

Calendar of Events

February 5 - 7

ILCMA Winter Conference
Normal, IL

February 20

IAMMA Ethics Workshop
Virtual

March 6

The Legacy Project
Professional Development
Virtual

March 7

IAMMA First Friday
Virtual

March 7

SWIMCA Meeting
Carlyle, IL

March 12

ILCMA Professional
Development
NIU Naperville/Hybrid

March 12

Metro Manager Luncheon
NIU Naperville/Hybrid

March 20

IAMMA Workshop: Collective
Bargaining
Location TBD

April 4

SWICMA Meeting
Cahokia Heights, IL

April 11

IAMMA Conference
NIU Naperville

To view all
upcoming
events
click here

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President's Column

Happy New Year!

As we welcome 2025, I've been reflecting not on resolutions - which I inevitably break - but on opportunities for the new year. Two stand out to me, and I hope you'll consider them as well.

Mentorship:

This year, I encourage all of us - regardless of tenure or title - to recommit to mentorship. Our profession thrives on the exchange of wisdom and experience, and mentoring isn't just a one-way street. True mentorship involves a shared learning experience - the concept of learning up and down, back and forth - offering guidance while also thoughtfully engaging with the insights of others.

Some of my most meaningful mentors have been early-career professionals whose keen world-view and unique awareness helped me identify blind spots and broaden my own perspective. Mentorship is not about hierarchy; it's about mutual growth. Embracing mentorship fuels the innovation, adaptability, and relevance of local government. This work is essential to keeping our profession vibrant and thriving.

If you're ready to make an impact, ILCMA's Mentor Match program offers a simple way to get involved. Together, we can strengthen our profession and ensure its success into the future.



Job Mart
Click here to see
job listings



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As we focus on the opportunity to mentor others, it's also essential to consider how we care for ourselves. That brings me to my second opportunity: rest.

Rest:

I recently listened to New York Times journalist Ezra Klein's podcast, Sabbath and the Art of Rest, which explored how our always-on culture diminishes our ability to truly pause. It resonated deeply with me. Like many of you, I'm constantly tethered to work - emails, meetings, endless "to-do" lists - leaving little room to recharge. Family responsibilities consume weekends, leaving us catching up from the week that's passed and preparing for the one ahead. When we're always rushing, time seems to accelerate, sometimes leaving us feeling both unaccomplished and unfulfilled.

One insight shared in the podcast struck me: "time quickening narrows the cognitive map." Without rest, we lose sight of the bigger picture. We miss things, and that hurts our communities, our families and ourselves. An important takeaway was the concept that true rest isn't just an individual act; it requires a collective commitment. This year, I'm challenging myself to find ways to pause with intention and to engage my family, colleagues, and leadership team in doing the same. By prioritizing rest, we regain clarity and perspective, enabling us to better serve our communities and ourselves.

Finally, I would like to take a moment to thank two giants of our profession - and ILCMA Past Presidents - for their immense service to professional local government management and to our Association. In December and January, both Champaign City Manager Dorothy David and Woodridge Assistant Village Administrator Peggy Halik retired after decades of distinguished service. Both have been invaluable mentors to me and many others, and their selfless leadership and numerous contributions have left an indelible mark on local government management and ILCMA. Congratulations, Dorothy and Peggy, on your well-earned retirements!

I hope 2025 shapes up to be a truly successful year for you, and I hope you'll consider my New Year's Opportunities in your life as well. I look forward to seeing and connecting with many of you at the Winter Conference in Normal on February 5-7! As always, please don't hesitate to reach out if I can be of service. It remains the honor of my career to serve you as ILCMA President.

In service,

Phil Kiraly, ICMA-CM

Village Manager, Village of Glencoe

ILCMA President



*Advancing Civic Leadership
Navigating the Future*

Feb. 12, 2025 — Online Webinar

A Practical Guide to GenAI in Local Government* NEW

Presented by Hemant Desai, Chief Information Officer; Kaci Fullerton, Senior Program Manager; and Luke Ingram, AI Engineer, ICMA

*In collaboration with ICMA.

Feb. 13, 2025 — Online Webinar

Planning Community Events: Public Safety, Public Works, Partners and Risk Management NEW

Presented by Jennifer Groce, M.A., Director of Community Engaged Partnerships, Northern Illinois University

Feb. 19, 2025 — Online Webinar

Tips and Tricks of Focus Group Facilitation NEW

Presented by Mindy Schneiderman, Ph.D., Assistant Director, Center for Governmental Studies, Northern Illinois University

Mar. 4, 2025 — Online "Brown Bag"*

Edible Campus: A Model of Sustainable Food Systems Production on a Peri-urban Campus NEW

Presented by Bryan Flower, M.Ed., Associate Director of Food Systems Innovation and Director of the Edible Campus Program at Northern Illinois University

*This "brown bag" session is FREE but registration is required.

Mar. 6, 2025 — NIU Naperville

**Full-day of Communications Classes
Register by Feb. 26.**



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



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:

Steve Bennett, City of Charleston, Deputy City Manager
 Cody Hawkins, City of Mascoutah, City Manager
 Derek Hiland, DeKalb County, Interim County Administrator
 Angela Kaiser, Jo Davies County, County Administrator
 Jill Landgraf, City of Red Bud, Administrative Officer
 Luke Masella, Village of River Forest, Deputy Clerk/
 Management Analyst
 Mario Mollo, Lemont Township, Administrator
 Ashley Pala, Village of Mokena, Management Analyst
 John Schwarz, Village of Westchester, Assistant Village Manager
 Elizabeth Scott, Village of University Park, Village Manager
 Cathy St. George, City of Galesburg, Administrative
 Services Manager
 Andie Trucco, Village of Woodridge, Assistant to the
 Village Administrator
 Tony Vasquez, Village of Riverwoods, Finance Director

Members:

Patricia Diduch, Village of Rockton
 Jason Dwyer, Wight & Company
 Sara Friedman, Northwestern
 Eric Glasby, Northern Illinois University, Student
 Alejandro Hardaway, Village of Oswego, Management Analyst
 Zander Jones, Northern Illinois University, Student
 Terry Lusby, Jr., City of Champaign, Public Works Director
 Patrick Moore, Wight & Company
 Rachel Plasch, Northern Illinois University, MPA Student
 Fatima Serna, Village of Elk Grove Village, Management Analyst
 Jacob Uhlmann, Village of Algonquin
 Jesse Williams, Governor's State University

Who's Who Directory Update

Congratulations to **Dorothy David** who retired as city manager from the city of Champaign in December 2024. Dorothy served the City of Champaign for more than 30 years, including the last eleven years as City Manager. She is also a past president of ILCMA and was instrumental in starting the diversity, equity, and inclusion initiative chairing the first task force which eventually became the DEI Committee.

Joan Walls was appointed as the new city manager in the city of Champaign in December. She was previously the deputy city manager in the same city.

Jack Tierney has been appointed as the management analyst in the city of Des Plaines. He was previously the management analyst in Northbrook. His new contact information is:
 Jack Tierney, Management Analyst
 City of Des Plaines
 1420 Miner Street
 Des Plaines, IL 60016
 Phone: 847.391.5368
 Email: jtierney@desplainesil.gov

Taylor Baxter has been hired to be the next City Manager in Farmer City. He currently is the administrator in Clinton, IL. His new contact information is:
 Taylor Baxter, City Manager
 City of Farmer City, Illinois
 105 S. Main St.
 Farmer City, IL 61842
 Phone: 309-262-3272
 Email: citymanager@cityoffarmercity.org

Esperanza Castellanos is the new Deputy City Clerk in the city of Evanston. She was previously the administrative assistant in Flossmoor. Her new contact information is:
 Esperanza Castellanos
 City Clerk's Office
 City of Evanston
 2100 Ridge Ave.
 Evanston, IL 60201
 Phone: (847) 448-8189
 Email: ecastellanos@cityofevanston.org

Andrew Brown is the new finance director in the village of Palatine. He was previously the finance director for the Forest Preserve District of DuPage County. His new contact information:
 Andrew Brown
 Village of Palatine
 Finance Director
 Email: Abrown@palatine.il.us



ILCMA AWARDS PROGRAM



NOMINATE A COLLEAGUE TODAY!

NOMINATIONS DUE BY

April 15

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

Robert B. Morris Lifetime Achievement Award

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

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

Qualifications

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

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

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

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Special Service Awards

Service to the Association

Gregory J. Bielawski Service to the Profession

Leslie T. Allen Service to the Community

Qualifications

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

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

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

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ILCMA Awards Nomination Form



Name of Nominee _____

Current or Most Recent Position _____

Address _____

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

_____ Robert B. Morris Lifetime Achievement Award

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

_____ Service to the Association

_____ Gregory J. Bielawski Service to the Profession

_____ Leslie T. “Les” Allen Service to the Community

_____ Resiliency in Leadership

In the space below or in a separate Word saved as a PDF document, indicate the reasons the above individual is worthy of the award for which she\he is being nominated. Please **DO NOT** submit multiple letters of support. More than one person may sign a nomination letter. Nominations must be **received by April 15**. Send a pdf form of the nomination to: Dawn Peters at dpeters@niu.edu. Please put ILCMA Award Nomination in the subject line.

Name of Nominator _____

Signature of Nominator _____

ILCMA Board Election Process Begins

Do you have a colleague who could be a dedicated member of the ILCMA Board of Directors? Would you like to serve? Now is the time to nominate qualified candidates for positions on the Board of Directors. A letter detailing why the candidate is qualified to serve along with an up-to-date resume is due at the ILCMA Secretariat, Center for Governmental Studies, NIU, 148 N. Third Street, DeKalb, IL, 60115 or by e-mail to dpeters@niu.edu by March 15. There is one Director position that expires in June 2025. If a current Director with an unexpired term is interested in the Secretary/Treasurer position, then there will be two Director positions open. Nominations will also be accepted for President Elect and Vice President. Officers are elected for one-year terms with the expectation that an officer will ascend to the next position the following year. Newly elected board members will serve three-year terms. ILCMA is committed to diversity and encourages all qualified individuals regardless of race, color, national origin, sex, religion, age, physical or mental disability, marital status, veteran status, gender identity and expression, sexual orientation, political affiliation, or any other factor unrelated to professional qualifications, to apply.

After the nominating deadline, the Nominating Committee, chaired by Peggy Halik, ILCMA Past President, with a representative from each of the affiliate groups and one at-large member will meet to determine a slate. The slate will be announced in the April newsletter. At that time, others wishing to have their name appear on the ballot will have an opportunity to submit a petition. If a contested

election results, a ballot will be mailed May 15, 2025. If no contest develops, the election of the slate will take place by electronic ballot through SurveyMonkey.



[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.

ICMA

THE 2025 ICMA LOCAL GOVERNMENT EXCELLENCE AWARDS ARE NOW OPEN

Celebrate excellence in local government by nominating a colleague or innovative program at <https://icma.org/icma-awards>

DEADLINE MARCH 14!



Local Government **REIMAGINED** CONFERENCE

APRIL 2-4 | MILWAUKEE, WI, USA

Innovations for Thriving Communities: Leading & Managing and Livability & Resilience

Best value rates end February 18, 2025

LGR.ICMA.ORG | #LGReimagined

REGISTER TODAY



Local Government **REIMAGINED** CONFERENCES

FEBRUARY 26-28 | DENVER, CO, USA

APRIL 2-4 | MILWAUKEE, WI, USA

Plan to Join us in Milwaukee, WI from April 2-4, 2025

Milwaukee - ICMA Local Government Reimagined Conferences

From cutting-edge innovations in leadership practices, management strategies, and operations, discover how public administrators are reshaping resilient and equitable outcomes for their work and their communities at the 2025 Local Government Reimagined Conferences. With this year's theme, "Leading & Managing and Livability & Resilience", the 2025 LGRCs aim to facilitate breakthrough discussions and discoveries among leaders in local government.

Hotel & Conference Location

The Pfister Hotel

A special rate of \$229 has been reserved for attendees of the 2025 ICMA Local Government Reimagined Conference at the The Pfister Hotel.

Reservations must be made by Tuesday, March 11, 2025. This date is not a guarantee of hotel room availability. After this date, reservations will be accepted on a space and rate availability basis.

Beware of unaffiliated organizations that may appear to offer lower rates or falsely

Resilience and How to Get to a Productive Tomorrow

ILCMA March Hybrid Professional Development Event

In Person at NIU Naperville or Virtually via Zoom

March 12, 2025 at 9:30 AM - 11:30 AM

Networking and Continental Breakfast begin at 9 AM for In-Person Attendees



This will be a session on resilience; what it is and how to embody it to move professionally and personally through trials and tribulations, and come out the other side. This session builds on last year's session on the same topic, however participants do not need to have participated in last year's session in order to receive value in this session. Heidi Brandt Petersen, Director of Global Training for the RDR Group, is a renowned speaker on this subject and she will once again share her insights on this topic, sharing with participants strategies for building personal resilience and how to utilize these skills to adapt and change your leadership style to meet ever-changing realities. The presentation will include a panel discussion with two seasoned Village Managers who will discuss their experiences in dealing with challenging work environments and how they worked through the various issues and kept their careers on track.

ICMA Practice Area: 5 Personal Resiliency and Development

About the Presenters

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

Tom Mick, Village Manager of Park Forest – Tom has served as the Village Manager of Park Forest since 2005. Prior to that he served as Park Forest's Assistant Village Manager and has served the Village in a variety of other roles since 1998. Prior to that he worked for the Village of Glencoe as the Assistant Director of Public Works and served his internship with River Forest in 1996-97.

Tim Wiberg has served as the Village Manager for Brookfield since 2018. Prior to that he served as Village Manager in Lincolnwood from 2003 – 2018. He also served as the Deputy City Manager in Highland Park for seven years, worked as an Assistant in Crystal Lake and served his internship in Skokie from 1990 – 92.



Attend in-person at NIU Naperville or virtually through Zoom. Registration rate is the same for in-person and virtual attendance \$35. Register for Metro Luncheon "Integrity in Investigations" as well for \$65. Student Rate \$20 or \$45 for both events.

Register at: <https://www.ilcma.org/events/mar2025/>

 www.ilcma.org

INTEGRITY IN INVESTIGATIONS

Conducting Investigations to Ensure Accountability and Transparency



METRO HYBRID LUNCHEON EVENT

MARCH 12, 2025

IN PERSON AT NIU NAPERVILLE OR VIRTUALLY

This program aims to equip managers with the skills and knowledge required to oversee and conduct thorough and effective investigations. Participants will learn about the roles for the parties involved, the appropriate times to initiate investigations, and the pros and cons of hiring outside parties. By understanding when and how to conduct investigations, and evaluating the need for external assistance, government leaders will be able to uphold the highest standards of governance.

*Addresses ICMA Practice Areas: 4 Staff Effectiveness
13 Human Resources Management and Workforce Engagement*

Presenters:

Benjamin E. Gehrt, Partner, Clark Baird Smith LLP
Raymond Byrne, Associate, Clark Baird Smith LLP

In-Person

NIU Naperville 1120 E. Diehl Rd, Naperville
Check-in/Networking 11:30 AM
Lunch 12:00 PM
Presentation 12:30 PM

Virtual

Zoom Presentation begins at 12:30 PM
Attend Live or register to access recording

Attend in-person at NIU Naperville, 1120 E Diehl Rd or virtually via Zoom. Zoom presentation begins at 12:30 PM. Registration fee is the same for in-person and virtual attendance \$35. Register for ILCMA Professional Development Event as well for \$65. Student Rate \$20 or \$45 for both events. MICT's are free.

Register at: <https://www.ilcma.org/events/mar2025/>



IML Managers Column

Starting a Culture of Preparedness

By Christopher Walton, IML Managers Committee, Village Administrator, Savoy

As someone working in a growing community, I appreciate every bit of help I can get. This is especially true, for those of us working with a lean, but efficient, staff. There are a variety of issues that we each face daily. Sometimes, we can resolve these issues routinely. Other times, we may feel unprepared or under resourced to effectively respond. One unprepared or under resourced issue that I hear colleagues mention is emergency management and preparedness. Preparedness is defined by the Department of Homeland Security (DHS) as "a continuous cycle of planning, organizing, training, equipping, exercising, evaluating, and taking corrective action in an effort to ensure effective coordination during incident response."; continuous being the operative word. Incidents can be everything from a street festival to a major employer closing its doors, to a natural disaster, or a cybersecurity attack.

Maintaining a continuous preparedness cycle is not, and cannot, be the work of one person. It must be an organizational effort to be effective, and you can start building this organizational mindset for free. The Incident Command System (ICS) provides a standardized, coordinated approach to managing emergencies, ensuring clear roles and responsibilities during an incident. Many training courses are offered for free through the Federal Emergency Management Agency's (FEMA) online Emergency Management Institute. All it takes is registering for a FEMA Student Identification and giving yourself time to take an online course.

As technology continues to advance, we each are under increasing pressure to ensure that hardware, software, and networks are properly secure. We also live in a kinetic world with ever-evolving threats and security needs. Training is just the beginning, and we each are going to need additional support. To help with that, let me encourage you to use the free resources from the Cybersecurity and Infrastructure Security Agency (CISA). CISA offers free cybersecurity services and advice to municipal corporations to help them prepare, which may help you improve the safety and security of your Internet of Things. CISA also offers physical

security services and advice to municipal corporations to help them better plan and protect their staff and facilities. Illinois is in DHS region 5 and our points of contact are:

Tony Collings, Cybersecurity Advisor
(tony.collings@cisa.dhs.gov) and
Steve Lyddon, Protective Security Advisor
(steven.lyddon@cisa.dhs.gov)

Don't let preparedness be an unprepared or under resourced issue for you. Your first steps are just a click away.



Interested in Becoming a Credentialed Manager?

The Application Deadlines and Fees are:

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

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



[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.



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).



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



Preparing the Next Generation and we need YOU!



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

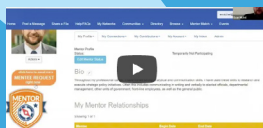
The ILCMA Mentor Match program reflects ILCMA's commitment to developing the next generation of local government management professionals. Mentor Match is the latest addition to an expanding line-up of our services to support members' professional development needs. It is an online tool – including a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

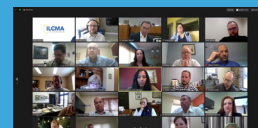
Volunteering as a Mentor can be mutually rewarding: mentees gain encouragement and guidance for their careers, and mentors gain deeper insights into their own careers and the satisfaction of helping others.

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**

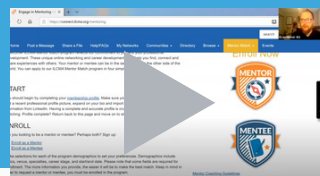
Find a Mentor with ILCMA's Mentor Match



Finding and creating relationships with a mentor is easier than you think with ILCMA's Mentor Match. ILCMA invites new and aspiring managers/administrators, assistants, analysts, assistants to, and student/interns to become a Mentee on ILCMA's Mentor Match.



ENROLLMENT TUTORIAL VIDEO



FIND A MENTOR TUTORIAL VIDEO

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 Mentee?

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.



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WEDNESDAY, APRIL 16

Artificial Intelligence and Its Ability to Support Municipal Strategic Planning

WEDNESDAY, MAY 14

The Pillars of Resilience: Strengthening Community, Personal, and Organizational Fortitude

WEDNESDAY, SEPTEMBER 17

New Job Overnight: How to Make the Successful Transition

WEDNESDAY, OCTOBER 15

Mastering Your Growth: Proactive Career Development Strategies

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Senior Advisor Column

Thank You ILCMA Senior Advisors!

ILCMA is lucky to have the services of seven former managers/administrators who serve the profession as ICMA Senior Advisors in the state of Illinois. The ILCMA/ICMA Senior Advisors are Steve Carter, John Phillips, Brad Townsend, Tim Frenzer, Scot Wrighton, John DuRocher, and Robin Weaver. Their contact information is located on the ILCMA website and on the back of every ILCMA newsletter. Collectively, they clocked over thousands of hours, traveled over 6,000 miles, and made a couple thousand contacts in 2024! ILCMA thanks each of you for your service to the profession!

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

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

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

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

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



Steve Carter



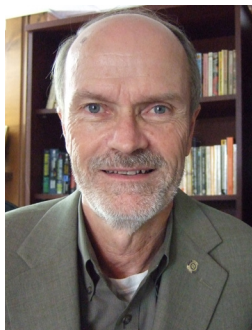
Tim Frenzer



Brad Townsend



Scot Wrighton



John Phillips



Robin Weaver



John DuRocher

Spotlight on: Baird

The Top Three: The New Administration's Impact on the Municipal Market

How will the new administration impact the municipal market? Here are the top three takeaways from our conversation with Baird's Bryan Derdenger, Managing Director, Municipal Underwriter at Baird.

1. Divided government will require legislative compromise.

A divided government allows for collaboration and bipartisanship among political parties, which is essential to ensure policies address the needs of the masses and cover significant issues. Treasury yields rose post-election reflecting concern about one-party control under the assumption that the new administration would not have much opposition. However, the recent re-election of House Speaker Mike Johnson, who received the exact number of votes needed to win, illustrates the narrow margins in the House of Representatives. Similarly, the Senate also has close margins. This will influence future policy creation as compromise will be required.

2. The Administration's reconciliation bill has pros and cons for Muni market impacts

President Trump plans to pass one large reconciliation bill within the first 100 days in office to address key priorities including the Tax Cuts and Jobs Act, which is set to expire in 2025, but could be extended or become permanent as well as expanded.

As part of the 2017 tax bill, the state and local tax (SALT) deduction was capped at \$10,000, but with the set expiration at the end of 2025 and President Trump's goal to lower taxes, the administration may reinstate the SALT deduction by either doubling the current amount or eliminate the deduction cap all together. Bringing back SALT would negatively impact municipal spreads and ratios as taxpayers would pay less in federal taxes, and there would be a reduced need for the municipal exemption. However, reinstating SALT would increase opportunities for municipalities to pass new referendums and financings. If taxpayers pay less in federal taxes after being able to deduct more or all of their real estate taxes from Adjusted Gross Income, they could be more open to new local taxes unless inflation kicks in further.

Additionally, President Trump's stance on Tariffs is well known, although the use remains uncertain. The impacts to the municipal market as well as the broader Fixed Income market will depend on the policy's implementation and scope.

We expect a few other impacts from the election that may balance the significant fiscal effects associated with the possibility of reinstating the SALT deduction and/or extending and expanding the Tax Cuts and Jobs Act.

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- **Municipal Exemption:** While there was initial speculation that the municipal exemption could be cut, it seems unlikely. Repealing the municipal exemption would result in a direct tax increase for the American people. The plan to reduce income and corporate income taxes would decrease demand for the municipal exemption. After the Tax Cuts and Jobs Act was enacted in 2018, the market adapted well, finding new buyers to replace the insurance companies and larger corporations that moved away from the municipal exemption as they did not need it due to low rates.

- **Higher Education Taxation:** Members of the House of Representatives and the prior Trump Administration have proposed making the endowments of higher education institutions taxable rather than tax-free. These institutions receive billions of dollars in endowments yearly, and imposing taxes on them could significantly help to offset the cost of reinstating the SALT deduction.

3. Uncertainty for the Municipal Market will continue near term.

Until all of the new Administration's positions are filled, it will be challenging to make any specific forecasts or predict long-term effects on the municipal market. In the meantime, issuers should work with their municipal underwriters to manage their calendar and monitor economic data and potential policy impacts to take advantage of favorable conditions.

Spotlight on: Performance Services

Breaking the Cycle of Deferred Maintenance: Solutions for Cities on a Budget

Balancing citizen services and cost efficiency constantly challenges city managers and mayors. Today, local governments face increasing pressure to do more with less, often leading to deferred maintenance as a temporary budget fix. However, postponing critical maintenance can result in higher operating costs, deteriorating infrastructure, and, in some cases, critical failures impacting residents.

Deferred Maintenance Defined

Deferred maintenance refers to the postponement of necessary repairs and upkeep of municipal assets like roads, bridges, public buildings, parks, and water systems. This delay is often due to limited financial resources or insufficient personnel to handle repairs promptly. While deferring maintenance may provide short-term relief, it poses long-term risks to community infrastructure.

Common Causes of Deferred Maintenance

Budget constraints frequently lead municipalities to prioritize immediate financial goals over the long-term health of infrastructure. Other contributing factors include poor planning, competing priorities, and unexpected events.

The Cost of Inaction

Deferred maintenance can create a domino effect of challenges:

- **Deterioration of Infrastructure:** Prolonged neglect accelerates wear and tear, reducing asset lifespans.
- **Safety Risks:** Failing infrastructure can endanger public safety, leading to potential legal liabilities.
- **Skyrocketing Repair Costs:** The longer the maintenance is delayed, the higher the repair costs.
- **Decreased Service Quality:** Residents may experience service disruptions or reduced access to essential facilities.
- **Economic and Environmental Impact:** Neglect can hurt local economies and create environmental concerns.

Tackling Deferred Maintenance

The first step in addressing deferred maintenance is conducting a comprehensive facility assessment. This systematic process evaluates the state of municipal assets, identifies potential issues, and prioritizes repairs. Key steps include:

1. **Asset Inventory:** Document all public assets, noting their location, age, condition, and maintenance history.
2. **Condition Assessment:** Conduct thorough inspections to determine the current state of each asset.
3. **Prioritization:** Rank maintenance tasks based on urgency, safety, and cost-effectiveness.
4. **Cost Estimation:** Calculate direct and indirect costs for each repair to inform budgeting decisions.
5. **Long-Term Planning:** Develop a roadmap that outlines timelines, budgets, and funding sources to address maintenance backlogs.



The Role of Energy Savings Performance Contracts

Energy savings performance contracts (ESPCs) offer an innovative solution to funding deferred maintenance. ESPCs enable municipalities to implement facility improvements without upfront capital investments. Instead, projects are financed through guaranteed savings from reduced energy and water consumption.

By leveraging ESPCs, cities can address maintenance issues while improving operational efficiency and achieving budget neutrality. Municipalities across the U.S. have successfully adopted this approach to tackle maintenance backlogs and enhance community infrastructure.

Choosing the Right Partner

The success of a deferred maintenance strategy depends on selecting the right partner. A trusted provider should have a proven track record, transparent pricing, and the ability to deliver detailed facility assessments tailored to municipal needs. Performance Services is uniquely equipped to support cities with:

- **Comprehensive Facility Assessments:** Our in-house experts provide actionable insights to prioritize and address maintenance issues.
- **Energy Savings Performance Contracts:** We help municipalities fund improvements through cost-saving initiatives.
- **Community-Centered Solutions:** With years of experience serving local governments, we focus on maximizing benefits for the entire community.

Take Action Today

Deferred maintenance is more than a financial issue—it impacts safety, service, quality, and community well-being. By proactively addressing maintenance backlogs with tools like facility assessments and ESPCs, cities can protect their assets, improve operational efficiency, and ensure long-term sustainability.

Partner with Performance Services to create a roadmap for your city's infrastructure needs. Together, we can build your community's safer, more resilient future.

Spotlight on: Arndt

Embracing Diversity in Leadership: People are perfectly and predictably different.

by Jim Arndt, ICMA-CM, DISC Trainer/Consultant, Arndt Municipal Support, Inc.

In today's local government organizations, effective leadership requires more than technical expertise. One of the most critical aspects of successful leadership is understanding that the people on your team are unique individuals, each with their own talents and motivational needs. Viewing team members as clones or interchangeable parts in a machine not only stifles their growth but can also dramatically limit the potential of your entire team. Recognizing and nurturing individuality is not just good management, it is essential for building a thriving, high-performing team.

People are different, and we should be glad they are!

Every person brings something distinctive to the table. That is what makes our teams successful. Some team members are natural innovators, brimming with ideas, while others excel at execution, turning concepts into tangible results. Some thrive in collaborative environments, while others do their best work when given autonomy. Leaders who acknowledge and celebrate these differences can unlock the full potential of their team.

Diversity of thought and ability is a tremendous asset. Different perspectives can lead to creative solutions, better decision-making, and a more resilient team culture. When leaders fail to recognize these differences, they risk creating a one-size-fits-all approach that alienates team members, hinders creativity, and diminishes morale.

Tailoring Leadership to the Individual

Leading people as individuals rather than as clones requires a conscious effort to understand each team member's unique strengths, weaknesses, and motivations. Here are a few strategies to help leaders provide individualized support:

1. Invest Time in Getting to Know Your Team: Take the time to learn about each person's professional background, skills, and their preferred working environment. Understanding their preferred communication style and how they approach challenges can make a significant difference.
2. Recognize and Celebrate Strengths: Acknowledge each team member's unique gifts and intentionally put them in a position to succeed and to bring your team success.
3. Offer Personalized Support: Some team members may need more hands-on guidance, while others may thrive when given greater independence. Adapt your leadership style to meet their needs.
4. Provide Opportunities for Growth: Different people are motivated by different things. While some may seek opportunities for leadership, others may prefer to deepen their expertise in a specific area. Tailor professional development opportunities to align with each person's goals and interests.



When you need support, call in the calvary! Arndt Municipal Support is here to support you!

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Avoiding Clone Mentality

The clone mentality, a tendency to expect team members to think, act, and work in the same way, can be tempting for leaders. It may feel simpler to manage a team that functions in a uniform manner, but this approach often leads to disengagement and underperformance. People are simply different.

Uniformity stifles creativity and innovation. When team members feel pressured to conform, they may suppress their best ideas or hesitate to offer alternative solutions. Moreover, treating everyone the same disregards individual needs, making some people feel undervalued or misunderstood.

The Benefits of Individualized Leadership

When leaders embrace and nurture individuality, the benefits extend far beyond the immediate team member. Teams that feel valued and understood are more engaged, productive, and innovative. They are also more likely to trust their leader and each other, creating a culture of collaboration and mutual respect.

Moreover, individualized leadership helps retain top talent. Employees who feel their unique contributions are recognized and supported are more likely to stay with an organization and advocate for it.

Final Thoughts

Leadership is not about creating carbon copies of yourself or anyone else; it's about helping each individual on your team reach their full potential. By recognizing that every team member is gifted in their own way and needs to be led and supported accordingly, you can foster an environment where everyone thrives.

Great leaders understand that their role is not to make people fit into a mold but to bring out the best in each person, allowing their collective strengths to shine. When individuality is embraced, teams become more dynamic, resilient, and ultimately, more successful.

Lead well, my friends, your team members deserve it.
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May 7-8, 2025

Illinois Bike & Walk Summit

SPRINGFIELD



Save the Date

Please save the date for the Illinois Bike & Walk Summit (ILBWS25) on Wednesday, May 7, 2025 and Thursday, May 8, 2025. This conference will be held in Springfield at the Wyndham Springfield City Centre in Springfield, IL. The theme for the Summit is Creating Connected, Livable, Thriving Communities. Partners include Ride Illinois, Active Transportation Alliance, American Planning Association – Illinois Chapter, Equiticity, Illinois Environmental Council, Illinois Department of Transportation, Illinois Department of Natural Resources, Metropolitan Planning Council, and Shared-Use Mobility Center. Registration will open next week!

Tentative Schedule

Wednesday May 7 will include a full day of informative sessions related to biking and walking. Professionals, advocates, and individuals from communities of all sizes are invited to attend the summit to learn, collaborate, and identify creative solutions. Activities such as social rides, happy hour and more! Thursday May 8 will include a training session for planners, engineers, and municipal staff on best practices for developing bikeable, walkable communities. Advocates and individuals are invited to attend an advocacy training and Lobby Day at the capitol.

Request for Proposals

Proposals are being accepted for breakout sessions, on-site workshops, and mobile workshops:

[CLICK HERE](#)

Submitted topics must be relevant to the event's theme (Creating Connected, Livable, Thriving Communities) and enhance attendees' collective understanding of how to make biking and walking in Illinois better and safer. Proposals will be reviewed on a rolling basis.

Join us at ILBWS25

We'd love for Illinois City / County Management Association to be involved in and/or present at the 2025 Illinois Bike & Walk Summit! For more information, visit the rideillinois.org/events/2025-illinois-bike-walk-summit. Please contact info@rideillinois.org with questions and suggestions.



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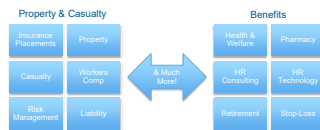
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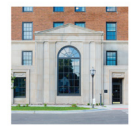
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