

Calendar of Events

May 3
SWICMA Luncheon Meeting
O’Fallon, IL

May 8
ILCMA Professional
Development
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**

President’s Column

Fellow ILCMA Members:

Thank you to everyone who participated in the recent ILCMA bylaw’s amendment vote, the results of which are outlined on page 13 in this newsletter.. The process that led to these proposed bylaw changes followed a familiar path that we have utilized many times in the past to review and consider changes to our bylaws. In this case, the suggestions for updates came from the Committee on Professional Conduct, the Diversity, Equity, and Inclusion (DEI) Committee and the ILCMA Board. Following extensive review and discussion, at its meeting on February 7 in Normal the ILCMA Board unanimously voted to move these proposed changes forward to a vote of our membership. Most of the changes were resoundingly approved, however, three specific changes meant to underscore ILCMA’s commitment to encouraging diversity, equity and inclusion among our leadership were not.

The ILCMA bylaws currently include a clause that states *“The Illinois City/County Management Association is committed to diversity. The association membership is open to 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.”* Added several years ago, this important clause still stands. The ILCMA Board asked the DEI Committee to do a comprehensive review of the ILCMA bylaws through a welcoming and inclusive lens. This was an important goal set forth in our current strategic plan because

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tag us!!

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



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ILCMA has been very intentional about seeking to include voices across our Association that represent the totality of our membership. This is so fundamental to our purpose that it is also included in our Mission Statement. Ensuring that our bylaws reflect both that intentionality and our mission and vision was why these changes were discussed and then ultimately proposed to our membership.

This is a unique situation for ILCMA, as votes to update our bylaws seldom, if ever, fail. We know that this reality may bring about different responses from our membership, and we care about those responses and the lived experiences and perspectives that may drive them. It is important that our Association be a place where all our members feel a sense of belonging, a core focus that ILCMA has embodied for over 70 years. While some proposed changes were approved and others were not, the process itself reaffirms our commitment to the important work of building a stronger, more welcoming Association. To continue to underscore that commitment, we are working on ways to more clearly open lines of communication between the Association membership and the Executive Board. Look for more information on that effort soon.

We, the Executive Board, believe that embracing diversity strengthens our Association, enhances decision-making, and fosters an environment where all members feel valued and heard. Key values from ILCMA's Vision include:

- We embrace our diversity
- We promote and champion diversity, equity, and inclusion
- Our governance reflects diversity
- We are known for being welcoming
- We are willing to have conversations that challenge each other, and challenge big topics

We encourage all members to actively participate in our ongoing efforts to embody these values fully because together, we can continue to build an Association that not only reflects our ideals, but also champions them in every aspect of our governance and interactions.

Peggy Halik, President
Phil Kiraly, President-Elect
Paula Schumacher, Vice President
Kimberly Richardson, Secretary/Treasurer



[Apply Here](#)

Lifesaver Award

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



[CLICK HERE FOR INFO](#)

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

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

Welcome New Members

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

Full Members:

- Tarek Arthur Azim, Management Analyst, City of Urbana
- Wayne Duckman, Community & Economic Development Director, City of Freeport
- Jim Grafton, Administrator, Rock Island County
- Josef Kurlinkus, Village Administrator, Village of Roscoe
- Diana Puga, Municipal Services Coordinator, Village of Western Springs
- Nick Santoro, Director of Management Services, Village of Glenview
- Christopher Stilling, Deputy Village Manager, Village of Buffalo Grove
- Debbie Van Sickle, Economic Development Manager, City of Peoria

Members:

- Colin D. Brown
- JD Barrett, Community Development Management Analyst, Village of Tinley Park
- Alaina Murphy, Administrative Support, Village of New Lenox

Who's Who Directory Update

Gary Williams is the new CEO of the Rend Lake Conservancy District. He was previously the city manager in the city of Carbondale. His new email address is cmgarywilliams@gmail.com.

Tim Gleason has been appointed as the new city manager in the city of Decatur. He was previously the city manager in Bloomington.



*Advancing Civic Leadership
Navigating the Future*

May 30, 2024 — Online Webinar

Planning for an Age-Friendly Community

Presented by Mim Evans, M.S., Senior Research Associate, Center for Governmental Studies, Northern Illinois University

Jun. 13, 2024 — Online Webinar

Sustaining Illinois Through Collaborative Governance (NEW)

Presented by Tom Skuzinski, Ph.D., Associate Professor and Director, Institute for the Study of the Environment, Sustainability and Energy, Northern Illinois University

Jun. 21, 2024 — NIU Naperville

Leadership Lessons: Trying Times Demand Sound Leadership*

Presented by Greg Kuhn, Ph.D., Director, Center for Governmental Studies, Northern Illinois University

** This is one of two core workshops required to earn a CLA 'Certificate of Achievement'*

Jun. 25, 2024 — Online Webinar - NEW DATE

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

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

go.niu.edu/cla



NORTHERN ILLINOIS UNIVERSITY

**Center for
Governmental Studies**

Outreach, Engagement and Regional Development



JUN
4-6
2024
REGISTER BY MAY 31

A Fresh Approach to the Fundamentals
ILCMA 2024 SUMMER CONFERENCE

TENTATIVE SCHEDULE

TUESDAY, JUNE 4

9:00 A.M. – 1:00 P.M.
Registration Open

9:00 A.M.
9-hole Golf

10:00 A.M.
18-Hole Scramble & Conventional Golf

1:00 P.M. – 5:00 P.M.
Exhibitor Set-up

3:00 P.M. – 5:00 P.M.
Pre-conference Workshop:
Leading with AI: Building Future - Proof
Local Governments for Enhanced
Citizen Experiences

6:00 P.M.
BBQ at the Owner's Club

WEDNESDAY, JUNE 5

7:00 A.M. – 7:45 A.M.
Legacy Walk

7:45 A.M. – 8:45 A.M.
Registration and Breakfast

8:50 A.M. – 10:00 A.M.
Welcome, Intros & Keynote Address
Creating Emotionally Engaging Places
by Peter Kageyma

10:00 A.M. – 10:30 A.M.
Break in Exhibit Hall

10:30 A.M. – 4:30 P.M.
Career Counseling



10:30 A.M. – 11:45 A.M.

Breakout Sessions
Session 1: How Great Teams Lead to
Community Success
Session 2: Fortify Your Comms Regardless of
Your Capacity

11:45 A.M. – 12:30 P.M.
Lunch, Business Meeting, & ICMA Update

12:30 P.M. – 1:15 P.M.
Awards Celebration

1:30 P.M. – 2:45 P.M.
Breakout Sessions
Session 1: Economic Development Strategies:
Fostering Growth, Supporting Small
Businesses, and Harnessing Opportunities
Session 2: Strategies to Reimagine your
Capital Infrastructure Planning

2:45 P.M. – 3:15 P.M.
Dessert Break in Exhibit Hall

3:15 P.M. – 4:30 P.M.
Breakout Sessions
Session 1: The Philosopher Manager:
Lead by Thinking Differently
Session 2: Improving Your Cybersecurity:
Lessons Learned After an Incident and
Resources for Your Community

6:00 P.M. – 11:00 P.M.
Dinner, Live Music and Games at
The Highlands

THURSDAY, JUNE 6

7:30 A.M. – 8:30 A.M.
Breakfast

8:30 A.M. – 9:30 A.M.
Breakout Sessions
Session 1: Becoming an Employer of
Choice in the New World of Work
Session 2: Narcissists, Psychopaths and
Bullies, Oh My! Insights for Managers

9:45 A.M. – 10:45 A.M.
Breakout Sessions
Session 1: DEI – From Premise to Practice
Session 2: From Mid-Career to Manager,
How to Make a Successful Career Jump!

10:45 A.M. – 11:00 A.M.
Break

11:00 A.M. – NOON
Closing Keynote
*Harnessing Resilience in the Face of
Challenge* by Eric McElvenny



**TUESDAY
PRE-CONFERENCE
SESSION:**

Pre-Conference Session Additional Cost: \$35
Be sure to sign up on the registration form!

3:00 P.M. – 5:00 P.M.

Leading with AI: Building Future - Proof Local Governments for Enhanced Citizen Experiences

In this session, we will explore innovative ways local governments can harness the power of artificial intelligence to enhance efficiency and service delivery. We will explore two key aspects of AI implementation:

1. Constituent-Facing AI
2. Workflow Automation

Uncover the potential of AI in transforming local government operations, enhancing citizen satisfaction, and optimizing resource allocation. This session will provide valuable insights and practical strategies for making your government more efficient and responsive through AI-driven innovations

Learning Objectives

1. Gain a comprehensive understanding of how artificial intelligence can be integrated into local government operations, including its potential to improve constituent services and streamline administrative workflows.
2. Explore the principles and best practices of implementing semantic search technology in local government websites and databases, enabling constituents to easily find the services and information they seek.
3. Learn about effective strategies for automating common generative work flows, such as report generation and email responses, using AI tools and systems tailored to the needs of local government agencies.
4. Examine real-world case studies and success stories from local governments that have successfully deployed AI solutions to enhance service delivery and operational efficiency, providing valuable insights into the practical applications of AI in the public sector.

Presenter

Parth Shah, CEO, Polimorphic, Inc.

Addresses ICMA Practice Area: (2) Community Engagement; (4) Staff Effectiveness; (6) Strategic Leadership; (9) Community and Resident Service; (11) Technological Literacy; (14) Communication and Information Sharing

REGISTER BY MAY 31

ilcma.org/conferences

[CLICK HERE!](#)

**WEDNESDAY OPENING
KEYNOTE SPEAKER**

**Peter Kageyama, Author,
Hunters Point & For the Love of Cities
REVISITED**



Peter Kageyama

8:50 – 10:00 A.M.

Creating Emotionally Engaging Places

Award winning author, Peter Kageyama speaks about emotional engagement with PLACES – counties, cities, towns, communities, and neighborhoods. Learn why love matters and why it is a good thing when more people become emotionally engaged with their places, when they “fall in love” with those places.

Peter talks about how to add an emotional lens to the work of building and designing places and how we can use this emotional component to build infrastructure that actually helps us solve some of our biggest and most intractable problems such as crime, gentrification and social isolation. He talks about the importance of small, inexpensive, and sometimes even silly expressions of that love for making great places.

Addresses ICMA Practice Area: (2) community Engagement; (6) Strategic Leadership; and (8) Policy Facilitation and Implementation

WEDNESDAY MORNING BREAKOUT SESSIONS

10:30 A.M. – 11:45 P.M.

Session 1: How Great Teams Lead to Community Success

Join us for an engaging session that explores the indispensable role of local government teams in fostering community success. From innovative policy implementations to responsive public services, local governments are at the forefront of shaping the quality of life for residents. Delve into the strategies employed by successful local government teams to empower communities and drive positive outcomes.

Through case studies and expert insights, participants will gain perspectives on effective leadership, community engagement, and collaborative decision-making. Whether you’re a seasoned public servant or a community advocate, this session promises to inspire and equip you with practical approaches to enhance community well-being through effective local governance. Discover how local government teams can be the catalysts for building thriving and resilient communities.

Learning Objectives

1. Learning the importance of fostering community support and awareness when planning.
2. Learning how to foster collaborative partnerships among community stakeholders, staff, and elected officials in designing and implementing key projects.
3. Learning key community engagement practices that lead to successful strategic plans.

Moderator

Jeffrey Fiegenschuh, ICMA-CM, Rochelle City Manager

Panelists

Rob Boyer, City Manager, Freeport
Jean Bueche, Assistant Village Administrator, Oswego

Addresses ICMA Practice Areas: (10) Service Delivery and (12) Financial Management and Budgeting

Session 2: Fortify Your Comms Regardless of Your Capacity

Before your social posts go viral due to dancing TikToks and you’re pushing out press releases – building, training, and supporting the individuals who handle your communications is a vital first step to connect with your community and tell the story of your organization. Local government leaders need to reach their residents and businesses with important information and should also show community members how all staff members serve them in small and big ways. Does the public look to your organization as a trusted information source, or as THE voice when a crisis or other challenging situation happens? Or do you need to build that trust through your communications? You can achieve all of this and more by recognizing the need for dedicated communicators focused on strategic storytelling through the many mediums and channels available (and a hint: it’s not necessarily the youngest employee!)

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Learning Objectives

1. Learn how to build effective communicators in your organization.
2. Discover how two-way community engagement can build deeper connections with stakeholders

Moderator

Melanie Santostefano, Founder and President, Vicarious Multimedia

Panelists

Jack Cascone, Management Analyst II, Village of Arlington Heights
 Jessica Spencer, Assistant Village Administrator, Village of River Forest
 Molly B. Gillespie, Director of Communications and Community Engagement, Village of Buffalo Grove

Addresses ICMA Practice Areas: (2) Community Engagement; (4) Staff Effectiveness; (6) Strategic Leadership; (7) Strategic Planning; (8) Policy Facilitation and Implementation; and (14) Communication and Information Sharing

11:45 A.M. – 12:30 P.M.

Luncheon, Business Meeting & ICMA Update

12:30 P.M. – 1:15 P.M.

ILCMA Awards Celebration

**WEDNESDAY AFTERNOON
BREAKOUT SESSIONS**

1:30 P.M. – 2:45 P.M.

Session 1: Economic Development Strategies: Fostering Growth, Supporting Small Businesses, and Harnessing Opportunities

This session offers a comprehensive exploration of innovative approaches to community development and economic revitalization. From tailored policies that attract developers while garnering broad support from elected officials and community members to effective leveraging of local assets to empower small businesses, attendees will gain actionable insights into fostering sustainable growth. Examine one community's successful transformation of their downtown during the pandemic. Finally, learn about how a regional organization is connecting businesses in small communities with crucial resources.

This session promises to equip participants with practical strategies and collaborative initiatives to navigate economic uncertainties and propel their communities towards prosperity and resilience.

Learning Objectives

1. Learn the importance of crafting developer-friendly policies and procedures in fostering economic growth and learn practical strategies for garnering support from elected officials and community stakeholders.
2. Explore innovative approaches to leveraging community assets to empower small businesses, utilizing tools such as Tax Increment Financing (TIFs) effectively, and discover how to create a thriving market environment conducive to entrepreneurship.
3. Learn from real-world examples how communities can turn challenges into opportunities for downtown revitalization and infrastructure investment, catalyzing private sector engagement and transforming urban landscapes.
4. Gain insights into the process of connecting businesses in small communities with vital resources and discover actionable steps for fostering collaboration between local businesses and regional development organizations for sustainable economic growth.

Moderators

Denise Burchard, Assistant to the Chair, NIU MPA
 Andrew Buckwinkler, Management Analyst, Village of Schaumburg

Panelists

Josh Wray, Director of Economic Development, City of Pekin
 Matthew Galloway, Economic Development Coordinator, Village of Roselle

Cody Moake, Chief of Staff, City of Marion
 Kevin Considine, President & CEO, Lake County Partners

Addresses ICMA Practice Areas: (2) Community Engagement; (7) Strategic Planning; (8) Policy Implementation; and (12) Financial Management and Budgeting

Session 2: Strategies to Reimagine your Capital Infrastructure Planning

As younger communities established in the 1950s and 1960s grapple with aging infrastructure, the changing needs of their communities, and increased service demands, it is imperative to take a step back and examine, evaluate, and challenge "business as usual" when it comes to capital infrastructure planning. In a proactive move, Hoffman Estates, in collaboration with SRSD Consulting, LLC, embarked on a strategic reassessment of its engineering, public works, and infrastructure approaches. Through a collaborative and inclusive process, this initiative delved deeper to address communication barriers, dismantle silos, and foster a stronger sense of teamwork across multiple departments.

Learning Objectives

1. Learn key aspects of evaluating the capital planning process.
2. Identify key aspects of a strategic assessment when creating a comprehensive CIP.
3. Learn methods to breakdown internal communication barriers, dismantle silos, and build a stronger sense of team.

Moderator

Sarah Schillerstrom, CEO, SRSD Consulting, LLC

Panelists

Eric Palm, Village Manager, Village of Hoffman Estates
 Pete Gugliotta, Director of Development Services, Village of Hoffman Estates

Addresses ICMA Practice Areas: (6) Strategic Leadership; (12) Financial Management and Budgeting.

2:45 P.M. – 3:15 P.M.

Dessert Break in Exhibit Hall

3:15 P.M. – 4:30 P.M.

Session 1: The Philosopher Manager: Lead by Thinking Differently

Philosophy can have a bad rap. It can be boring and impractical. However, if you know where to look, philosophy can be incredibly thought-provoking, lead to real-world business (and personal) solutions, and has many incredibly diverse thinkers from which to draw wisdom. Most of all, philosophy is not meant to be studied in hallowed halls kept secret from everyone else. The famous Stoic philosopher Epictetus said philosophy is for everyone. It's about living your best life and acting on what is right. That's philosophy. So, whether you're building a strategic plan, recruiting volunteers, cooking dinner, or putting your kids to bed, take to heart and act on what is right. When you do, know that you are a philosopher. This session connects contemporary themes such as leadership, ethics, team dynamics, and mental health, with age-old lessons from philosophers. Regardless of your role within your organization, if you're looking for thought-provoking content mixed with practical techniques, this is for you!

Learning Objectives

1. Learn philosophical approaches to develop modern leadership skills, create environments for personal and workplace wellbeing, and deepen your communication skills.
2. Develop vital critical thinking skills, including how to identify relevant questions, how to respond effectively, and how to check your own biases.
3. Enhance your decision-making skills by looking at perceptions, learn how to approach other viewpoints, and create rituals to reevaluate, reassess, and assess what can happen and has happened.
4. Translate these ideas to team success! Build a learning culture for your leaders to develop themselves and one another.

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Speaker

Paul A. LaLonde, SHRM-CP, CCAP

Addresses ICMA Practice Areas: (1) *Personal and Professional Integrity*; (3) *Equity and Inclusion*; (4) *Staff Effectiveness*; (5) *Personal Resiliency and Development*; (6) *Strategic Leadership*

Session 2 Improving Your Cybersecurity: Lessons Learned After an Incident and Resources for Your Community

Join us for an insightful session where Illinois local government leaders share their firsthand experiences and lessons learned from navigating significant cyber-attacks. In this facilitated panel discussion, leaders who have endured cyber-attacks will provide valuable insights into their response strategies, offering practical guidance for preparing your workforce and organization for similar threats.

Whether you're a municipal or county leader, IT professional, or involved in cybersecurity preparedness, this session offers invaluable perspectives and actionable takeaways to enhance your organization's readiness against cyber threats. Don't miss this opportunity to learn from real-world experiences and prepare your team to effectively combat cyber-attacks.

Learning Objectives

1. Learn how municipal leaders effectively responded to cyber-attacks, including immediate actions taken, coordination efforts, and communication strategies.
2. Gain valuable training insights to equip your teams with the knowledge and skills necessary to identify, mitigate, and respond to cyber threats proactively.
3. Discover essential resources and tools that municipalities utilized to navigate the aftermath of cyber-attacks successfully. From recovery planning to strengthening cybersecurity measures, learn how to fortify your organization for resilience in the face of adversity.

Moderator

Ellen Baer, Village Manager, Village of Western Springs

Panelists

Greg Summer, Village Manager, Village of Oak Brook
 Joe Maranowicz, Village Manager, Village of Addison
 Mark Toalson, Information Technology Director, City of Champaign

Addresses ICMA Practice Areas: (11) *Technological Literacy*

THURSDAY MORNING BREAKOUT SESSIONS

8:30 A.M. – 9:30 A.M.

Session 1: Becoming an Employer of Choice in the New World of Work

The world of work has changed forever, as employees across the nation continue to reconsider their job and career choices, including in municipal government. Job quits continue to be at an all-time high and a recent national survey revealed that 59 percent of state and local government employees are considering leaving their jobs. Moreover, unprecedented demographic changes have made focusing on diversity, equity, inclusion and belonging not just the right thing to do, but a business imperative.

This session will focus on how local government leaders can enable their organizations to succeed in this complicated and intensely competitive job market by becoming employers of choice. Current research will be highlighted, including from both the UKG Workforce Institute and Great Place to Work Institute.

Learning Objectives

1. Learn the characteristics of the post-pandemic world of work, including intense competition for talent and the nation's dramatically changing demographics.
2. Learn what it means to be an employer of choice.

3. Learn how to become an employer of choice by creating a positive employee experience.
4. Learn the how's and why's local governments must use data to evaluate progress becoming an employer of choice.

Speaker

Robert (Bob) Lavigna, Senior Fellow – Public Sector, Ultimate Kronos Group

Addresses ICMA Practice Areas: (4) *Staff Effectiveness*; and (13) *Human Resources Management and Budgeting*.

Session 2: Narcissists, Psychopaths and Bullies, Oh My! Insights for Managers.

From bumper stickers and flags on the drive into work, to the strange and extreme opinions shared on nextdoor.com, the balanced and objective problem-solving mind of the public manager is regularly at risk of derailment as is the manager's team. How do we know how to lead in moments like this? Where do the strong feelings come from and what does a leader do when things become emotional? And perhaps most challenging of all, how do we manage the bullies, narcissists, and psychopaths who stir things up intentionally?

Learning Objectives

1. Learn the context for some reasons for the uptick in hostility via psychopaths and narcissists, including those we may encounter in the workplace or within the communities we serve.
2. Gain insight into the role of emotions in the current work environment and why things turn hostile on municipal workers.
3. Learn how emotions work and how to manage them to avoid making things worse.
4. Recognize how the emotions and certain patterns limit thinking and problem solving.
5. Learn how to create a safe environment for both conservatives and liberals and how to appreciate each, especially the one less like you.

Speaker

Daven Morrison, M.D., Organizational Psychiatrist, President of Morrison Associates

Addresses ICMA Practice Areas: (1) *Personal and Professional Integrity*; (5) *Personal Resiliency and Development*; (8) *Policy Facilitation and Implementation*

9:45 A.M. – 10:45 A.M.

Session 1: DEI – From Premise to Practice

Fostering a culture of inclusion and belonging can feel overwhelming and immeasurable. Explore practical activities you can start today to ensure diversity and equity are embedded in all aspects of the workplace, from recruiting to policies and practices, to everyday interactions and communications.

Learning Objectives

1. Learn the practical aspects that should be considered when implementing DEI.
2. Learn how to effect positive changes in your ongoing, regular activities.
3. Learn tangible and actionable steps you can take to further DEI initiatives.
4. Receive updates from the ILCMA DEI Committee.

Speakers

Rudy Espiritu, Village Administrator, Village of Berkeley
 Kelly Coyle, Partner, Clark Baird Smith, LLP

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

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Session 2: From Mid-Career to Manager, How to Make a Successful Career Jump!

This session will detail the interview process and first couple of months on the job for new City/Village Managers Taylor Baxter (Clinton, IL) and Andy Ferrini (Pingree Grove, IL).

Learning Objectives

1. Learn tips about the interview process.
2. Learn about the first couple of months on the job, what the process of becoming a new manager/administrator entailed, how they got comfortable within their new communities, etc.
3. Discover the successes and challenges encountered in the new positions.

Moderators

Alex Arteaga, Assistant Village Administrator, Village of Willowbrook
 Hannah Lipman, Assistant Village Manager/Interim Finance Director, Village of Tinley Park

Panelists

Andy Ferrini, Village Manager, Village of Pingree Grove
 Taylor Baxter, City Administrator, City of Clinton

Addresses ICMA Practice Areas: (1) Personal and Professional Integrity; (5) Personal Resiliency and Development; (6) Strategic Leadership; and (14) Communication and Information Sharing

THURSDAY CLOSING KEYNOTE

11:00 A.M. – NOON

Harnessing Resilience in the Face of Challenge
by Eric McElvenny



Successful teams adapt to a challenging environment whether the adversity comes from growth, transformation, technology, innovative strategy or other sources. Challenge is overwhelming when professionals are not equipped with the tools to adapt and thrive. This presentation pulls from the journey of resilience from the loss of my leg in combat to the Ironman World Championships where I utilized the tools every working professional should master to guarantee success in an evolving environment.

"We enjoyed his talk, his relaying of personal story, and the message of perseverance, resiliency and goal achievement was extremely well received by our audience!"

– Shannon Rodgers, Manager
 IT Customer Service, Koppers Inc.

Learning Objectives

1. Learn four key principles of resilience.
2. Identify five-character traits of perseverance.
3. Walk away with four implementable action steps to develop a resilient mindset.

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



CONFERENCE COMMITTEE

- CHAIR - Phil Kiraly, Village Manager, Glencoe*
Greg Anderson, Assistant Village Administrator, Mokena
Alex Arteaga, Assistant Village Administrator, Willowbrook
Ellen Baer, Village Manager, Western Springs
Rob Boyer, City Manager, Freeport
Andrew Buckwinkler, Management Analyst, Schaumburg
Denise Burchard, Assistant to the Chair, NIU MPA Program
Jack Cascone, Management Analyst II, Arlington Heights
Julia Cedillo, Village Manager, La Grange Park
Jeff Fiegenschuh, City Manager, Rochelle
Jim Grabowski, City Manager, Elmhurst
John Harris, Principal, a5 Branding & Digital
Paula Hewson, Assistant Village Manager, Schaumburg
Nancy Hill, Community Development Director, South Elgin
Brian Joanis, Assistant Village Administrator, Roselle
Hannah Lipman, Assistant Village Manager, Tinley Park
Danielle Melone, Lead Sales, Veregy
Alison Murphy, Operations and Program Manager, DuPage Mayors and Managers Conference
Brian Murphy, Executive Director, Northwest Water Commission
Roger Nulton, Financial Consultant, Equitable
Cory Poris Plasch, CEO, CP² Consulting, Inc
Erin Rauscher, Environmental Health Supervisor, Kane County
Ben Roesler, Assistant Village Manager, Lincolnshire
Melanie Santostefano, President, Vicarious Multimedia
Sarah Schillerstrom, SRSD Consulting, LLC
Regan Stockstell, Village Manager, Richton Park
Dawn S. Peters, Executive Director, ILCMA

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ILCMA 2024 | SUMMER CONFERENCE

CAREER COUNSELING APPOINTMENTS

The ILCMA Membership Services Committee is pleased to offer to conference attendees one-half hour career counseling appointments that can include mock interview and resume review services. These services will be offered by GovHR USA/MGT. Appointments are available on June 5 (10:30 a.m. – 5:00 p.m.). Please contact Dawn Peters at dpeters@niu.edu or call her at 815-753-0923 to schedule your appointment.

SOCIAL EVENT INFORMATION

Tuesday, June 4

9:00 a.m. Nine Hole Golf at Eagle Ridge East Course

If you plan to participate in the pre-conference ICMA University Workshop and would also like to squeeze in a round of golf, sign up for the Eagle Ridge East Course nine-hole golf. Tee off begins at 9:00 a.m. The charge for nine holes of golf at the East Course will be \$61 (includes golf and lunch) and is payable at the time of registration.

[SIGN UP](#)

10:00 a.m. 18 Hole Golf at Eagle Ridge South Course

The fee for the handicap or the scramble tournament is \$111 (includes golf, lunch, and prizes) and is payable at the time of conference registration. Tee times begin at 10:00 a.m. Due to tee time restrictions, golf is limited to the first 56 registered golfers. Be sure to sign up by clicking here.

[SIGN UP](#)

6:00- 9:30 p.m. BBQ - Eagle Ridge Owners Club

Don't miss out on this fun annual family event. There will be entertainment and of course, great food! Shuttle service from the Eagle Ridge Resort to the Owners Club will begin at 5:30 p.m.

Wednesday, June 5

6:00 – 11:00 p.m. – Dinner, Music, Fun, and Games at The Highlands

Join your colleagues at The Highlands Restaurant at the entrance of Eagle Ridge for an evening of great food, live music, glow putt golf, bags, and more! Shuttle service from the Eagle Ridge Resort to The Highlands will begin at 5:30 p.m.

continued on the next page

ILCMA 2024 SUMMER CONFERENCE

ACCOMMODATIONS

EAGLE RIDGE RESORT & SPA

284 TERRITORY DR GALENA, IL

Room Rate (do not include taxes and resort amenity fee):

INN ROOMS---\$ 189.00 (plus 11% tax and \$20 Resort Amenity Fee)

1 BEDROOM VILLA---\$ 199.00 (plus 11% tax and \$20 Resort Amenity Fee)

2 BEDROOM VILLA--- \$ 279.00 (plus 11% tax and \$30 Resort Amenity Fee)

3 BEDROOM VILLA--- \$ 359.00 (plus 11% tax and \$35 Resort Amenity Fee)

4 BEDROOM DISTINCTIVE HOME -- \$ 609.00 (plus 11% tax and \$40 Resort Amenity Fee)

5 BEDROOM DISTINCTIVE HOME -- \$729.00 (plus 11% tax and \$45 Resort Amenity Fee)

Group Number 6984HH

To reserve a room, please call 800-892-2269 (Option #1) by Monday, May 6th, 2024!

Be sure to mention the ILCMA room block. Room block will be released on May 6, 2024.

After this date, reservations will be accepted on a space available basis only.

[CLICK HERE!](#)

THREE EASY WAYS TO REGISTER

ONLINE

<https://www.ilcma.org/conferences/>

FAX

815-753-6900

MAIL

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

Phone: Dee Malm 815-753-2515 or
Jeanne Burau 815-753-1687

REGISTRATION DEADLINE

REGISTER BY MAY 31, 2024

For a full refund, you must cancel your registration by May 31, 2024.

There is a \$50 cancellation fee after this date.

REGISTRATION RATES

ILCMA Member Registration (includes all meals): \$250

First time attendee* (includes all meals): \$175

Student (includes all meals): \$50 Student Scholarships are available!

Non-ILCMA Member (includes all meals): \$425

Pre-Conference Workshop: \$35

First 20 online registrations for NEW corporate (voting) members who are first time summer 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 \$250 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.

Fees are waived for "in career transition" managers, assistants, and spouses/partners.

Register online at: <https://www.ilcma.org/conferences/>

Dress: Business casual

How to Save on Costs: Carpool with your colleagues from a neighboring community. Share a room or villa (especially nice to invite an MICT to be your guest!)

Call for ILCMA Committee Volunteers

Have you wanted to get more involved with ILCMA, but just haven't gotten around to it? If so, now's your chance to make an impact on ILCMA programs and services. With the Zoom platform, most committee meetings will be held virtually which means that members from all regions of Illinois can be active participants in ILCMA committees! It is the goal of ILCMA to have broad representation in terms of race, gender, and geographic representation on these committees. The following 2024-2025 Committees need members:

ILCMA Conference Committee

Co-Chair – President Elect – Paula Schumacher, Bartlett

Co-Chair – Vice President – Kimberly Richardson, Peoria

The Conference Committee shall plan and organize the summer and winter conferences. The Conference Committee shall be divided into two subcommittees in order to divide the labor of planning the conferences. The Committee make-up shall be as follows: two representatives from each affiliate (one to serve on the Summer Conference Subcommittee and one to serve on the Winter Conference Subcommittee) and a representative from the host cities for the summer and winter conferences when appropriate. There should also be diverse representation on each of the Subcommittees.

Summer Conference Committee - June 2 - 4, 2025 at I-Hotel, Champaign, IL

2024-25 Chair – Paula Schumacher, Bartlett

The Summer Conference Subcommittee shall plan and organize the principal annual Association conference held in June, which includes the Annual Business Meeting.

Winter Conference Committee - Marriott, Normal, IL on Feb. 5 - 7, 2025

2024-25 Chair – Kimberly Richardson, Peoria

The Winter Conference Subcommittee shall plan and organize the Association conference held in February.

Professional Development Committee

2024-26 Chair – Brian Joanis, Assistant Village Manager, Roselle

The Professional Development and Education Committee shall provide information and guidelines to further the continuing education of its members. In addition, the committee assists ILCMA members in achieving continuing education goals for their respective organizations and in periodically reassessing the professional development and continuing education goals of the ILCMA membership. There shall be a commitment to the ICMA credentialing program so members are able to achieve professional development goals. The committee needs representation from all affiliates as well as the general membership.

Membership Services Committee

2023-25 Chair – Scott Coren, Village Administrator, Highwood

The Membership Services Committee shall evaluate current services and provide recommendations on additional member services. The committee shall be responsible for facilitating a survey of the membership every two years. Over the past few years, the committee has also focused on diversity initiatives, membership development, and recruitment.

Communications Committee

2024-26 Chair – Paula Hewson, Assistant Village Manager, Schaumburg

The Communications Committee shall coordinate activities to promote the local government management profession to cities, villages, counties, and townships throughout the state. The committee shall also coordinate activities and provide information about the profession to educational institutions.

Diversity, Equity, and Inclusion Committee

2023-2025 Co-Chairs – Joan Walls, Champaign, and Rudy Espiritu, Berkeley

ILCMA is committed to promoting the values of inclusion and equity. The purpose of this Committee is to lead the Association's efforts to address issues identified with input from the Executive Board, membership, and member organizations to implement action plans that progress the Association's goal to create, sustain and promote an active diverse and inclusive community/culture that provides a welcoming and enriching environment for all. The committee shall be led by two co-chairs. There shall be a co-chair that is a member of the ILCMA Board, and a co-chair selected from the at-large membership of the committee. The committee shall be made up of a representative from each affiliate association and four at-large members. The term of the committee members and co-chairs shall be two years. A member may serve more than one term.

Committee on Professional Conduct

2023-2025 Chair Mark Franz, Village Manager, Glen Ellyn

The Committee on Professional Conduct shall serve as a fact-finding committee to review ICMA ethics complaints or questions involving Illinois members, develops and carries out education and training activities to promote the highest ethical standards of conduct and serves as the primary liaison with the ICMA Committee on Professional Conduct. The term of the chair and members shall be two years. Members may serve multiple terms. There are limited openings on this committee.

If you are interested in serving on any of the above committees, please contact Dawn S. Peters by June 20, 2024 at dpeters@niu.edu or call her at 815-753-0923.



THANK YOU TO 2023-24 ILCMA COMMITTEE VOLUNTEERS

ILCMA wouldn't be here without the people who have volunteered their time, talent, and dedication to the association over the years. April 21 – 27, 2024 was Volunteer Appreciation Week and ILCMA wants to give both thanks and recognition to the folks currently volunteering to support ILCMA. It truly takes a village.

Thank to all members of the ILCMA volunteer community:

- [Board of Directors](#)
- [Senior Advisors](#)
- [Committee of Professional Conduct](#)
- [IML Municipal Managers Committee](#)
- [Membership Services Committee](#)
- [Professional Development and Education Committee](#)
- [Communications Committee](#)
- [Scholarship & Awards Committee](#)
- [Nominating Committee](#)
- [Winter Conference Committee](#)
- [Summer Conference Committee](#)
- [Diversity, Equity, and Inclusion Committee](#)

If you see or speak to any of these amazing people, please be sure to take some time to say thank you.

Additionally, if you have any interest in getting involved, please reach out at any time with interest and we are happy to get you involved! Contact Dawn Peters at dpeters@niu.edu if you would like to volunteer for an ILCMA Committee in 2024-2025!

Results of the 2024 ILCMA Bylaw Changes

ILCMA recently asked corporate members to vote on several bylaw changes. Members could either accept all changes or vote on each proposed amendment. There are 550 voting members of ILCMA of which 327 voted (not all 327 voted on all amendments). Below is the outcome of the vote:

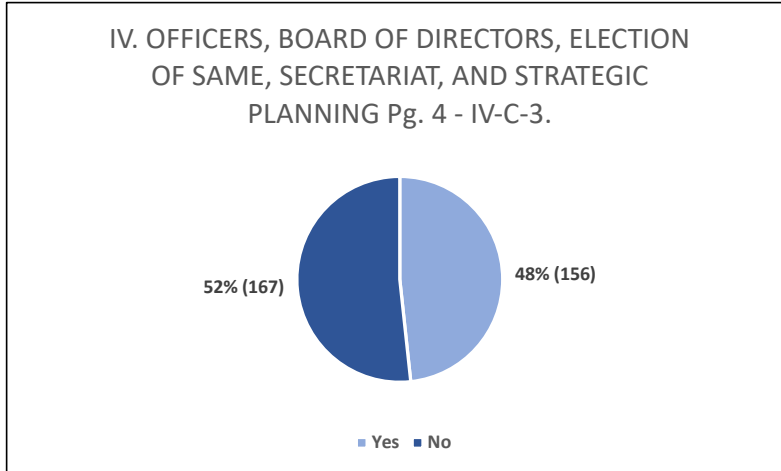
ILCMA voting members overwhelmingly approved the following amendments:

- 2a. The ILCMA bylaws have been updated to show inclusivity in the language used. The changes reflected in the updated bylaws show he/she is now “they,” “them,” or “their” to reflect gender inclusivity on the following pages: pg. 3 - III. C.; pg. 4 - 4B; pg. 5 – C. 8 and D. 3; pg. 6 – G; pg. 9 – VIII. D
- 2b. Additional language changes include a change from the term “members who are in transition” to members whose careers are in transition” (pg. 1 III. A.) and from “member-in-transition” to “member-in-career-transition” (pg. 8 V. 6.) to better reflect this term in the profession.
- 2c. The word “chairmanship” to “chairpersonship” on pg. 6 V.
- 2d. The word “ombudsman” to “ombuds” on pg. 8 V. 6.
- 2e. The word “citizens” to “residents” on pg. 8 V. 7.
- 3. A new award category has been added “Resiliency in Leadership Award.” on pg. 7.
- 4. “All Board of Directors must be an ILCMA member in good standing.” Is changed to “All Board of Directors must be an ILCMA voting member in good standing.” On pg. 10
- 7. V. 2. Committee on Professional Conduct (CPC) language updated to clarify when ILCMA’s CPC is engaged, add a vice-chair and members to the term, limit the number of members on the committee, and provide diverse representation. Pg. 7
- 8. V. 8 changes the structure of the DEI Committee to provide more flexibility in who may serve. The committee shall be led by a chair and a vice-chair. There will be geographic and as referenced in Section 3.C., diverse representation on the committee. The term of the committee members, chair and vice-chair shall be two years. pg. 8

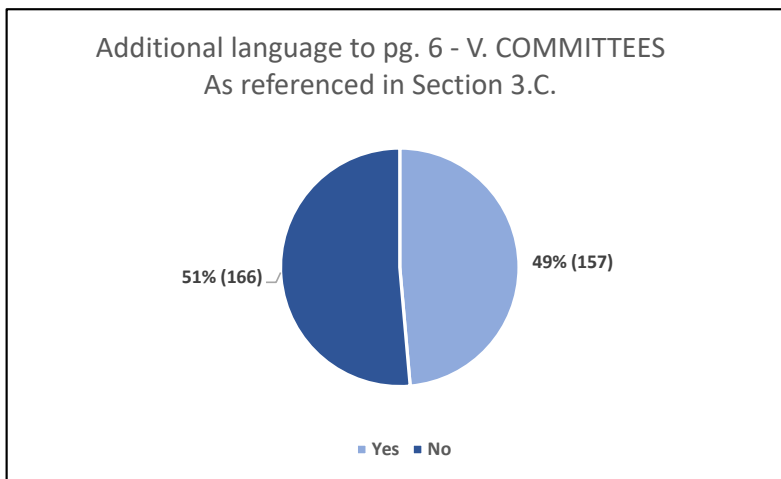
The following amendments were narrowly defeated:

IV. OFFICERS, BOARD OF DIRECTORS, ELECTION OF SAME, SECRETARIAT, AND STRATEGIC PLANNING Pg. 4 - IV-C-3. In performing their task, the nominating committee shall weigh factors such as desire to serve, past contributions to the profession, diversity of the Board, and geographic representation in selecting a slate of candidates. The nominating committee is encouraged to nominate a diverse membership (including at least one person that identifies as female, one person that identifies as LGBTQ+, and one minority member) in their slate of candidates.

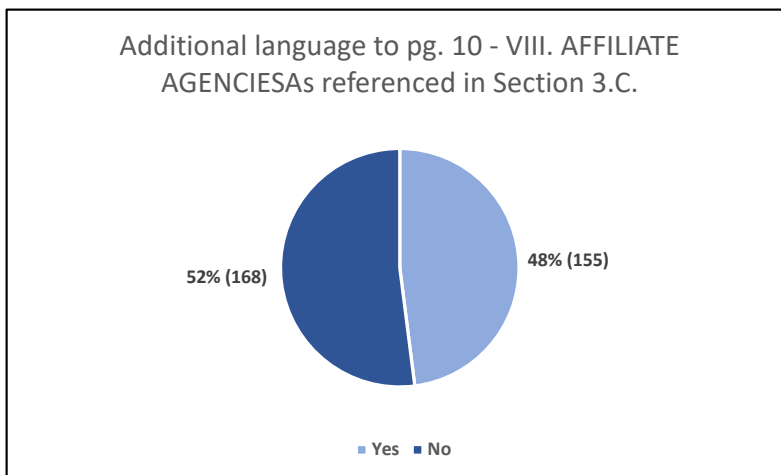
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V. COMMITTEES As referenced in Section 3.C., Chairs are encouraged to select a diverse membership (including at least one person that identifies as female, one person that identifies as LGBTQ+, and one minority member) for their committees and may request assistance from the Executive Director in determining interest in committee membership from Association members.



VIII. AFFILIATE AGENCIES As referenced in Section 3.C., Affiliate Agencies are encouraged to select a diverse membership (including at least one person that identifies as female, one person that identifies as LGBTQ+, and one minority member) to their Executive Boards and may request assistance from the Executive Director in determining interest in their Executive Boards from Association members.



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

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

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.



IML Managers Column

Local Government Distributive Fund Restoration - What's It Gonna Take to Restore LGDF to 10%?

Regan Stockstell, IML Municipal Managers Committee and Village Manager, Richton Park

Last year, State Representative Anthony DeLuca (D-80) spearheaded an effort to once again ask the Illinois General Assembly to consider restoring the Local Government Distributive Fund (LGDF) to its 10% allocation as agreed upon in its origination in 1969. Unfortunately, his bill did not gain enough support from the Illinois General Assembly and was unsuccessful. This has been an ongoing issue for local governments now for over a decade and in my humble opinion, an act in futility year after year as the needle has barely moved since the first reduction in 2011. As a member of the Illinois Municipal Managers Committee and South Suburban Mayors and Managers (SSMMA) Management and Finance Committee, becoming more engaged with legislative efforts has given me some additional perspective on this particular matter that I would like to share.

As part of the 2023 IML Lobby Day, there was a Subject Matter Hearing held by the House Cities and Villages Committee on April 18th whereby testimony was given by fifteen mayors and witness slips were submitted by more than 200 communities that highlighted the vital importance of restoring LGDF to ten percent for all local governments. The basic tenets of the testimonies given expressed that LGDF is an essential resource used to fund pensions, infrastructure, state unfunded mandates, and community services such as mental health that help to lessen the burden of property taxes and assist both home rule and non-home rule communities alike. During the hearing, it was surprised to learn that not all legislators have in-depth knowledge about the Local Government Distributive Fund even though it has been in existence for over 50 years and an ongoing issue for local governments for more than 10 years. As so, the lesson learned here is that the Illinois Municipal League, Council of Governments (COGs), Mayors and other elected officials, and municipal managers/administrators must continue to educate State legislators (particularly newer elected officials) on the history of the fund including why it was established and the benefits of having it available for local governments across the State of Illinois. They must be informed about the past, current and future financial ramifications caused by the reduction of LGDF and what it means to communities throughout State.



Last year, Mayors representing SSMMA were given the opportunity to meet with the Governor and several other high ranking State officials to share their concerns about the negative fiscal impact the reduction of LGDF funding is having on communities across the Southland and State of Illinois as a whole. In a fact sheet prepared by SSMMA, data shows that since 2011 when LGDF was first reduced, local governments statewide should have received approximately \$28 billion dollars collectively, but instead has received approximately \$18 billion dollars (through SFY 2023) yielding a loss of just under \$10 billion dollars due to State rate reductions. One of my takeaways from last year's Lobby Day was that some State legislators think or believe that local governments have been given additional new revenue sources that should offset the revenue loss stemming from LGDF reductions. Both cannabis and gaming were identified as examples of new revenue sources now available. To this, SSMMA identified that through SFY 2023 the total amount of revenues collected statewide equal approximately \$679 million since 2013. Clearly, this does not make up for the approximate \$10-billion-dollar loss statewide. For those who have cannabis and gaming revenue streams in your communities, I implore you to fact check your numbers to understand the difference in revenues collection between LGDF and cannabis/gaming. Additionally, it was stated with at least one high ranking legislator that LGDF will never be restored to its original 10 percent and that historically the LGDF was never established at 10 percent but rather 8.3 percent. To my earlier point, this is an example of why it is important that legislators be educated on the history of this

continued on the next page

fund. The outcome of last year's efforts made by Mayors, SSMMA and other COGs representing communities across the State resulted in an increase of the LGDF from 6.17% (SFY 2023) to 6.47% (SFY 2024).

This year, as a participating member of the SSMMA, I returned to Springfield to participate in the 2024 IML Lobby Day held on April 17, 2024. Once again, Representative DeLuca has sponsored legislation (HB 4455) offering a compromise to last year's LGDF legislative ask. Unlike last year's Bill that sought to get full LGDF restoration at 10 percent immediately, Representative DeLuca's proposed HB 4455 still seeks to fully restore the LGDF but suggest that it be done so incrementally through SFY 2030 at 0.5% increments annually. On the contrary, there are now a number of newly proposed bills regarding Tier II Pension rollbacks that if enacted, could potentially further add to local government financial burden. For those who have not, I strongly encourage that you have your actuary assess the fiscal impact of the proposed Tier II Pension rollback to Tier I status.

The Governor is now proposing to eliminate the State's one (1%) grocery sales tax. For my community, the elimination of this tax would alone result in an approximate \$600,000 reduction in sales tax revenues for the Village of Richton Park. At present, there are limited options for communities

to make up for the loss of grocery tax revenues as home rule and non-home rule communities alike lack the statutory authority to create this tax. As so, this may force some communities across the State to either increase their property tax levies or reduce public services. If granted the authority to enact this tax in the future, it will undoubtedly create unrest between local government officials and their constituents. Let's not forget the Paid Leave Act for All Workers Act that went into effect on January 1, 2024 that now requires local governments to give employees paid leave at 1 hour for every hour worked. This too will have a significant impact on communities who have and depend on significant amounts of part-time employees for staffing. On top of this, there is now HB 3908 that calls for 6 weeks of additional paid leave for firefighters for childbirth, adoption and caring for family members. To all of this, I say where is the money coming from? Saying that I am hopeful that some of the proposed legislation that clearly amount to new unfunded mandates, will not come to fruition.

This article was written prior to the final decisions of pending legislation under the assumption that some or all of the proposed may be passed by the Illinois General Assembly. As so, the IML Municipal Managers Committee continues to monitor the proposed legislative bills mentioned and others that have similar negative implications for local government.

ILCMA Professional Development
Committee Presents a webinar

RECOVERING FROM A CYBER ATTACK

Ensure your organization is prepared for cyber-attacks with an effective recovery plan in place. Who you reach out to and how swiftly you can restore functionality for your municipality are crucial considerations. Join an exclusive event led by renowned vCISO and Ethical Hacker, Mishaal Khan from Mindsight. Learn key strategies to maintain business continuity and protect your reputation in the face of cyber threats.

Gain insights into determining the right level of cybersecurity investment and its impact on cyber insurance costs. Don't miss this opportunity to uncover critical answers that will keep your organization operational and resilient against cyber threats.

Learning Objectives:

- Business continuity after a cyber attack
- Cybersecurity investment: How much is enough
 - Cyber insurance compliance
 - Navigating roadblocks

Moderator: James R. Farrell Jr., MBA, M.S. Chief Information Officer, Village of Bolingbrook
Presenter: Mishaal Khan, Cybersecurity Practice Lead, vCISO, Mindsight

ICMA Practice Area: Technological Literacy

This webinar is offered Wednesday, May 8th at Noon

**Click here to register
for this
complimentary
webinar**



BECOME AN ILGHN MEMBER TODAY!

ILGHN MISSION

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

What are the benefits of being a ILGHN member?

Professional Development

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

Networking

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

Mentorship

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

Professional Recognition

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

Personal Growth

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

Community Engagement

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

GET IN TOUCH & FOLLOW ON SOCIAL MEDIA

Email: Illinois@lghn.org

Email: Illinois.lghn.org





Share Your Stories with ILCMA

How to Use #ILCMAproud in Social Media

Social Media Hashtag

What is a hashtag?

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

How do I use a hashtag?

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

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

Facebook

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

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

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

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

Twitter

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

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

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

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

Navigating Innovation through Effective Leadership



Midwest Leadership Institute



Whether your organization promotes a culture of innovation or finds itself operating in a sea of change, one thing is certain – strong leadership is essential to a successful outcome. As leaders work with their teams to manage emotions and achieve alignment, the application of these MLI foundational concepts are critical to achieving the desired outcomes.

This fall, join MLI faculty for a seminar designed to give government leaders an opportunity to apply MLI concepts to potentially unsettling or disruptive conditions brought on by innovative efforts or demands for change.

Presenters:
Bob Kiely
David Limardi
Daven Morrison, MD
Mike Skibbe

\$650 for people who have attended a Spring MLI
\$750 for all other registrants

Register at MidwestLeadershipInstitute.com

Seminar Objectives:

Understanding what innovation is and the optimal response, timing, and configuration of any requisite change.

Recognizing and overcoming employees' resistance to change and the attached emotions.

Getting and keeping teams aligned and committed to a common purpose and goal throughout the process.

Case studies to explore the concepts presented.

General plenary sessions to engage all attendees in current leadership issues.

NOVEMBER 6-7, 2024
NIU NAPERVILLE



13TH ANNUAL LEGACY PROJECT CONFERENCE

***EMBRACE YOUR
CONFIDENCE,
UNLEASH YOUR
COURAGE***

Conference at a Glance

8:00 AM Registration & Continental Breakfast

9:00 - 10:00 AM Welcome, Introduction and Keynote by Antoinetta Mosley

10:30- 11:45 AM Breakout Sessions

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

11:45 AM Lunch, Awards & Business Meeting

1:15 -2:30 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 - 4:00 PM Closing Keynote: Care without Carrying

4:15 PM After Conference Networking Event

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

continued on the next page

Opening Keynote 9:00 AM-10:00 AM

Cultivate Courage: How Courageous Conversations Build Cultures People Celebrate, Not Tolerate

Antoinetta Mosley

Think your culture is perfect and your employees are all happy and content? It might be time to take a second look. Gathered over the past six years of doing cultural audits, Antoinetta has seen just how different leadership's understanding of their organizational culture can be from the reality of employees' experiences. By facilitating courageous conversations with employees and their leadership, Antoinetta led many of those same organizations forward. Sharing her valuable findings from that work in this talk, Antoinetta is encouraging more organizations to create equitable and inclusive spaces for these courageous conversations with the goal of moving them from courageous to commonplace.

Learning Objectives:

- Why courage is an action and choice that has to be cultivated and celebrated
- Why we need equitable and inclusive spaces to have courageous conversations and what's at stake without them
- How to lead, create and foster effective courageous conversations using the Courageous Consciousness Chart™
- What's possible when teams, leaders and organizations consistently embrace courage

addresses ICMA Practice Areas: 3. Equity and Inclusion; 6. Strategic Pledership; 14. Communication and Information Sharing



Antoinetta Mosley is a courage curator, keynote speaker, and diversity, equity, and inclusion strategist who helps individuals and organizations reach their highest potential by teaching them the power of consistently cultivating courage.

She is the Chief Encouragement Officer (CEO) at I Follow the Leader, a strategic consulting firm specializing in culture-building strategy, initiatives, and education. As a Certified Diversity Professional (CDP)®, Antoinetta has worked on a range of projects for organizations of all sizes, including small to global nonprofits as well as Fortune 500 companies, and travels the country as a sought-after speaker on cultivating courage, courageous conversations, and courageous leadership.

Morning Breakout Sessions 10:30 AM-11:45 AM

morning breakout session one

Breakthrough Courage: How to Confidently and Courageously Shine Your Light

Antoinetta Mosely, CEO, I Follow the Leader

Join us for a breakout session where we explore illuminating lessons from lightning bugs, focusing on the concept of breakthrough courage and its application in leadership. Discover strategies for navigating burnout, from prevention to reignition, as Antoinetta shines a light on the essential role of self-care and resilience in radiating our inner brilliance. Learn why protecting your light is critical and gain practical insights on fostering confidence and courage. Together, we'll celebrate the wisdom these bugs, many on the verge of extinction offer, reminding us that shining brightly is not just a choice, but a necessity to amplify light.

Learning Objectives:

- Navigating burnout: strategies for prevention, protection, and reignition.
- Why light must be protected, not neglected.
- How to confidently and courageously shine your light.
- What's possible when a woman's brilliance is amplified.

addresses ICMA Practice Area: 3. Equity and Inclusion



continued on the next page

Morning Breakout Sessions continued

morning breakout session two

Panel: Developing Leaders of the Future

One of the most critical aspects of any municipalities long-term planning is developing our future leaders. But we often don't have the time or resources to engage in the type of mentorship and leadership development that employees need. During this session, we'll help you help your employees reach their development goals including how to identify, nurture, and empower emerging leaders within your organizations. We'll also help the employees, who want to be identified as future leaders, to get the development they need.

Learning Objectives:

- Best ways to identify future leaders
- How to create opportunities and facilitate growth in key areas
- How to empower employees to use their new skillset

addresses ICMA Practice Areas: 4. Staff Effectiveness; 5. Personal Resiliency and Development

morning breakout session three

Panel: Building Confidence Amidst the Information Storm: Conquering Misinformation Challenges with Communication

In an era of misinformation and disinformation, it is more important than ever to have intentional and effective communication with the public, employees, and elected officials. Our panel will provide insight, tips and examples of intentional communication strategies to empower ourselves with the tools and strategies needed to foster confidence in our communication amidst the sea of misinformation. It's not just about deciphering the truth but also about cultivating the courage to stand firm in the face of uncertainty.

addresses ICMA Practice Areas: 5. Personal Resiliency and Development; 14. Communication and Information Sharing

lunch

Conference Luncheon, Awards Program & Business Meeting

Afternoon Breakout Sessions 1:15 PM - 2:30 PM

afternoon breakout session one

Panel: The Twists and Turns of Career Advancement

The path to the top is rarely a straight line. Being at the top of the organization is fulfilling and exciting, but never without challenges. As our panelists will tell us, no one is immune from frustrations and setbacks, but detours, stop signs and false starts can prove valuable as you advance. Learn how these panelists faced obstacles, kept going and found their way to an executive position – and how you can turn that experience into an asset.

PANELISTS

Amy Cotter
Executive Leadership
Coach
BKRTHRU Group

Paula Hewson
Assistant Village
Manager
Village of Schaumburg

Sarah Schillerstrom
Certified Professional
Coach
SRSD Consulting, LLC

PANELISTS

Stephanie Calvillo
Communications
Coordinator
Village of Lombard

Avis Meade
Communications and
Outreach Coordinator
Village of Arlington
Heights

Jennie Vana
Deputy Executive
Director
CMAP

PANELISTS

Erika Storlie
Village Administrator
Village of East Dundee

Karyn Robles
Chief of Planning
Illinois Tollway

Pat Mahon
Deputy Village
Administrator
Village of South Holland

continued on the next page

Learning Objectives:

- Learn about career opportunities in government
- Hear lessons learned from women executives who persevered through ups and downs
- Learn how you can weave your experiences into your personal value proposition

addresses ICMA Practice Area: 5. Personal Resiliency and Development

afternoon breakout session two**Panel: How to be an Advocate for Yourself, Your Team, Your Community**

Whether it be in the workplace or on a sports team, individuals advocate for themselves in disparate or inconsistent manner, or, perhaps fail to advocate at all. This session will offer perspectives from three panelists who have succeeded in advocating for themselves, their teams and their community. Learn lessons on how you might seek to improve your compensation, your standing and improve your career advancement.

Learning Objectives:

- Learn about strategies to help your career through speaking up
- Hear personal stories about confronting individual challenges
- Acquiring skills to effectively advocate for yourself and others
- Self-advocacy in a variety of situations including career advancement and increasing compensation.

addresses ICMA Practice Areas: 4. Staff Effectiveness; 5. Personal Resiliency and Development; 6. Strategic Leadership

afternoon breakout session three**Panel: Intentionally Creating Workplace Culture**

This Q & A style panel will be discussing how they have intentionally changed, influenced, and supported positive organizational culture initiatives. The discussion will include overcoming obstacles, creating an inclusive environment, specific strategies to support words with actions, leading initiatives targeted to specifically improve a culture and how to utilize one-to-one meetings more effectively

Learning Objectives:

- Learn about common obstacles in cultural change initiatives and strategies to overcome them.
- Learn strategies for creating an inclusive environment.
- Learn specific strategies for translating organizational values and goals into actionable behaviors.

addresses ICMA Practice Areas: 3. Equity and Inclusion; 6. Strategic Leadership

*PANELISTS*

Heather McGuire
City Manager
City of St. Charles

Christina Burns
County Administrator
Kendall County

Ellen Baer
Village Manager
Western Springs

PANELISTS

Julia Cedito
Village Manager
La Grange Park

Nicole Aranas
Deputy Village Manager
Lombard

Karie Friling
Executive Director
Forest Preserve District
of DuPage County

Brigitte Berger
Director of Engineering
and Public Works
Wimette

Closing Keynote 3:00 PM - 4:00 PM

Care without Carrying

Trace Henley, Member Services Manager, Health Partners

When we care about the people around us—work or otherwise—it is easy to get caught or brought into the challenges they face and the choices they make, often adding to what we already carry as we move through our days. How can we recognize, define, and employ boundaries that help us remember to care without carrying? This session will identify the feelings that let us know when we need more boundaries to be clear and kind—to ourselves and to others.

addresses ICMA Practice Area: 5. Personal Resiliency and Development



Trace Henley is a champion for culture, caring, and connection. She is a manager for Health Partners, a managed care organization that exists to be a bridge between providers and payers. Her role encompasses contract management, credentialing consultation, and new program development, especially her primary passion: a leadership institute dedicated to providing free training to help health-care professionals lift and lead themselves and others. Trace's biggest training interests include teambuilding, culture and climate, employee experience, and—most of all—boundaries. She wholeheartedly believes the best foundation for personal and professional growth begins with studying the works of Drs. Brenè Brown and Adam Grant, as well as Cy Wakeman and the exceptional leadership of Ted Lasso on Apple+. Trace earned a bachelor's in communication and a master's in organizational leadership, and she holds certifications as a SHRM Senior Certified Professional and as a group facilitator. She serves as the president for Heritage League of Siloam Springs and the immediate past president for Arkansas MGMA. She is also on the Fayetteville Chamber of Commerce's Teen Leadership Experience executive committee.

After Conference

Join colleagues for an After Conference Social Event

Old Town Pour House Naperville, 1703 Freedom Drive

2024 Women's Legacy Conference Sponsorship Opportunities

Gold Level Sponsorship - \$1250

- Logo in Program
- Recognized at lunch
- Sign at the door
- Includes conference registration for two
- Conference registration list with email contacts
- Exhibit Table in Atrium

Silver Level Sponsorship - \$750

- Logo in the program
- Recognized at lunch
- Includes conference registration for one

Bronze Sponsorship - \$500

- Logo in the program
- Recognized at lunch

There is still time to sponsor the 2024 Women's Legacy Conference. Please contact Dawn Peters at dpeters@niu.edu or 815-753-0923.





Preparing the Next Generation and we need YOU!



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

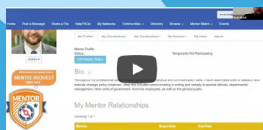
The ILCMA Mentor Match program reflects ILCMA’s commitment to developing the next generation of local government management professionals. Mentor Match is the latest addition to an expanding line-up of our services to support members’ professional development needs. It is an online tool – including a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

Why be a Mentor?

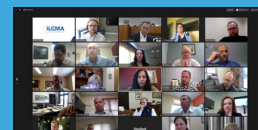
Volunteering as a Mentor can be mutually rewarding: mentees gain encouragement and guidance for their careers, and mentors gain deeper insights into their own careers and the satisfaction of helping others.

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

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



**VIEW ENROLLMENT
INSTRUCTION VIDEO**



**VIEW MENTOR
DISCUSSION VIDEO**



Notice of Funding Opportunity:

Energy Efficiency and Conservation Block Grant (EECBG) Program

Program Information

Funding is available through the Illinois EPA Office of Energy to units of local government - specifically municipalities and counties- for the development of local strategic energy plan.



ENERGY PLANNING



REDUCE TOTAL ENERGY USE



IMPROVE ENERGY EFFICIENCY



REDUCE FOSSIL FUEL EMISSIONS



BUILD CLEAN & EQUITABLE ENERGY ECONOMY

The EECBG grant program will aim to create long-term sustainability and energy reduction roadmaps and reduce energy usage for Illinois municipalities and counties.

- *It is important to note that any unit of local government that received or is in the process of receiving U.S. DOE EECBG Program Formula Grant or Voucher Funding and is identified on the **Final List of Formula Grant Funding Allocations** are **not** eligible for funding awarded through this State program.*

Project Selection

All complete applications will undergo a merit-based review. Illinois EPA staff will evaluate submissions for completeness, technical merit, and adherence to the competitive grant evaluation criteria described in the [Notice of Funding Opportunity](#).

Scoring factors will include:

- Complete Application
- Area of EJ Concern
- Energy Burden
- Energy/Electric Service
- Government or Community-based Partnerships

Areas of Environmental Justice Concern

"Environmental Justice" is based on the principle that all people should be protected from environmental pollution and have the right to a clean and healthy environment. To determine if a community is within an area of EJ concern, check the Illinois EPA EJ Start mapping tool (<https://bit.ly/3MJYtMQ>).

Application period closes on June 17, 2024

Award range: \$25,000– \$150,000

Visit <https://bit.ly/EECBGGrant> to learn more



For further assistance with this program contact Adena Rivas at adena.rivas@illinois.gov



ILLINOIS BASIC ECONOMIC DEVELOPMENT COURSE **REGISTER TODAY!**

October 21 - 24, 2024

ILLINOIS ECONOMIC DEVELOPMENT ASSOCIATION (IEDA)

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

LOCATION: NICOR GAS HEADQUARTERS IN NAPERVILLE, ILLINOIS

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

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

REGISTER TODAY



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

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



THRIVE IN LOCAL GOVERNMENT 2024 COACHING PROGRAM

UPCOMING FREE WEBINARS – Register at 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!

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

REGISTER TODAY!



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

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



Learn more at icma.org/coaching



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

ICMA | coaching program

Spotlight on: HR Green

The Two Sides of the Broadband Coin (Big Coin)

As you have probably heard, over \$42.5 billion has been federally committed to broadband in the United States. Illinois will receive \$1.04 billion.

This has wonderful potential to make a difference in people's lives. Broadband has become a significant factor in education, work, health, seniors staying in their homes, and smart community applications. These are important for quality of life, and all require good broadband.

Broadband can also provide many benefits for municipal government. It is important in attracting people to the community, retaining and bringing in new businesses, and ensuring safety, efficiency, and delivery of services.

Along with the benefits of improved broadband, this level of investment in infrastructure can also bring challenges for municipal leaders. There are three potential obstacles that this level of broadband infrastructure investment can bring: Right Of Way (ROW) management, permitting, and construction oversight.

ROW Management

Communities have a limited amount of ROW. Some providers will seek permits to be in the ROW because of grants they have received. Others are building so they do not fall behind (they will make their own investment instead of grant dollars). Communities need to have policies and permit procedures in place that ensure that what is in ROW is orderly and that multiple providers will not consume all available ROW.

This is a public safety issue. Communities need to ensure they keep some ROW open for future community needs.

The number of providers wanting ROW access will not decrease in the future. The BEAD level of financial investment in broadband infrastructure highlights the need to have fair and effective policies and permit procedures to manage ROW. After BEAD, there will continue to be demands on ROW. After BEAD infrastructure deployment, technologies like 5G/Small Cell will return. There will likely be other next-level technologies that will also seek to be in community ROW.

The time to plan and take steps to manage ROW is now.

Permitting

With this much money coming into infrastructure deployment, permitting volumes will increase. The size of these projects could reach millions of feet and touch almost every part of the City ROW. This will put a strain on the time that community



staff have. The other work that permitting staff have been doing will not cease – it will continue to need to be done. The new broadband-related permits will add to already full workloads.

Broadband permits can also require specific technical knowledge. Finding people with that experience will likely become more difficult as people with that expertise become increasingly scarce.

Construction Oversight

With more deployment comes more construction. One of the aspects of deployment that municipal staff receive the greatest number of complaints about is construction – tearing up yards, not having adequate or timely restoration, causing traffic problems, etc. Also, broadband assets are often not deployed according to permit. Having the people to inspect and control construction will be important as the level of construction increases.

Most importantly, this is a significant public safety issue - locating existing infrastructure to avoid serious life-threatening incidents starts with oversight and making sure contractors are marking, potholing, and locating utilities before they begin installation. For example, according to KOAA News, fiber contractors in Colorado Springs hit other utility lines 766 times in one year, with 56 of those hits having a high probability of injury or other damage.

Once construction is underway, oversight is needed to ensure the right specifications are followed (path, depth, etc.), construction is done correctly, the construction is properly documented, and restoration is completed correctly.

It is possible to have the advantages of this level of broadband investment and control the challenges that come along with it. You are not alone – there are resources to help you in all aspects of ROW management, permitting, and construction oversight. Taking these steps now will help communities be ahead of BEAD instead of reacting when BEAD comes. At that point, it will be more difficult to have the policies and people in place.

Spotlight on: Municipal GIS Partners

Tomorrow's Local Government

By: *Ralph Nikischer with Kathryn Golbach*

Local government is experiencing its greatest transition, which means we have an exciting opportunity to move forward. Current and future leaders are bringing new perspectives on how local government can leverage this moment to improve our communities for generations to come. One of these leaders is Kathryn Golbach, Human Resources Director for the Village of Buffalo Grove. Kathryn shared her perspective on the future of local government, describing how our communities are building lasting partnerships to manage the complexities of our modern world. Here is the full question and answer:

RALPH NIKISCHER: HOW DID YOU DISCOVER LOCAL GOVERNMENT AND WHAT KEEPS YOU COMING BACK?

Kathryn Golbach: Discovering local government was a family affair for me. My dad worked in public works for many years, from late night snow and ice control, to coordinating community events, I saw firsthand the impact his work had on the community he served. The community impact that drove me to a career in local government is also what keeps me coming back. It's the satisfaction of being part of something bigger than yourself, driving positive, tangible change right there in the community you serve.

WHEN IT COMES TO THE FUTURE OF LOCAL GOVERNMENT, WHAT DO YOU THINK IS NOT GETTING ENOUGH ATTENTION?

The first aspect that comes to mind is technological integration and digital transformation. While there is a growing acknowledgment of the importance of technology in modernizing governance, many local governments still struggle to leverage digital tools and platforms to drive efficiency and enhance citizen engagement.

WHAT DOES LOCAL GOVERNMENT DO BETTER THAN ANYONE ELSE, AND WHY WILL THAT MATTER IN 10 YEARS?

One thing local government excels at is its intimate understanding of the needs, challenges, and dynamics of its community. We [local government] are embedded in the day-to-day realities of our communities, allowing us to tailor solutions and services to meet the specific needs of the communities we serve. The world we live in is constantly evolving, presenting more complex and interconnected issues. Our relationships throughout the community and with our neighbors allow us to



build lasting partnerships which I believe will be imperative for years to come for addressing the issues our communities will face. I believe that more and more residents and community groups are looking to their local leaders for guidance, support, and collaboration.

WHAT EMERGING TECHNOLOGY WILL HAVE THE GREATEST IMPACT ON THE INDUSTRY?

Artificial intelligence (AI) will have the greatest impact on the local government industry in the years to come. AI is a hot topic from the private sector to the public sector from its ability to personalize services to providing predictive analytics. There are of course pitfalls with AI such as ethical implications and potential biases, but overall, it has the ability to make a large impact on driving data-driven decision making, automation, and smart infrastructure. AI integration into local government will drive significant advancements in efficiency and effectiveness, bringing a whole new model of service delivery and responsiveness. As AI continues to mature and evolve, residents will also begin to expect that model.

WHAT HAS YOU MOST EXCITED ABOUT THE FUTURE OF LOCAL GOVERNMENT?

I am most excited about the growing momentum toward innovation and collaboration. I'm particularly excited about the potential for greater citizen engagement and empowerment through the use of technology. We struggle in local government when it comes to citizen participation, but we crave it. Having more involvement from the community will help us drive greater change, allowing us to diversify our range of stakeholders to generate new ideas and partnerships that make us stronger in our service delivery.

Spotlight on: Stifel Public Finance

Where are Interest Rates Headed?

*Tom Reedy, Managing Director
Stifel, Nicolaus & Company, Incorporated
April 19, 2024*

As governmental management professionals, fluctuations in interest rate markets are likely not top of mind when considering making capital investments in your community. Whether interest rates are 2% or 5% has no bearing on the age of the roof that needs replacing, the need for a community recreation center, or the fact that many streets in town need to be resurfaced. But when borrowing to fund capital expenditures, interest rates will directly impact the affordability of a project.

Elevated levels of inflation over the past two years have made capital projects more expensive, in terms of actual project costs and also in terms of higher borrowing costs. As inflation has continued to persist, borrowing costs remain elevated above the historically low levels experienced in 2020-2021. As of this writing, benchmark tax-exempt interest rates have indeed reached their highest levels of 2024, although significantly lower than the high watermarks of 2023 experienced in late October. The Federal Reserve sets monetary policy in response to what's happening in the economy. The Fed's primary tool is the federal funds rate, an overnight lending rate for reserve balances held at the Federal Reserve. At a high level, elevated inflation will result in the Fed raising rates, and high unemployment will result in the Fed lowering rates. In March of 2022, the Fed began a cycle of interest rate hikes which has led to the current target range of 5.25%-5.50%, which was achieved following its Federal Open Market Committee meeting in July 2023, in an attempt to bring inflation down to its 2% target.

The Fed has held rates steady since July 2023, and following its FOMC meeting in November 2023, the Fed signaled that, while an interest rate cut was still premature, it may have reached the end of the current rate hike cycle. This seeming change from a hawkish policy stance to a dovish policy stance sent interest rates lower, and fast! From November 1, 2023 to December 31, 2023, the 10-year tax-exempt benchmark interest rate decreased from 3.08% to 2.28%.

At the outset of 2024, market participants were predicting as many as six interest rate cuts by the end of the year. However, through the first quarter of 2024, inflation data has remained higher than anticipated, and has led market participants to alter their projections. Some market participants have even suggested that one final interest rate hike may take place before the Fed changes course and begins a cycle of cuts.

STIFEL | Public Finance

MUNICIPAL BOND FINANCING EXPERTISE

TOM REEDY Managing Director reedyt@stifel.com (312) 423-8245	KEVIN HEID Managing Director heidk@stifel.com (309) 661-0004
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Stifel, Nicolaus & Company, Incorporated
www.stifel.com/publicfinance

Recent comments by Federal Reserve Chairman Jerome Powell indicate that the Fed currently intends to stay on the sidelines for longer than previously expected, given the unexpected increase in recent inflation data. On April 10, the Bureau of Labor Statistics reported that Consumer Price Index for the month of March was 3.5%, higher than the 3.4% forecasted and well above the Fed's 2% target.

In response to such data, while speaking at an event on April 16 in Washington, D.C., Chairman Powell said, "The recent data have clearly not given us greater confidence and instead indicate that is likely to take longer than expected to achieve that confidence... Given the strength of the labor market and progress on inflation so far, it is appropriate to allow restrictive policy further time to work and let the data and the evolving outlook guide us."

So what does that mean for governments that are considering financing capital projects? For now, the likelihood of higher rates for longer is higher than many expected at the outset of 2024. However, interest rates do remain close to historical averages. The 10-year tax-exempt benchmark rate is 2.74% as of this writing, while the average going back to January 2000 is 2.80%. So while interest rates remain higher than historical lows experienced in 2020-2021, borrowing costs are still manageable for communities needing to invest in their infrastructure.

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We Build Community

FGMARCHITECTS Maggie Krieger, AIA | 630.368.8318
maggiekrieger@fgmarchitects.com

Gallagher has been providing insurance and risk management services to public entities in the state of IL for more than 40 years. That gives us a broad perspective when we focus on risks. With over 300 clients in the state, we help our clients consider risks across their entire enterprise as we advise them on:

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Insurance Placements	Property	Health & Welfare	Pharmacy
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