members. Wednesday's dinner and social event will take place at The Highlands. You'll enjoy an amazing meal, glow golf, outdoor games, and live music all evening amidst stunning views overlooking The Galena Territory.

The last morning of the conference will include a closing keynote by Eric McElvenny. A veteran Marine, Eric lost a leg after being injured on his third tour in Afghanistan. His inspirational story of becoming an endurance athlete, Paralympian, and 10-time Iron Man finisher will send us home ready for the challenges ahead.

Conference registration materials will be available soon, including information on housing options, which are numerous (and quite affordable, especially if you are able to reserve homes in the Galena Territory with several colleagues). As at the Winter Conference, the ILCMA Board has made available 20 complimentary registrations, 10 for first-time attendees and 10 for attendees who have not been to a summer conference in five or more years. Please take advantage of these great opportunities!

None of the amazing things we do at the Summer Conference would be possible without the volunteers who plan and participate in the sessions. The Committee has been working hard since last fall to bring this conference to life. Special thanks go to our Corporate Partners whose sponsorship makes the caliber of experiences that we've come to expect possible. And finally, our Executive Director Dawn Peters and her amazing team, including Alex Galindo and Rachel Sorenson are the glue that keeps this all together. No detail is ever left to chance! When you're in Galena, make sure you express your gratitude to each of these groups!

***I can't wait to see you in Galena June 4 – 6. I know it will be a memorable conference!***

Phil Kiraly, ICMA-CM, Summer Conference Committee Chair  
ILCMA President-Elect



[Apply Here](#)

### Lifesaver Award

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



[CLICK HERE FOR INFO](#)

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

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

**REGISTER HERE!**

[Sponsors](#)

[Attendees](#)

## 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:

David Biggerstaff, Administrative Officer, Catlin  
 Suzanne Brock, Human Resource Generalist,  
 Champaign County  
 Tyler Grace, Management Analyst, Village of Buffalo Grove

### Members:

Jared Schopp, Sign Technician, Forest Preserve District  
 of DuPage County  
 Tara Semenchuk, HR Director, City of Janesville

## Who's Who Directory Update

**Andrez Beltran** is the new assistant to the village administrator in Indian Head Park. His new contact information is:

Andrez Beltran  
 Assistant to the Village Administrator  
 Village of Indian Head Park  
 201 Acacia Drive  
 Indian Head Park, IL 60525  
 Email: [abeltran@indianheadpark-il.gov](mailto:abeltran@indianheadpark-il.gov)  
 Phone: (708) 246-3080

Patrick Brennan has been appointed as the village manager of Northfield. He previously served as the village manager in Kenilworth.

The village of Long Grove announced the appointment of **Chris Sparkman** as its new village manager. Prior to joining Long Grove, Chris held key positions at the village of Grayslake, most recently serving as the assistant village manager.

**Benjamin Wiberg** has been appointed as the new assistant village manager in the village of Glencoe. He was previously the assistant to the village manager in Glenview. His new contact information is:

Ben Wiberg  
 Assistant Village Manager  
 Village of Glencoe  
 675 Village Court  
 Glencoe, Illinois 60022  
 Email: [bwiberg@villageofglencoe.org](mailto:bwiberg@villageofglencoe.org)  
 Phone: (847) 461-1100

**Alex Arteaga** has been promoted to Assistant Village Administrator in the village of Willowbrook. He was previously the Assistant to the Village Administrator.



*Advancing Civic Leadership  
 Navigating the Future*

**Apr. 11, 2024 — Hybrid (In-person at NIU Naperville or Online)**  
**Get Ahead of It: Crisis Communications Planning for Local Government (NEW)**  
 Presented by Melanie Santostefano, B.A., Founder and President of Vicarious Multimedia

**Apr. 26, 2024 — 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'

**Apr. 30, 2024 — Online Webinar**  
**Addressing what people want now: Updates on planning for housing, economic development, quality of life and other issues (NEW)**  
 Presented by Mim Evans, M.S., Senior Research Associate, and Paula Freeze, MUPP, Research Specialist, Center for Governmental Studies, Northern Illinois University

**May 15, 2024 — Online Webinar**  
**Preparing for and Responding to Emergencies**  
 Presented by James Ford, Protective Security Advisor, Cybersecurity and Infrastructure Security Agency, Department of Homeland Security; and Robert Williams, Jr., MBA, Police Officer, Sycamore Police Department

**May 22, 2024 — NIU Naperville**  
**Current Trends and Interesting Topics in Employment Law and Collective Bargaining for Illinois Government Leaders**  
 Presented by Paul A. Denham, J.D., Partner at Clark Baird Smith LLP, Chicago



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

## ILCMA Nominating Committee Report & Recommendation To The Membership

**March 27, 2024**

The 2024 ILCMA Nominating Committee consisted of ILCMA Past President, Randy J. Bukas, as Chair and included the following members: Julia Cedillo, President's Appointment representing membership at large; Ben Schloesser, President of SWICMA; Christopher Walton, President of Downstate Managers; Juliana Maller, President of Metro Managers; Evan Michel, Past President of IAMMA; Sharon Schallhorn, Past President of IACA; and Kathy Thake, President of Legacy. Since Ms. Cedillo was a candidate for an at-large position, she did not participate in the selection process.

On March 27, 2024, Chairperson Bukas called the meeting to order at 2:00 p.m. The meeting was held by Zoom.

The Nominating Committee reviewed the credentials of candidates who submitted applications for ILCMA officer and board member positions. Phil Kiraly, Village manager, Glencoe, will move up to the position of Board president in 2024-25 after serving as President-Elect in the current year. Peggy Halik, Assistant Village Administrator, Woodridge, will become the Immediate Past president of ILCMA after serving as President in 2023-24. Applications reviewed by the Nominating Committee were for the offices of President-Elect, Vice President, Secretary/Treasurer and for open Board member positions. Only one candidate submitted to be considered for the offices of President-Elect, Vice President and Secretary/Treasurer. There were three candidates that submitted applications to be considered for the two open Board Member (At-Large) positions.

The Nominating Committee is recommending the following candidates to serve the 2024-25 ILCMA Board of Directors:

- Paula Schumacher, Village Administrator, Bartlett, to

move to the position of President-Elect after serving as Vice President in the current year.

- Kimberly Richardson, Deputy City Manager, Peoria, to move to position of Vice President after serving as Secretary/treasurer in the current year.

- Joe Carey, Director of Human Resources, Schaumburg, to be appointed as Secretary/Treasurer. (Motion: Maller, Second: Michel; passed unanimously)

- Anne Marie Gaura, Village Manager, Lincolnwood, to fill a vacant Board Member position for the three-year term beginning in 2024-25. (Motion: Michel, Second Maller; passed unanimously)

- Julia Cedillo, Village Manager, La Grange Park, to fill a vacant Board Member position for the three-year term beginning in 2024-25. (Motion: Schallhorn, Second Michel; passed unanimously)

The meeting adjourned at 4:23 p.m. (Motion: Schallhorn, Second: Michel; passed unanimously)

As outlined in the Association's By-Laws (<https://ilcma.org/about-ilcma/bylaws/>), any corporate member wishing to add their name in nomination may do so by submitting a petition bearing the genuine signatures of at least ten (10) corporate members of the Association who are in good standing. The petition must be submitted by May 1, 2024. Submittals can be sent to: Randy J. Bukas, ILCMA Nomination Chair, 740 Wild Oats Trail, Freeport, IL 61032; email: [rjbukas@yahoo.com](mailto:rjbukas@yahoo.com).

Respectfully Submitted,  
Randy J. Bukas  
ILCMA Immediate Past President/Chair of the Nominating Committee



## 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 \_\_\_\_\_

## Summary of ILCMA Idea Exchange – Cybersecurity

We want to start by thanking our panelists who presented their experience and recommendations for preparing for and responding to a cybersecurity event: Eric Palm, the Village Manager in Hoffman Estates; Kevin Bueso, the Chief Financial Officer with the RTA, and Alan Jones, Director of Security Services with Layer 3 Communications.

### **Ransomware Attack: Experience and Prevention**

Eric discussed his organization's experience with a ransomware attack that occurred in October. He explained that the attack involved a threat actor gaining entry into the IT system, encrypting files, and demanding payment. Eric stressed the importance of having cyber insurance and supporting the IT staff during such an event. He advised setting expectations with the management team, creating a human firewall between IT and other staff, and focusing on immediate operational needs. Eric also suggested the creation of a task force to handle IT issues and rebuilding all computers in the organization as a preventative measure.

### **Data Breach Preparation and Response Strategies**

Eric discussed the importance of preparing for data breaches. He highlighted the need for a list of notification provisions for data breaches and the timing for them, as well as the consideration of hosting programs on-premise versus in the cloud. He emphasized the necessity of clean backups and endpoint recovery software, and the importance of reviewing network storage for private identification and health information. Eric also advised involving the FBI and state terrorism task force in case of a breach and mentioned the usefulness of their advice.

Eric emphasized the importance of building a system that is secure and can quickly recover if it is compromised. He also encouraged staff to ask questions to understand the system better.

### **Cybersecurity: Prevention, Response, and Recovery**

Kevin shared his experience and outlined a strategy for cybersecurity, focusing on preventative, detective, and corrective controls. He stressed the need to decide on appropriate funding for a cybersecurity program and explained how to respond to threats and recover from them. He also warned that in the event of a ransomware attack, it's crucial not to panic and to seek help from a cyber or ransomware expert.



### **Ransomware Attack Protocol Discussion**

Kevin discussed the protocol for dealing with a ransomware attack, emphasizing the importance of involving public safety, an emergency management agency, and legal counsel. He stressed the role of cyber insurance carriers in making decisions and meeting state and federal reporting requirements. Kevin suggested assembling a team that includes an administrator, chief of staff, communications personnel, and department heads. He underscored the need for transparency and strategic planning in response to an attack and recommended assigning one person to track all expenses related to the incident. Kevin also advised against bringing in outside cybersecurity experts or legal teams without consulting the cyber insurance carrier first.

### **Cybersecurity Fundamentals and Incidents in Municipal Networks**

Alan discussed cybersecurity incidents involving municipal networks, emphasizing the importance of network resilience and the use of "living-off-the-land" techniques by threat actors. Alan highlighted the significance of multi-factor authentication and strong network visibility for improved cybersecurity. He shared two case studies of municipal clients who experienced cybersecurity breaches and emphasized the need for focusing on fundamentals such as minimizing legacy deployments, ensuring good patch management, implementing multi-factor authentication for internet-facing systems, and maintaining network visibility. Alan also mentioned the requirement for multi-factor authentication for cyber insurance, to which Alan confirmed they are working with clients to meet insurance company requirements.

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**Cybersecurity Training and Emergency Management Exercise**

Adam emphasized the importance of being aware of Public Act 102-0753, which mandates annual cybersecurity training for all employees of counties or municipalities. He highlighted the need for organizations to develop and implement such training programs. Adam suggested conducting a tabletop exercise for emergency management, emphasizing its value for organizations, especially those involved in disaster response.

**Cybersecurity Challenges and Solutions**

Our round-up of the breakout room discussions included:

- Adam raised the issue of email spoofing and the importance of maintaining a 'zero trust' infrastructure.
- Heidi emphasized the need for securing funding for best practices and the difficulties of prioritizing security over day-to-day operations.
- Paula discussed the IRMA limited cybersecurity insurance and the Know-Before application, stressing the need for a disaster recovery plan and regular data backups.
- Peter highlighted the importance of proactive measures, post-cybersecurity situation identification, testing employees for security awareness, and controlling third-party vendor access.

**Resources**

Here are some notes from the meeting chat:

- New Book Offers Approachable Guide for Teaching Cybersecurity: <https://www.govtech.com/blogs/lohrmann-on-cybersecurity/new-book-offers-approachable-guide-for-teaching-cybersecurity>
- The State of Illinois will provide communities smaller than 25,000 a free CrowdStrike license.
- A link taking anyone in the group to The Illinois Smart City & Region Association (ISCRA)/Cybersecurity & Infrastructure Security Agency (CISA) resource on Cybersecurity & Emerging Threats. Extremely important to create a personal relationship with your Region 5 CISA contact. The contact information is in the deck. <https://drive.google.com/file/d/1IVOOXKuDcJMuYh1CaspWwuetRi66mnSv/view?usp=sharing>
- Public Act 102-0753: <https://www.ilga.gov/legislation/publicacts/102/102-0753.htm>
- The US Secret Service, FBI and CISA have also compiled an open source file of cybersecurity resources through ISCRA for municipal leader's review. Save this link for future review if you'd like: [https://drive.google.com/drive/folders/1VKQvVX5tmB6jCXP3FHg\\_jXUNMSsX2yN2?usp=sharing](https://drive.google.com/drive/folders/1VKQvVX5tmB6jCXP3FHg_jXUNMSsX2yN2?usp=sharing)
- MS-ISAC also provides extensive resources for state, local, and municipal organizations: <https://www.cisecurity.org/ms-isac>

**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.



# 2024 IAMMA

# Annual Conference

## Leading For Tomorrow:

A Sustainable  
Vision of Local  
Governance

- Financial Controls
- Teams
- Branding
- Data
- Community Engagement
- Leadership

April 19  
NIU Naperville



# PROFESSIONAL DEVELOPMENT EVENT

# PUBLIC UTILITIES

## 2 topics - 1 event

April 10th at NIU Naperville or Virtually via Zoom

9 AM Networking/Continental Breakfast for in-person attendees

9:30 AM - 11:30 AM Presentation

### LEAD SERVICE LINES: REGULATIONS, POLICY & OUTREACH

The presentation will provide an in-depth exploration of the history and timeline of water service infrastructure, offering insights into its evolution and status. It will include a schematic of the water service system to visually illustrate its components and functionalities, alongside an overview of the regulatory landscape encompassing significant milestones such as the Lead and Copper Rule (LCR), Illinois Lead Service Line Replacement Notification Act (IL LSLRNA), and Lead Service Line Replacement Rule (LCRR). Emphasis will be placed on IL LSLRNA requirements, immediate and future, as well as key highlights from LCRR and Lead Copper Rule Implementation (LCRI), particularly focusing on verification requirements during inventorying.

Policy considerations will be a central theme, covering various replacement scenarios, the IDPH waiver process, and typical Lead Service Line Replacement (LSLR) costs. The presentation will delve into coordination and funding requirements, discussing financial responsibility and funding avenues like the IEPA SRF funding process, with attention to terms, availability, and disadvantaged community requirements. Additionally, it will explore planning and pre-design considerations, highlighting the significance of strategic planning in effectively addressing water service infrastructure challenges.

Alongside policy discussions, the presentation will address critical aspects of community outreach and operational considerations, including public outreach/notification requirements, filter requirements for water quality and safety, resident coordination for LSLR and Temporary Construction Easements (TCE), and collaboration with consultants throughout the project phases to ensure seamless execution and project success. Other considerations, such as restoration policies, involvement of relevant departments, licensed plumber requirements, and the integration of technology for efficient documentation and management, will also be discussed.

### UTILITY/MUNICIPAL PARTNERSHIP OPPORTUNITIES: EV & BEYOND

Utilities and Municipalities serve the same public, but each operates with distinct purpose and under respective regulatory constructs. A mutual understanding of such can foster stronger public service partnerships on behalf of our customers. This session will provide an overview of ComEd, its regulatory constructs and the ComEd 2030 vision for advancing a low-carbon future in ways that benefit our communities and aligns with the commitment of Illinois lawmakers to create a cleaner energy future. Featured discussions will focus on ComEd municipal EV opportunities and materials that provide additional information, and basic process information for the key ComEd programs and processes that municipalities use. The presentation will also include an overview of our residential programs to assist municipal staff with responding to inquiries.

- Learn about ComEd and how regulations define how it operates on behalf of its customers, including the rise of climate change regulation
- Understand the five pillars of ComEd's 2030 Clean Energy Vision
- Learn about different municipal EV opportunities:
  - a. Rebates: EV and Make Ready
  - b. EV Charging Rate Options
  - c. BE Pilot
- Be able to describe at a high-level, ways to partner on ComEd processes for key municipal service requests. (Primary: New Business, Public Relocation, Economic Development; Secondary: Energy Efficiency, Large Customer Service)

Addresses ICMA practice areas: 8 Policy Facilitation and Implementation & 10 Service Delivery

Find more information and register at  
[ilcma.org/events/april024](https://ilcma.org/events/april024)

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.



13TH ANNUAL LEGACY PROJECT CONFERENCE

*EMBRACE YOUR  
CONFIDENCE,  
UNLEASH YOUR  
COURAGE*

## Conference at a Glance

**8:00 AM** Registration & Continental Breakfast

**9:00 AM** Welcome, Introduction and Keynote by Antionetta Mosely

**10:30 AM** Breakout Sessions

- Breakthrough Courage
- Developing Leaders of the Future
- Intentional Communication

**11:45 AM** Lunch, Awards & Business Meeting

**1:15 PM** Breakout Sessions

- Navigating the Twists and Turns of Career Advancement
- How to Advocate for Yourself, Your Team, Your Community
- Intentionally Creating Workplace Culture

**3:00 PM** Closing Keynote: Care without Carrying

**4:15 PM** After Conference Networking Event

Full brochure coming soon!

*FRIDAY MAY 17*

NIU Naperville  
1120 Diehl Road  
Naperville, IL

Registration and  
Breakfast begin at  
8AM and the program  
begins at 9 AM

**Sign up for  
Professional  
Headshots to be  
taken at the  
conference**

Lunch is included in  
your registration

After conference  
networking event at  
Pour House, 1703  
Freedom Dr Naperville

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**13TH ANNUAL WOMEN'S LEGACY CONFERENCE**

**FRIDAY MAY 17, 2024 8AM-4PM  
NIU NAPERVILLE, 1120 DIEHL ROAD, NAPERVILLE, IL  
REGISTRATION FORM**

**Attendee Contact Information**

Name: \_\_\_\_\_

First Name for Badge: \_\_\_\_\_

Title: \_\_\_\_\_

Organization: \_\_\_\_\_

Address: \_\_\_\_\_ City/State/Zip: \_\_\_\_\_

Email: \_\_\_\_\_ Phone \_\_\_\_\_

**Conference Registration**

**5.5 CE hours | 0.5 CEUs**

\_\_\_ \$120.00 Conference Registration-Legacy Project Member Rate

\_\_\_ \$175.00 Conference Registration-Non-member Rate

\_\_\_ \$35.00 Conference Registration-Student/Intern Rate

\_\_\_ \$120.00 each registrant for Groups of 5 or more from one organization

\_\_\_ \$10.00 I'd like to have the photographer take a professional headshot picture

\_\_\_ I plan to attend the post-conference networking event at the Pour House

\_\_\_ I have special dietary needs. Please list: \_\_\_\_\_

**Join or Renew Legacy Project 2024-25 Membership**

\_\_\_ \$40 Member

\_\_\_ \$10 Student/Intern Membership

**Register by May 10th!** For a full refund, you must cancel your registration by May 10th. Cancellations made after May 10th incur a \$50 fee.

**Questions about the conference?** Contact: LegacyProject@niu.edu or 815-753-5424

**Questions about registration?** Contact the registration office OutreachRegistration@niu.edu or 800-345-9472



**Three easy ways to register:**

ON-LINE: [www.legacyprojectnow.org/2024-annual-conference](http://www.legacyprojectnow.org/2024-annual-conference)

PHONE: 800-345-9472

FAX: 815-753-6900

**MAIL** completed registration form and payment to:

Outreach Services Registration Office

Northern Illinois University

DeKalb, IL 60115

**If registering by Mail with check make check payable to Legacy Project**

**If registering by Mail/Fax with Credit Card:**

**circle one: Visa, Mastercard, Discover, American Express**

Card Number: \_\_\_\_\_

Expiration Date: \_\_\_\_\_

Name on Card: \_\_\_\_\_

Address: \_\_\_\_\_

City/State/Zip: \_\_\_\_\_

Signature \_\_\_\_\_

cardholder's name and address must be exactly the way it appears on their credit card statement

## IML Managers Column

### Voices Needed

I have spent 33 years working in local government in Illinois. When I started in Peoria in 1991, I was asked to sit in a meeting with our State Representative at the time, David Leitch. Representative Leitch had asked to meet with the Mayor and City Manager of Peoria to discuss how things were going for the city and if there was anything he could do to help Peoria with legislation in Springfield. As someone fresh out of graduate school, I just assumed that this is how things worked, and at the time, it did seem as if there was a real partnership between the members of the general assembly and local officials. A partnership that was focused on improving the quality of life and economic success of the residents.

Unfortunately, over the years, much of this has eroded. As local government professionals, we seem to be spending far more time defending our positions and programs and fighting to keep the revenues we have instead of doing what is best for our shared constituents. In some communities, the Mayor is the "legislative advocate." However, there seems to be an increasing trend of either having no legislative advocate or the chief appointed official must serve in this role.

As someone who spent the first 18 years of my career having a Mayor that enjoyed the legislative advocacy role, it was a real change and departure from my comfort zone when it became my role 15 years ago. While the IML and local councils of government (COGs) do a good job in representing the interests of local government, I have found that the personalization of an issue really can make a difference. To have your voice heard effectively, your approach matters.

I have developed my own guidelines that have helped in this role and hopefully some of these guidelines can help you if your voice is the one that is heard for your community.

- **Be Knowledgeable** – You must know your issue from all sides of the subject. Use the IML and your COG's website. Follow legislation through the Illinois General Assembly's website. Do your research and gather data up front whenever possible. Use your directors or other staff to demonstrate the impact to your community.
- **Be Respectful** – Start with getting to know your legislator. If they are newly elected, invite them for a meeting with your mayor. Find something about their background that you can use to break the ice in a conversation. Understand



that they will not always agree with you. That is the process. You cannot get angry (at least in person) when someone disagrees with your position.

- **Be a Resource** – Demonstrate your knowledge on the matter and offer to gather additional information or speak with others that they direct you to. Legislators are very busy with lots of issues on their agenda. Provide short and succinct fact sheets. Anything longer than 1-2 pages will not be reviewed. If they want more information, they will ask for it.
- **Be Appreciative** – Whether you agree with the legislator's position or not, you must thank them for their time and always follow-up in writing with another thank you – especially if they successfully advanced your position.
- **Be Honest and Straightforward** – If you are asked a question you don't have the answer to, don't get caught in the moment and provide information that isn't accurate. Tell them you will get the information and get back to them.

Throughout the process, you should always remember that other individuals and groups may be advocating for the same position. Whenever possible, coordinate your efforts and always let other groups such as the IML or your local council of governments know what feedback you received. They need this information to be effective in their roles. Unless the issue is specific only to your community, you need to resist the urge to negotiate an issue. Your role is to provide facts and impacts and let the IML and other organizations and lobbyists negotiate on behalf of all of us. In the end, I always remind myself that our state legislators really work for us and our shared constituents. They may not always agree with our position but, much like our local elected officials, they need to make decisions that sometimes are not popular with everyone, and we need to respect that and move on to advocate another day.

The stakes today are higher than they ever have been. Whether it is the elimination of grocery tax revenues, pension rollbacks, elimination of different policing programs, mandated infrastructure investments or a host of other issues, we cannot afford for our voices not to be heard. It is our job to advocate for our residents and organization.



**ILLINOIS**  
connected

**MAY 8-10, 2024**

## Broadband Expansion and Digital Equity Summit

**Sheraton Grand Chicago Riverwalk**

Calling all leaders, communities,  
organizations & businesses that want to help  
build our connected future.

The National Digital Inclusion Alliance and  
University of Illinois invite you to join us.

Learn more at  
<https://broadband.uillinois.edu/summit/>





# 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).

# DEVELOPING RESILIENCE: THE SECRET TO LIVING YOUR BEST LIFE

## OBJECTIVES

By using Captain Sullenberger and “The Miracle on the Hudson” as an example, we learn about what it takes to be adaptable in an ever-changing environment.

Spend some time tapping into our own experience of resilient and non resilient people, what it’s like to work with them, serve them and what kind of people we set out to hire. Participants can begin to see ways that they may even be unknowingly resistant to change and might be contributing to low morale or production.

Sharing the research and science behind how we are hardwired as people, participants understand we are all capable of adapting to an ever changing world, if we work at it. Over time, adaptability becomes a habit so when the big shifts occur, we are able to respond with greater resilience.

Together we look at a few ways we can begin to develop that resilience in a practical way, to incorporate it into our daily practices.

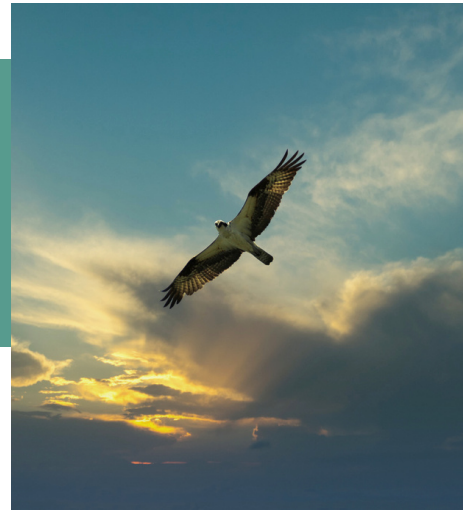
In close, we spend time looking at the characteristics we acquire through the transformation of change.

**Presenter Heidi Petersen** is the Director of Global Training for RDR Group who trains audiences all over the world on diversity and inclusion, developing resilience, customer service, and leadership development. She has worked at all levels—including the top executive teams at Ford Motor Company, State Farm, Cisco Systems and CNA. She has also worked in numerous healthcare facilities, universities, and government agencies.

*Her strength as a facilitator includes her deep subject matter expertise and warm, engaging style. She creates space for conversation through storytelling and humor to engage participants in learning that leads to action - as learners are inspired to create new behaviors and approaches in the workplace.*

*Heidi resides with her dog in the U.S. just north of Chicago, Illinois. She is the proud mother of 4 incredible humans that she affectionately calls her Lost Boys. In her spare time you will find her outside, enjoying the amazing scenery and culture the midwest has to offer every day. In addition to being a corporate trainer, Heidi is a vocalist, an avid reader, and a Disney fanatic.*

**Register at [ILCMA.org/events/april1024/](https://www.ilcma.org/events/april1024/)**



## APRIL METRO LUNCHEON

**April 10** at NIU Naperville or Virtually through Zoom

11:30 AM Registration & Networking  
12:00 PM Lunch  
12:30 PM Presentation begins

*Metro Managers* 

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 "Public Utilities: Two Sessions One Event" as well for \$65. Student Rate \$25 or \$45 for both events. MICT's are free.

**WHITE PINES**  
— GOLF CLUB —

*Metro Managers*  
**ANNUAL GOLF OUTING**

March 11, 2024

Dear Friends:

The Metro Managers Association is hosting its annual golf outing on Wednesday, May 22nd at the White Pines Golf Club in Bensenville. All of the proceeds from this outing help the Metro Managers Association continue promoting professional local government management through networking and educational sessions. With your help, we raised \$3,000.00 last year!

In addition to your participation, I ask that you consider one of the sponsorship opportunities on the attached registration form. Fulfilling the sponsorships allows us to offer an enhanced experience for our golfers.

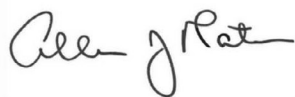
If you are interested in sponsoring the event, please contact me by Monday, May 10th at:

Phone: (847) 526-9600

Email: [amatson@wauconda-il.gov](mailto:amatson@wauconda-il.gov)

On behalf of the Metro Managers we would appreciate your support.

Sincerely,



Allison Matson  
Village Administrator  
Village of Wauconda

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**WHITE PINES**  
— GOLF CLUB —

*Metro Managers*  
**ANNUAL GOLF OUTING**

**Wednesday, May 22nd**  
**Deadline for Registration May 10th**

**Check-in 8:00 AM**  
**Shotgun Start 9:30 AM**  
**Lunch Included at the turn**  
**Awards Buffet 2:00 PM**

**Course Contests**  
**Longest Drive 5 West**  
**Closest to the Pin Hole 14 West**  
**Longest Putt Hole 9 West**



White Pines Golf Club  
500 W Jefferson St, Bensenville, IL 60106



Please contact Allison Matson with any questions at  
847-526-9600 or [amatson@wauconda-il.gov](mailto:amatson@wauconda-il.gov)

*Metro Managers* 

*continued on the next page*

# Metro Managers ANNUAL GOLF OUTING

Name: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 Business Name: \_\_\_\_\_  
 Phone: \_\_\_\_\_ Email: \_\_\_\_\_

## GOLF REGISTRATION

- #\_\_ I/We will participate in the entire outing #\_\_\_ x \$90.00 = \$\_\_\_\_\_
- #\_\_ Number of participants staying for the reception
- #\_\_ Number of participants NOT staying for the reception
- #\_\_ Number of participants NOT golfing, attending the reception only  
 #\_\_ x \$40.00 = \$\_\_\_\_\_ Total enclosed: \$\_\_\_\_\_

### Team Members

Player 1 name: \_\_\_\_\_  
 Player 2 name: \_\_\_\_\_  
 Player 3 name: \_\_\_\_\_  
 Player 4 name: \_\_\_\_\_

**Return this form or register on line by May 10th to:**

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



**Thank you for your support!**

Register Here

## GOLF SPONSORSHIPS

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





# Preparing the Next Generation and we need YOU!



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

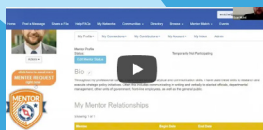
The ILCMA Mentor Match program reflects ILCMA’s commitment to developing the next generation of local government management professionals. Mentor Match is the latest addition to an expanding line-up of our services to support members’ professional development needs. It is an online tool – including a 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?**

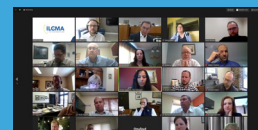
Volunteering as a Mentor can be mutually rewarding: mentees gain encouragement and guidance for their careers, and mentors gain deeper insights into their own careers and the satisfaction of helping others.

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**



# HOST A YSEALI PROFESSIONAL FELLOW



We are seeking U.S. organizations interested in hosting a young professional from South East Asia as part of the **Young Southeast Asian Leaders Initiative Professional Fellows Program (YSEALI PFP)**. YSEALI PFP is a program of the U.S. Department of State and is supported in its implementation by American Councils for International Education. ICMA partners with American Councils to implement the institutes for the Sustainable Development and the Environment Fellows.

## ABOUT THE FELLOWS

- Mid-level professionals, aged 25-35 years old
- Chosen through a highly competitive merit-based selection process
- Citizens of: Brunei, Cambodia, Indonesia, Laos, Malaysia, Myanmar, Philippines, Singapore, Thailand, Timor-Leste, or Vietnam
- From a variety of professional backgrounds including government, NGOs, private businesses, social innovation and entrepreneurship, and universities
- Demonstrated proficiency in written and oral English



## ABOUT U.S. PLACEMENT HOSTS

- Each finalist of the program will be placed in a U.S. office relevant to their professional experience and interest.
- Fellowship placements are individually tailored and take place over the course of four business weeks.
- The fellowship placement is intended to be a mutually beneficial substantive professional experience for both the U.S. fellowship host and the YSEALI Fellow.
- The fellowship placement should provide the YSEALI Fellows direct experience with the day-to-day workings of a U.S. organization and the opportunity to network and form professional relationships with American colleagues.

## ABOUT THE PROGRAM

**YSEALI PFP** is a two-way exchange program designed to promote mutual understanding, enhance leadership and professional skills, and build lasting and sustainable partnerships between emerging leaders in Southeast Asia and the United States.

**YSEALI PFP** will bring professional Fellows from Southeast Asia to the United States to participate in leadership and professional development activities under four themes:

- **Civic Engagement**
- **Economic Empowerment**
- **Governance and Society**
- **Sustainable Development and the Environment**

The 2024 Fellowship portion of the U.S. based program will take place on:

- **Cycle 1: April 29 - May 24, 2024**
- **Cycle 2: September 16 - October 11, 2024**

U.S. placement hosts will also be eligible to apply for a U.S. Department of State funded **Reciprocal Exchange** where they have the opportunity to travel to their YSEALI Fellow's home country and support the design and implementation of a local project.



For more information, visit [www.ysealipfp.org](http://www.ysealipfp.org)



## Frequently Asked Questions

**What is expected from a host organization?** There is no cost to host a YSEALI PFP Fellow. Host organizations will be asked to appoint a dedicated “U.S. placement host” from among their team who is a) willing to supervise their Fellow and liaise with program implementers, and b) interested in working with their Fellow to develop their professional goals both in the United States and their home country. American Councils and Institute Partners will work with host organizations to develop meaningful and mutually beneficial fellowship experiences.

**What organizations have hosted fellows in the past?** Past Fellows have been placed with large multinational companies, fast-paced start-ups, grassroots NGOs, government offices, and other dynamic organizations within their sector or a complimentary sector. Placement organizations have included MassChallenge, UC San Diego Rady School of Management, Heifer International, Deloitte, Chicago Mayor’s Office of People with Disabilities, Boston Youth Service Network, PeaceTech Lab, Starbucks, and many more.

**How are Fellows selected?** Fellows are selected through a competitive nationwide search that involves an extensive written application and in-person interviews with American Councils and U.S. Embassy staff.

**Will Fellows speak English well enough to perform tasks such as writing memos or answering phone calls?** Yes. While a Fellow’s English may not be perfect, it will meet strict standards that ensure success in a professional English speaking environment.

**How much will Fellows know about U.S. systems and our office?** American Councils prepares pre-departure orientations and reading materials on various topics related to U.S. offices and expectations for the fellowship. In addition, we require Fellows and hosts to be in contact prior to their arrival to the United States, so that hosts can disseminate additional information and assign readings or tasks to make the most of their time on program.

**What kinds of tasks can a Fellow perform?** Fellows can perform a wide variety of tasks, ranging from administrative support to project development to independent research. Program implementers will work with hosts to design a meaningful and mutually beneficial program based on the Fellow’s background and the host’s needs.

**How will Fellows be monitored?** American Councils and Institute Partners use online surveys, email, and phone calls to monitor each Fellow’s progress on program and resolve any issues, if needed. We are always available to support both U.S. placement hosts and Fellows during the program.

**What are the obligations of a host? We’d love to have a Fellow, but cannot commit to doing a lot of extra work in order to do so.** Hosting should not be seen as an obligation but rather a unique opportunity. Past hosts have enjoyed the international perspective Fellows brought to their workplace and commented that Fellows were able to successfully perform “real” work. American Councils will prepare Fellows so that they can “hit the ground running” and will help guide hosts in their preparation for the Fellow’s arrival.

**What types of Reciprocal Exchanges will Fellows and Americans create?** This is entirely up to the Fellow and U.S. placement host and based on their professional areas of focus and interest. Potential ideas can range from an entrepreneurship bootcamp, a civic participation workshop, meetings with government officials, a financial literacy education programs, a workshop on women’s business participation, or a capacity building workshop for young business leaders, among others.

For inquiries on hosting, please contact **Laura Hagg** ([lhagg@icma.org](mailto:lhagg@icma.org)) or **Alaina Mendoza** ([amendoza@icma.org](mailto:amendoza@icma.org))



## 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

## The power of the pivot

### How to reset and recalibrate after a disruption (personal or professional)

When change and disruption happen (and it will), having the skills to pivot (change direction) and recalibrate (check your compass and make sure it's pointing in the right direction) are essential.

Join Legacy Project for this free lunch and learn featuring a panel of women local government leaders who will share their personal stories and experiences on how to reset and recalibrate effectively and successfully.

**Wednesday, April 17**  
**12 p.m. - 1:30 p.m.**  
**Calumet City Library**  
**660 S Manistee Ave, Calumet City**



**PAULA SCHUMACHER**  
Village Administrator,  
Village of Bartlett



**LIZ DECHANT**  
Economic Development  
Coordinator, Village of  
Winnetka



**JENNIE VANA**  
Deputy, Communications &  
Engagement, Chicago  
Metropolitan Agency for  
Planning (CMAP)





# 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.

**Miss a webinar? Watch it anytime!**

Register and watch digital recordings from your ICMA Learning Lab Dashboard.

Don't miss out on these FREE 2024 coaching webinars.



**REGISTER TODAY!**

**Additional free coaching resources at ICMA Coaching:**

- Access digital recordings on ICMA's Learning Lab
- Career Compass monthly advice column
- CoachConnect for one-to-one coach matching
- Live speed coaching events, talent development resources, and more.

Join our list for coaching program updates and more. Email [coaching@icma.org](mailto:coaching@icma.org).



Learn more at [icma.org/coaching](https://icma.org/coaching)



# THRIVE IN LOCAL GOVERNMENT

## 2024 COACHING PROGRAM

Coaching has value at any stage of your career in local government. Everyone can benefit from sharing best practices and gaining perspectives from others who see their situation and opportunities from a fresh perspective.

- **Match** with CoachConnect and find a personal coach
- **Enhance** your career with talent development resources
- **Participate** in ICMA's coaching webinars and select from six new webinars every year
- **Browse** the CareerCompass, ICMA's monthly career advice columns
- **Discover** timeless professional learning with free access to the coaching webinar archives



"ICMA's coaching program is a phenomenal, and FREE, way to incorporate professional development into your staff's monthly routine. I personally believe in the value of the coaching program and have seen the impact that it can have on an individual's local government career progression."

**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

## Spotlight on: Cordogan Clark

### Leveraging Target Value Design and an Integrated Delivery Method

In the realm of architecture, engineering, and construction (AEC), the efficiency and effectiveness of a project are paramount, especially in municipal endeavors where taxpayer dollars are at stake. Amidst the complexity of municipal projects in Illinois, Target Value Design (TVD) is a compelling approach, promising substantial benefits in terms of cost-effectiveness, sustainability, and stakeholder satisfaction.

#### Understanding TVD

TVD is a collaborative methodology that integrates various stakeholders early in the design process to align project goals with budget constraints. It involves setting a target cost based on project requirements and then continually refining the design to meet this cost while optimizing value.

#### Cost-Effectiveness

One of the primary benefits of TVD is its ability to mitigate cost overruns. By establishing a target cost early in the process, TVD enables teams to make informed decisions that prioritize cost-effectiveness without sacrificing quality. This proactive approach minimizes the need for costly redesigns or change orders, ultimately resulting in significant savings. Moreover, TVD encourages value engineering, where the focus is not solely on reducing costs but also on maximizing value. This means identifying opportunities to enhance functionality, durability, and sustainability within the allocated budget, ensuring that municipal projects deliver long-term value to communities.

#### Sustainability

In Illinois, where environmental consciousness is increasingly prominent, TVD aligns well with sustainability objectives. By integrating sustainability principles into the design process from the outset, TVD enables municipalities to optimize resource use, minimize waste, and enhance energy efficiency. Through careful selection of materials, systems, and construction methods, TVD facilitates the creation of environmentally responsible infrastructure that meets the needs of the present without compromising the ability of future generations to meet their own needs. This not only reduces the environmental footprint of municipal projects but also positions communities as leaders in sustainable development.

#### Stakeholder Satisfaction

Another significant advantage of TVD is its emphasis on stakeholder collaboration and engagement. By involving key stakeholders, including government officials, community members, and end-users, throughout the design process, TVD ensures that their needs and preferences are considered and incorporated into the final product. This collaborative approach fosters a sense of ownership and buy-in among stakeholders, leading to greater satisfaction with the completed project.



Whether it's a new police or fire station, a community center, or village hall expansion, TVD empowers communities to create spaces that truly reflect their identity and aspirations.

### Leveraging TVD and Integrated Delivery

Leveraging TVD alongside an Integrated Delivery design and construction method represents a powerful approach to municipal projects, where efficiency and effectiveness are paramount. This combined approach aligns stakeholders early in the design process, sets target costs, and continually refines designs to optimize value within budget constraints. Integrated Delivery further enhances this process by fostering open communication and teamwork among architects, engineers, contractors, and clients from project inception. By encouraging concurrent design and construction activities, Integrated Delivery enables real-time problem-solving and decision-making, minimizing risks and accelerating project schedules. This proactive approach, combined with TVD's focus on cost-effectiveness, sustainability, and stakeholder satisfaction, ensures that municipal projects not only meet budgetary constraints but also deliver long-term value to communities. Through this comprehensive approach, Illinois municipalities can create resilient, sustainable, and inclusive built environments that enrich the lives of residents for generations to come.

#### Conclusion

In conclusion, Target Value Design holds immense promise for enhancing municipal projects. By prioritizing cost-effectiveness, sustainability, and stakeholder satisfaction, TVD offers a holistic approach to AEC that aligns project outcomes with community needs and priorities. As our communities continue to invest in infrastructure and development initiatives, adopting TVD methodologies can ensure that taxpayer dollars are spent wisely, resulting in resilient, sustainable, and inclusive built environments that enrich the lives of residents for generations to come.



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Executive Director/Editor  
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