

Calendar of Events

June 3 – 5

ILCMA Summer Conference
Champaign, IL

June 12

IAMMA Summer Series
Wrigley Field Cubs v Pirates

June 26

IAMMA Summer Series
Riverboat Cruise –
Pottawatomie Park

July 10

IAMMA Summer Series
Goat Yoga, Orland Park

July 11

SWICMA Meeting
TBD

July 24

IAMMA Summer Series
Millenium Park Concert

**To view all
upcoming
events
click here**

Reminder!

**No newsletter in July!
See you at the ILCMA
Summer Conference!**

President's Column

It's hard to believe, but my year as ILCMA President is rapidly coming to a close. As the saying goes, "time flies when you're having fun," and I can truly say that serving in this role has been an incredibly rewarding experience.

When I stepped into this position at last year's Summer Conference, I made a commitment to listen, advocate for, and engage with our membership across our large and diverse state. I was especially focused on strengthening the ties between ILCMA and our affiliates and deepening our relationship with ICMA. While there is always more work to be done (I didn't get to engage with LGHN and NFBPA for instance), I'm proud of the energy and effort that went into this past year. Here's a snapshot:

- ILCMA hosted listening sessions during the Summer Conference in Galena and the Winter Conference in Normal. I was fortunate to participate in both and heard from dozens of members. I also attended numerous Idea Exchange events and a variety of ILCMA's professional development programs throughout the year.
- I participated in the Downstate Managers Meeting in Champaign in August, the SWICMA Board's monthly Zoom in September, and several virtual Metro Managers events. This spring, I attended both the IAMMA and Legacy Project Conferences in Naperville.
- I had the honor of participating in the Downstate New Managers Institute in Normal and the metro-area counterpart in Naperville, both led by our dedicated Senior Advisors.
- Nationally, I represented ILCMA at the ICMA Conference in Pittsburgh, joined President-Elect Paula Schumacher in Tampa to plan for the 2025 Conference, and attended ICMA's Local Government Reimagined Conference in Milwaukee.
- I collaborated with our Senior Advisors, Dawn Peters, and ICMA staff to support grassroots campaigns and referenda advocating for the

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job listings**



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council-manager form of government - particularly in communities like Mattoon, Oglesby, Bensenville and Maywood.

- I remained closely engaged with ICMA's leadership, including Midwest Regional Director Matt Fulton, our three Regional Vice Presidents, and the ICMA President. I also served on two focus groups for the Executive Director/CEO search and chaired the Midwest Regional Nominating Committee to help select our next Midwest Vice President.

I share this not to highlight my own efforts, but to underscore the incredible range of opportunities we have here in Illinois - and across the country - to connect, grow, and promote our profession. I hope that you have felt ILCMA's efforts reach and support you.

Representing ILCMA across the state and on a national stage has been a true honor, and I've worked hard to tell our stories of innovation, leadership, and community impact wherever I could. There's so much to be proud of in our state, and I'll continue to amplify that message however I can.

Many of you know me as an active voice on LinkedIn - cheering on our profession, sharing stories, and celebrating your work. I believe these platforms, whether on social media or otherwise, are powerful tools for advocacy and outreach. Promoting our profession - and inspiring the next generation of leaders - isn't optional. It's our responsibility. If we don't do it, who will?

To those who appreciate my posts, thank you. To those who roll their eyes occasionally, that's okay too! Enthusiasm

comes in many forms. But as I wrap up my term, my sincere hope is that each of us continues to tell our stories. Celebrate the wins. Share the struggles. Shine a light on the incredible work happening in your communities - by your staff, your elected officials, and you.

None of what I did as President would be possible without the amazing leadership of Dawn Peters and her team. I'm profoundly grateful to the Board of Directors and the dozens of volunteers who make ILCMA and our affiliates so strong. It's awe-inspiring to see so many voices elevating our profession and our professional associations. A heartfelt thank you to each of you!

As my friend and mentor David Limardi, former ICMA President and Illinois city management legend, often said: The council-manager form of government is America's greatest contribution to democracy. Let's keep celebrating it, defending it, and advancing it.

Thank you for the privilege of serving as your President. Keep doing the important work - and keep being awesome.

Phil Kiraly, ICMA-CM

Village Manager, Glencoe, ILCMA President



*Advancing Civic Leadership
Navigating the Future*

June 25, 2025 — NIU Naperville

Leadership Lessons: Trying Times Demand Sound Leadership* (UPDATED)

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.'*



*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:

Natalia Borowska, Kendall County, Management Analyst
Nathan McKenna, City of Mt. Vernon, City Manager

Members:

Mike Forbes, City of Oak Forest, Building Commissioner
James McGreal, Village of Downers Grove, Deputy Chief of Police
Justine Robinson, CivicServe
Thomas Semanic, City of Des Plaines, Management Analyst - Engineering
Kevyn Sutter, Village of Machesney Park, Management Analyst

Who's Who Directory Update

Moses Amidei has been appointed as the next City Administrator in the city of Oak Forest.

Adam Hall is the new Assistant Village Manager in the village of Glencoe. He was previously the Assistant Public Works Director in Lisle.

Congratulations to **John Nevenhoven** who announced his retirement as of July 1 from the city of Elburn. He has served as the Village Administrator for over 16 years and was Director of Public Works for over 8 years prior to becoming the Administrator. Paula Hewson has been promoted to Deputy Village Manager in the village of Schaumburg. She was previously the Assistant Village Manager.

Congratulations to **Steve May** who retired as of June 1 as Village Manager in the village of Westmont. Steve was honored by the Village this spring with a service plaque in recognition of his 35 years of dedicated service to the Village. Hannah Breakey is the new Management Analyst for the Berwyn Development Corporation.

William Kolschowsky has accepted a new position as Assistant City Manager in the city of Wheaton. He was formerly the assistant to the City Administrator for the city of Urbana.

Steve Pamperin has been appointed as the new City Manager in the city of Charleston. He was formerly the City Planner in the same community.

Kyle Gill has been appointed as the City Manager in Mattoon. He previously served as the City Administrator in Mattoon, but after the council-manager form of government referendum was approved last fall, and a search entailed, Kyle was appointed as the first city manager.

Christopher Walton is the new Deputy City Manager in the city of Champaign. He was previously the Village Administrator in Savoy. His new contact information is:

Christopher Walton
Deputy City Manager
City of Champaign
102 N. Neil St.
Champaign, IL 61820
Email: Christopher.walton@champaignil.gov

George Issakoo has been promoted to Deputy City Manager in the city of Lake Forest. He was formerly the Assistant City Manager.

Congratulations to Wheaton City Manager **Michael Dzugan** who is set to retire after 33 years with the city. Dzugan got his start as the assistant city manager and served in that role for 25 years before becoming city manager in 2016. ILCMA will donate \$100 to the ICMA Fund for the Profession in Michael's honor.

Eric Ertmoed is the new Community and Economic Development Director in Lisle. He was previously the Village Manager in the same community.

Congratulations to **Mike Crotty**, Assistant Village Manager, Wheeling, who announced his retirement in May after 17 years with the Village. ILCMA will donate \$100 to the ICMA Fund for the Profession in Mike's honor.



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 – Kimberly Richardson, Peoria

Co-Chair – Vice President – Joe Carey, Schaumburg

The Conference Committee shall plan and organize the summer and winter conferences. The Conference Committee shall be divided into two subcommittees 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 3 – 5, 2026 at Hotel Pere Marquette, Peoria, IL

2025-26 Chair – Kimberly Richardson, Deputy City Manager, Peoria

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. 11 - 13, 2026

2025-26 Chair – Joe Carey, Human Resource Director, Schaumburg

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.***

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Membership Services Committee

2025-27 Chair – Sharon Peterson, Village Administrator, Lake Barrington

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

2025-2027 Chairs – 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 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. A member may serve more than one term.

Committee on Professional Conduct

2025–2027 Chair Walter Denton, City Administrator, O'Fallon

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, 2025 at dpeters@niu.edu or call her at 815-753-0923.



Reminder!



ILCMA and affiliates' membership year, runs from July 1 to June 30th. Take a moment and renew your membership today! Click here to renew now!

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



THE SONGS OF LOCALGOV SUMMER, FOUR YEARS STRONG

ILCMA affiliates IAMMA and Legacy Project are proud to partner with six other local government associations in Chicago to present your summer social playlist: six fun events throughout the city and suburbs.

This isn't just about having fun. This is how we build relationships and our community. Professionals of all ages and titles are welcome to join us.

get tickets now:
bit.ly/localgovsocials2025

Pirates v. Cubs - Wrigley Field - Thursday, June 12, 7:10 p.m.



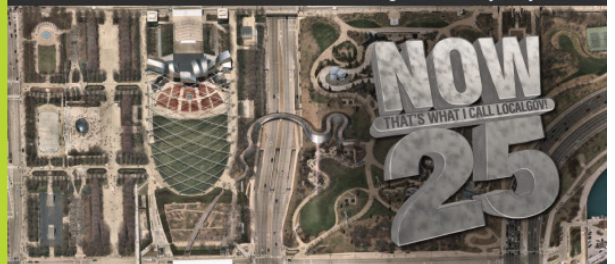
Riverboat Cruising - Pottawatomie Park - Thursday, June 26, 6 p.m.



Goat Yoga..? - Orland Park - Thursday, July 10, 6 p.m.



Millenium Park Concert - Downtown Chicago - Thursday, July 24



Mini Golf & Beer - Niles & Park Ridge - Wednesday, August 13, 6 p.m.



Kane County Cougars - Geneva - Wednesday, August 27, 6:30 p.m.





Applications for ILCMA Travel Scholarship to the ICMA Conference!

To encourage attendance at the ICMA annual conference, ILCMA and ICMA are pleased to announce they will provide financial assistance to ILCMA members, who are also members of ICMA, wishing to attend their first ICMA conference. ICMA will waive conference registration fees to the annual conference for two ILCMA members. ILCMA will in turn provide an \$800 travel scholarship stipend to help defray transportation and housing fees. This is an excellent opportunity, particularly for members from communities that do not have the resources to allow their staff to travel to national conferences.

To qualify, **applicants must be a Full or Assistant member of ILCMA** and be attending their first ICMA conference. If you are not an ICMA member, ICMA is offering Join, Go, Save (JGS) which will launch and be available when registration opens! JGS provides 50% off the first year of membership for new members of ICMA. To apply, send a brief letter explaining how you and your community would benefit from receiving this award. Along with the letter, please enclose an up-to-date resume. Please email applications no later than July 8th to Dawn Peters at dpeters@niu.edu. The Committee will make a final decision on award recipients by mid-July. ILCMA will notify ICMA of the names of award recipients indicating they are entitled to a waiver of the conference registration fee.

The ICMA Conference will be held October 26 - 29, 2025 in Tampa, FL.



[Apply Here](#)

Lifesaver Award

About the Award:

Anybody who has been an MICT knows it is a very difficult time and any assistance provided by their fellow ILCMA members is greatly appreciated. The Membership Services Committee has developed a way to recognize ILCMA members who assist MICTs. A lifesaver-ring lapel pin will be awarded to members who provide significant, tangible assistance to an ILCMA MICT. Significant, tangible assistance may include sharing a room at an ILCMA or ICMA conference, adding an MICT to an interview process, hiring an MICT part-time, full-time, or for a special project, or inviting an MICT to a regional managers' lunch. Applications are available on the ILCMA website and may be submitted to the Secretariat who will provide the information to the Membership Services Committee for review.

ILCMA Lifesaver Award Recipients

ILCMA is pleased to announce two new ILCMA Lifesaver Award recipients:

Michael Braiman, Village Manager, Wilmette

Greg Jackson, Chief of Staff, North Chicago

Both members have extended positions to ILCMA members who are in career transitions.

Metro Managers Association Holds Annual Golf Outing

The Metro Managers Association held its annual golf outing at Village Links at Glen Ellyn on May 21, 2025. Golfers made the best of the below-normal temperatures and rain, and thanks to our generous sponsors, the food, beverages and networking were top notch. The golf outing is the culmination of the annual programming for the Metro Managers Association. As part of the outing, the Board recognized outgoing president Brian Murphy and incoming president Rudy Espiritu.

Congratulations to the outing prize winners!

Lowest Total Score: Jake Mann, Mike Reynolds, Allison Matson, Chris Bouchard

Longest Drive (Men): Chris Bouchard

Closest to the Pin: Scott Niehaus

Longest Drive (Women): Madeline Upham

Begin forming your 2026 foursomes now!



THANK YOU TO OUR 2025 METRO MANAGERS GOLF OUTING SPONSORS!



Thank you to all our Sponsors and Participants!



[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.



Interested in Becoming a Credentialed Manager?

The Application Deadlines and Fees are:

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

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

Executive Judgement

Your personal analytics and the role this data plays in your overall success

Aristotle said, "Knowing yourself is the beginning of all wisdom."

Knowing yourself requires personal introspection and a willingness to be honest about your personal behavior patterns. This takes time, effort and discipline.

How does the leader take in information, how does the leader synthesize that information and what are the psychological traits that exist in the leader that impact the leader's actions.

The Midwest Leadership Institute has a system, based upon years of experience and interaction with leaders, that helps leaders understand and leverage their Personal Analytics. We believe that the leaders who commit to this process do as Aristotle noted, they build on the wisdom need to successfully lead themselves and others.

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

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

Register at MidwestLeadershipInstitute.com



Midwest Leadership Institute



Seminar Objectives:

Understanding the concept of Personal Analytics and identifying your critical leadership strengths

Exploring Executive Judgment and the critical leadership strengths that impact it

Personal Analytics and the impact on work groups

Case studies to explore the concepts presented

General plenary sessions to engage all attendees and explore questions and perspectives

SEPTEMBER 24 & 25
NIU NAPERVILLE



IML Managers Column

New Free IML Training Platform Makes Life Easier for Illinois Pension Trustees

By Dori Bigler, IML Managers Committee and City Administrator, Anna

Good news for Illinois police and firefighter pension trustees: the training you need to do your job just got a whole lot easier (and cheaper). The Illinois Municipal League (IML) has rolled out a new, completely free online training platform designed to help pension board members meet the state's increasingly detailed education requirements—without the travel, cost, or headaches.

If you're a trustee trying to stay on top of your duties without drowning in binders and legal jargon, this platform might just be your new best friend. Or, if you're tasked with ensuring that the trustees in your municipality are in compliance, life just got a little easier!

First, a Quick Refresher on the Rules

Illinois law now requires all newly appointed or elected trustees of Article 3 (police) and Article 4 (fire) pension boards to complete 16 hours of training in their first year. This includes everything from fiduciary responsibilities to open meetings laws and investment basics.

On top of that, all trustees—new and experienced—have to knock out 8 hours of continuing education every year. And if you were serving on or before January 1, 2020, there's a one-time 4-hour course on pension fund consolidation you need to take too.

It's a lot. And until recently, trustees often had to attend paid in-person seminars, juggle time off, or sift through training vendors just to stay compliant.

Enter: IML's New Online Training Platform

That's where the Illinois Municipal League's new training platform comes in. It's:

- Free (yes, actually free)
- Available 24/7—log in whenever works for you
- Self-paced, so you can move as fast or slow as you need
- Fully compliant with state training requirements

The platform covers all the mandatory topics—initial training, annual continuing education, and even the pension consolidation material. Once you complete a course, you'll get a certificate for your records (and to keep your pension board happy).

Why This Matters

Trustees have a big job. You're helping manage public funds that affect the retirement of first responders across Illinois. But not everyone comes to the role with a background in finance or law—and that's okay. This training helps level the playing field, giving everyone the tools to understand their responsibilities and make informed decisions.

Plus, if you don't complete the training, you could be removed from the board. So yeah, it's important to get it done—and now there's really no excuse not to.

A Win for Local Boards

This new resource is especially helpful for smaller towns and cities that might not have the budget or staff to organize trustee training on their own. Now, every pension board in Illinois has access to high-quality, no-cost education—all in one place.

According to IML, the goal is simple: make compliance easier, education more accessible, and governance better across the board. And honestly, they nailed it.

Get Started Today

If you're a current or incoming trustee, this is your sign to check out the IML platform and knock out your hours. It's easy to use, totally free, and designed with you in mind. Because serving on a pension board is serious business—but getting trained for it doesn't have to be a hassle.

Senior Advisor Column

by Brad Townsend, Senior Advisor

Round-Up Of Council-Manager Referenda And Administrator By Ordinance: What Happened And What Should We Do Going Forward?



This column is a round-up of Council-Manager (C-M) and Chief Administrative Officer (CAO) activities from Fall of 2024 through the Spring of 2025. I will present relevant facts, the awesome results, and potential follow-up. Finally, I offer editorial comments for your consideration. Our featured local governments are: City of Mattoon, Village of Bensenville, City of Freeport, City of Oglesby, Village of Maywood, Ford County, Village of Sleepy Hollow, and Village of Rockton. Suffice it to say that the lead-ups and outcomes are worthwhile reading.

Your Illinois Senior Advisor team tracks community activity regarding the form and operation of local government around the State. More than that, we have been directly involved in providing information during referendum campaigns and governing board discussions. All of that is in addition to our confidential communications regarding career and related matters with ILCMA members.

COUNCIL-MANAGER REFERENDUMS

MATTOON (population 16,870)

The City was governed and operated for decades with the Commission form of government. The 5-member council is comprised of a mayor and 4 commissioners with executive and legislative authority. Interest arose among leaders and residents to change the form of government starting in the Spring of 2024 and gained momentum.

The "Citizens to Advance Mattoon Prosperity" (CAMP) eventually circulated a petition to place on the election ballot the question of whether to change from Commission to C-M. A Coles County Circuit Court Judge certified the petition, and the County Clerk placed it on the ballot. The "Vote Yes for Mattoon" campaign ramped up.

ILCMA Senior Advisors Steve Carter and Scot Wrighton assisted in a variety of ways including meetings with council members and candidates, sharing ICMA C-M documents, and preparing a Q&A sheet tailored to Mattoon. ICMA Director of Advocacy Jason Grant joined them for a public forum on 10/16/25. There were about 35 in attendance plus

TV and radio news media. Communications with municipal officials were frequent and meaningful.

Voter Results 11/5/24: YES 3,922 (56%) and NO 3,092 (44%) C-M format ADOPTED!

Follow-up: The Mayor of Mattoon asked ILCMA Senior Advisors Carter and Wrighton to provide training for the Council and others on how C-M form of government actually works. The two met separately with the Commissioners, council candidates, and top staff. The discussions brought key stakeholders up to par on this topic. This is not typically done, but the Mayor was hoping that this educational effort would facilitate the transition from Commission to C-M format.

The Council recruited their first City Manager. The newly elected Council voted on 5/6/25 to appoint Kyle Gill. He was serving as CAO with the title of City Administrator per ordinance.

BENSENVILLE (pop. 18,813)

ICMA operated a program for decades to recognize jurisdictions as either a C (council manager) or G (general government). It was used as a gateway for association membership by determining whether the city or county hired a professional head of operations. Bensenville was designated a "C" in 1990 and continued to operate with a Village Manager. Seemingly out of the blue, the President and Board of Trustees (BOT) fired the manager without cause on 11/27/24. On 12/7/24, the BOT adopted an ordinance to place a ballot question on whether to retain the C-M format. They concurrently discussed plans to make the Mayor (President) a full-time job with higher salary and chief executive officer (CEO) authority. The ousted manager, Evan Summers, ably served the Village for 8 years. DuPage County Circuit Court certified the referendum question.

Nearly all ILCMA Senior Advisors, plus the ILCMA President Phil Kiraly and Executive Director Dawn Peters, were engaged in discussions on strategy. We were trying to identify ways to deal with this big problem. Our dual Senior Advisor missions to support good government and assist association members converged on this one!

There was no established group to speak out and otherwise support C-M in Bensenville. I have a particular connection with that community both professionally and personally. Our family has lived in neighboring Wood Dale for nearly 30 years. I was City Manager there for a decade, and our

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children (now grown) were students at the joint Fenton High School. So, I discreetly explored and found interested and motivated citizens. Within a week or two an ad hoc group was formed. Both Jason Grant of ICMA and I advised them. They quickly initiated the "Vote Yes Bensenville" virtual and actual campaign.

The new citizen group organized a public forum that convened on 3/12/25 with just over 80 attendees. Dr. Grant presented the primary form of government message and I commented on local details. Conversations before and after indicated that many were outraged at the BOT's actions. They publicly called it a "power and money grab." Over 20 signed up that night to assist with the campaign. Everyone revved into high gear. Volunteers called voters, set-up yard signs, distributed flyers, and posted on social media. Voter Results 4/1/25: YES 1,151 (66%) and NO 590 (34%) C-M format RETAINED!

Follow-up: The citizen group promised to monitor the actions of Village officials to see what they do with the manager position. Some are looking ahead to taking part in the next election in 2 years.

FREEPORT (pop. 23,973)

The City format became C-M in 2017 via referendum. This occurred after several unsuccessful attempts at passage by a citizen-led group interested in a more professional and less political local government. ILCMA and Senior Advisor John Phillips helped by providing information on the merits of C-M. ICMA also participated in the successful effort to change to C-M.

Winter of 2024, a different citizen group and some members of a political party circulated a petition asking whether the C-M should be retained or be replaced by a full-time mayor as CEO. This effort did prompt much discussion among residents. Accountability, stability, and leadership were among the topics raised in public discussion. The petition was submitted 12/23/24 to the Stephenson County Circuit Court for certification. However, the lead organizer withdrew the petition on 1/17/25 prior to a scheduled hearing. She cited push-back from community leaders and others.

ILCMA Senior Advisor Phillips reached out and provided information to interested parties. Good communications occurred between Phillips and municipal officials.

Voter Results: None due to withdrawal of petition. C-M format MAINTAINED!

Follow-up: Rob Boyer continues as the City Manager. The citizen group vowed to monitor the actions of City officials and press for responsive municipal government. OGLESBY (pop. 3,712)

This City has also been operating as a Commission format for many years. Some residents decided it was time for the voters to consider the C-M form of government. So, they circulated a petition. A LaSalle County Circuit Court Judge certified the ballot question on 12/12/24. The "Move Oglesby Forward" citizen committee pressed ahead with the campaign. Some strong opposition arose, including claims that the proponents were not truly informing the public about C-M. While the Council had no official opinion on the referendum, individual members were not reluctant to speak. The Mayor supported the change to C-M. Other Council members opposed it and directed negative comments at supporters.

ILCMA Senior Advisor Scot Wrighton and Jason Grant, ICMA Director of Advocacy, presented information on C-M and other forms of government at a public meeting of the Oglesby Plan Commission on 1/22/25. A small contingent of residents were there.

Two more public forums convened. One was characterized in announcements as being "in favor" of the Commission form." Senior Advisor Wrighton was not invited. Organizers accused the representatives of ICMA and ILCMA as being biased for C-M. The other forum was advertised as being "pro C-M." It was sponsored by those in town who wanted C-M to be adopted. Wrighton was invited to speak at that confab along with the Mayor of Princeton. It was difficult at times for the Senior Advisor to communicate with municipal officials because they did not respond or initiate contact.

Voter Results 4/1/25: YES 286 (30%) and NO 681 (70%) C-M format FAILED!

Follow-up: The reason for moving from one form of local government to C-M should be based upon a desire for good government that is ethical and effective. In this case, it may have been seen by some as a solution to resolving personal and political conflict on the City Council. Proponents still want C-M but we are not sure what will happen next.

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MAYWOOD (pop. 23,512)

The ICMA jurisdiction recognition program lists 1952 as the inaugural year for C-M format for this municipality. Media cited a referendum in 1977 when voters adopted the C-M format. More referendum votes passed in later years to keep the C-M format. All of this affirms that residents of this community want a professional manager. I know this is true firsthand as a former Maywood Village Manager who still wants that town to succeed. Nevertheless, the BOT adopted an ordinance on 1/7/25 to place two referendum questions on the ballot: (1) whether the Village should retain the C-M format and (2) whether the Village should change to the Strong Mayor (SM) format. If C-M is repealed and SM prevails, the President/Mayor would become a full-time post with a bigger salary and CEO powers. While this effort proceeded forward, Village Manager Frank Torres continued on the job.

A group of Maywood residents reached out to the ILCMA. Senior Advisor John DuRocher, ICMA Advocacy Director Jason Grant, and I emailed and talked with them. They were part of an established good government organization named the "Coalition for Accountability" (CFA). The members were energetic and motivated to stop what their municipal officials were attempting. Their campaign was underway.

CFA hosted a virtual town hall meeting on 2/16/25 featuring Dr. Grant. He reviewed the pros and cons of the two referendum choices. This was followed by another online public forum on 2/24/25. Senior Advisors DuRocher and Townsend described their experience and explained the various forms of government in Illinois as authorized by State statutes.

The number of volunteers steadily increased. They channeled efforts through the CFA. distributed window signs and posted on social media. Mae and Woody of CFA posted a podcast on the Maywood referenda.

Voter Results 4/1/25:

Retain Manager? YES 1,312 (67%) and NO 660 (33%) C-M format RETAINED!

Strong Mayor? YES 1,143 (58%) and NO 820 (34%) SM

PASSED, BUT NOT ADOPTED!

Follow-up: Since the first referendum retained the current format, the second referendum outcome is moot or of no effect. The CFA and its members plan to continue watching Village government officials to make sure they abide by the referendum results.

ADMINISTRATORS BY ORDINANCE

A few opportunities to introduce professional management arose during the same time as the referenda reported above.

FORD COUNTY (pop. 13,534)

The County Board Chairman expressed publicly his interest in considering a County Administrator. ILCMA Senior Advisors Steve Carter and Scot Wrighton reached out to him. They provided information and advised on the merits. Eventually, they did the same for other members of the County Board. This initiative appears promising. ILCMA will continue to be a resource.

SLEEPY HOLLOW (pop. 3,214)

A resident and former Village Trustee contacted Dawn Peters at the ILCMA Secretariat. He said the President/Mayor was interested in creating a village administrator position. I met with the two Village representatives in my capacity as Senior Advisor. This led to a presentation before the BOT. Ultimately, they adopted an ordinance to establish the CAO. There is great potential for this to happen. We will stay in touch and help as needed.

ROCKTON (pop. 7,863)

Village Trustees and President contacted Senior Advisor John Phillips in the Fall of 2024. They invited him to present information on the benefits of the position of Village Administrator. Phillips talked with the elected officials and provided advice on establishing the position by ordinance. He also advised them on ways to search for an administrator. They adopted an ordinance and recruitment is underway through search firm MGT.

CONCLUSION AND OBSERVATIONS

C-M sure faced a variety of tests during the most recent election seasons. Our good government format overwhelmingly passed them all, with one exception. On top of that, a few local governments took a step toward hiring a skilled administrator. Success overall! But we cannot afford to "rest on our laurels." We must remain vigilant and be ready to step up to support professional management and the opportunity for public service it provides. God willing, we will continue to succeed!



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.



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.

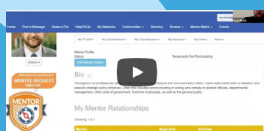
The ILCMA Mentor Match program reflects ILCMA's commitment to developing the next generation of local government management professionals. Mentor Match is the latest addition to an expanding line-up of our services to support members' professional development needs. It is an online tool – including a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

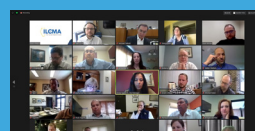
Volunteering as a Mentor can be mutually rewarding: mentees gain encouragement and guidance for their careers, and mentors gain deeper insights into their own careers and the satisfaction of helping others.

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**

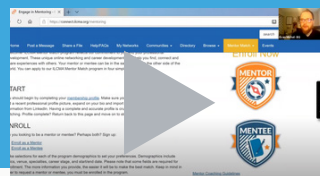
Find a Mentor with ILCMA's Mentor Match



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

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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.

ICMA

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WEDNESDAY, APRIL 16

AI-Powered Governance: Transforming Strategic Planning in Local Government

WEDNESDAY, MAY 14

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WEDNESDAY, SEPTEMBER 17

New Job Overnight: How to Make the Successful Transition

WEDNESDAY, OCTOBER 15

Your Career, Your Compass: Proactive Career Development Strategies

WEDNESDAY, NOVEMBER 19

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GET INVOLVED

AND MAKE THE MOST OF YOUR ILCMA MEMBERSHIP

BENEFITS OF MEMBERSHIP

Whether you're entry-level, mid-career, non-traditional/second career professionals, or a seasoned local government leader, your membership to ILCMA has so much value.

Professional Development

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ICMA Coaching Program
Senior Advisor Program

Growth Opportunities

Mentor Match Program
Career Opportunities

Networking

Collaboration • Peer best practices, policies, and more
Idea exchange • Resources

JOIN A COMMITTEE

Give as much or as little time as you can working on a committee. You'll connect with other local gov officials, work on meaningful Strategic Plan initiatives and help ILCMA achieve its mission to promote professional local government management and support its membership.



Committee of Professional Conduct



Membership Services Committee



Professional Development and Education Committee



Communications Committee



Scholarship & Awards Committee



Winter Conference Committee



Summer Conference Committee



Diversity, Equity, and Inclusion Committee

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- ECONOMIC DEVELOPMENT ETHICS
- ECONOMIC DEVELOPMENT FINANCE
- MANAGING AN ECONOMIC DEVELOPMENT ORGANIZATION
- MARKETING/ATTRACTION
- REAL ESTATE DEVELOPMENT AND REUSE
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Spotlight on: Common Energy

Community solar explained: sustainable energy for everyone

How it works and who can join

Community solar programs are an innovative solution that brings more clean energy to the electrical grid and allows anyone in participating states to subscribe to a local community solar project and save money on their electricity bill. It begins when a state decides to foster growth in clean energy. Leading them to create financial incentives such as tax credits, grants, and often requiring utilities to include renewable energy in their portfolios. This collaborative funding approach makes it possible for community solar project developers to expand without requiring direct investment from subscribers. Each solar project that is built can harness the energy from the sun to generate renewable electricity that can be fed into the local power grid. The presence of this new clean energy reduces the electrical grid's reliance on alternative carbon-emitting energy generation. And because this energy is cheaper to produce, those who subscribe to the project receive credits on their utility bills based on the amount of energy their portion of the solar project generates. These subscribers then pay a discounted rate for the value of the clean energy credits they receive each month, resulting in a consistent savings.

Unlike the limitations of traditional rooftop solar, community solar is accessible to everyone. Without the need to install solar panels on their property, businesses and homeowners who prefer not to modify their roofs, renters looking for a sustainable energy option, and businesses aiming to reduce operational costs can all benefit from the program. It's become common for businesses and municipalities who manage the electric meters of multiple properties to participate and experience substantial savings that can be better spent on their initiatives.

The financial and environmental benefits

One of the main advantages of community solar is the financial savings it offers. Subscribers receive clean energy credits that lower their electricity bills, helping them reduce monthly expenses without any extra effort. Unlike traditional solar panel installations, community solar requires no upfront costs and there's nothing to maintain. Subscribers do not need to purchase equipment, concern themselves with installation, or endure the headache of ongoing maintenance. Additionally, subscribers keep their existing utility account and experience no change in how they receive their electricity. The transition is seamless, with no interruptions or modifications required.



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Todd Kemerly
todd@commonenergy.us
(309) 860-9200

 **Common Energy**

Beyond financial savings and convenience, community solar has significant environmental benefits. The new clean energy that is generated and fed into the electrical grid reduces the need for fossil fuel-based energy production. So, subscribers can feel proud about their direct contribution to reducing carbon emissions in their communities and helping to combat climate change. Also diversifying local energy sources strengthens regional energy infrastructure, creating a more stable and resilient power grid.

How to enroll in your state program

The first step to enrolling in your state's community solar program is to contact a community solar provider like Common Energy. They will help explain the ins and outs of the program and determine if a solar project is available for enrollment in your area. If one is available, enrolling is typically a simple process that requires basic information, such as your utility account details, to ensure that solar credits are assigned correctly. Once enrolled, and the project is producing electricity, you'll begin receiving bill credits based on your share of the solar project's production, reducing your overall energy costs.

In conclusion

Community solar is an excellent option for those looking to save money, support clean energy, and participate in the growing movement toward sustainability. With its accessibility, financial benefits, and positive environmental impact, it is a practical and impactful way to embrace renewable energy. As more states and providers expand their community solar offerings, now is a great time to explore this opportunity and take advantage of the benefits it offers.

To learn more about saving on electricity and support clean energy production through community solar contact Leo Pagarigan, Managing Director at Common Energy: leo@commonenergy.us or (917) 576-9520.

Spotlight on: Cordogan Clark

Leveraging Target Value Design and Integrated Delivery: Enhancing Municipal Projects in Illinois

In the architecture, engineering, and construction (AEC) industry, optimizing resources within budget constraints is critical—especially for public sector projects. Cordogan Clark, a full-service Architecture, Engineering, and Construction firm, uses a combined approach of Target Value Design (TVD) and Integrated Delivery to bring increased efficiency, collaboration, and value to these projects across Illinois.

What is Target Value Design (TVD)?

TVD is a collaborative project delivery method that brings stakeholders into the design process early. It sets a target cost based on project requirements and continuously refines the design to meet that budget. The goal is to maximize value without exceeding financial limits.

Rather than treating cost as a constraint addressed at the end of the design process, TVD integrates cost considerations from the outset. This minimizes redesigns and ensures that design choices contribute directly to project goals. It promotes value engineering—identifying solutions that reduce costs without sacrificing function or quality.

Advantages of TVD for Municipal Projects

Cost-Effectiveness:

TVD helps avoid expensive changes late in the project. It allows municipalities to maintain high-quality standards while staying within budget. Long-term operational value is emphasized alongside initial cost savings.

Sustainability:

TVD supports environmentally responsible design. Material selection and construction methods are evaluated for both ecological impact and cost-efficiency, promoting green building practices that contribute to healthier learning environments.

Stakeholder Satisfaction:

Because TVD involves key stakeholders from the beginning—including administrators, teachers, and facility managers, the resulting design reflects a broad range of needs and priorities. This collaboration builds a sense of ownership, leading to smoother project delivery and higher satisfaction with the finished product.

Integrating TVD with Delivery Methods

Professional Services firms using these modern service delivery models can further strengthen the benefits of TVD by combining it with an Integrated Delivery method. This approach promotes teamwork between the client, designers, and builders, aligning all parties from the earliest stages of a project.



Integrated Delivery model fosters transparency and open communication. It encourages innovation and efficiency by breaking down silos and enabling real-time feedback. With everyone working together from start to finish, project goals are better understood and more effectively achieved.

Adapting to New Legislation

As of January 1, 2024, new Illinois legislation authorized the use of design-build contracts for public projects. Companies that provide integrated services are well positioned to help municipalities take full advantage of this change.

Design-build combines design and construction under a single contract. This legal framework aligns perfectly with TVD and Integrated Delivery. It streamlines project execution, shortens timelines, and enhances accountability. With one team responsible for both design and construction, there is less risk of miscommunication and more flexibility to adapt as the project evolves.

Municipalities can now benefit from simplified project management, fewer contractual hurdles, and more predictable outcomes—resulting in faster delivery and stronger control over costs.

Conclusion

Blending Target Value Design with a collaborative Integrated Delivery model (Design-Build) offers municipalities in Illinois a comprehensive and forward-thinking solution. It meets the challenges of limited budgets, evolving legislation, and sustainability goals head-on.

By aligning project goals with stakeholder needs, emphasizing cost efficiency, and adapting to new opportunities in the legal landscape, this model ensures that municipal construction projects are delivered on time, on budget, and with enduring value. The result is resilient, high-performing environments that serve communities for years to come.

Brian Kronewitter, Principal/Executive Vice President
Cordogan Clark

Learn more at cordoganclark.com

Spotlight on: MGT

Unlocking the Power of Your Existing Technology: Microsoft 365 in the Village of Brookfield

Local governments are uniquely positioned to take control of their information systems—and increasingly, they are doing just that. With the right tools, municipalities can modernize operations, improve service delivery, and empower staff without needing to invest in entirely new platforms. Microsoft 365 is one such tool that communities already have at their fingertips. The Village of Brookfield offers a compelling example of how to unlock its full potential.

Over the past eight months, Brookfield has implemented a range of solutions using Microsoft 365. These include business license renewal, liquor license renewal, vacant property registration, block party administration, employee onboarding, weekly news publications, and a learning center for staff development.

Business License Renewal

Brookfield has streamlined the business license renewal process using Microsoft 365. By building a digital workflow with tools like Power Automate and SharePoint, the village created a system that allows businesses to renew licenses online. This has reduced paperwork, improved turnaround times, and eased the administrative load on staff.

Liquor License Renewal

The liquor license renewal process has also been digitized. License holders can now complete renewals through a secure online system, improving efficiency and ensuring timely compliance with local regulations.

Vacant Property Registration

Managing vacant properties is a common challenge for municipalities. Brookfield tackled this by creating a registration system within Microsoft 365 that allows property owners to submit and update information online. This gives the village accurate, real-time data and enables more proactive property management.

Block Party Administration

Block parties are a valued part of community life. Brookfield developed a digital application process using Microsoft 365 that makes it easy for residents to request permits. Staff can review and approve applications more efficiently, and residents benefit from a smoother experience.



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Employee Onboarding

New employee onboarding has been reimaged using Microsoft 365. Brookfield created a centralized onboarding hub where new hires can access essential documents, training materials, and orientation resources. This ensures a consistent experience and helps new staff get up to speed quickly.

Weekly News Publications

To keep staff connected and informed, Brookfield uses Microsoft 365 to publish weekly internal news updates. These updates highlight community events, policy changes, and other important information helping staff stay engaged and aligned.

Learning Center for Staff Development

Brookfield also launched a self-service learning center using Microsoft 365. Staff can explore training modules at their own pace, building skills that support both individual growth and organizational goals.

Microsoft 365 is more than just a productivity suite—it's a platform that enables local governments to innovate, adapt, and thrive using tools they already own. Brookfield's story shows what's possible when communities take control of their technology and use it to meet real-world needs.

Spotlight on: TRIA

Are Your Facilities Old And Outdated? Breaking Down? Tired Of Emergency Facility Fixes That Drain Your Budget?... Do A Facility Assessment To Get It Under Control!

By Jim A. Petrakos, AIA, LEED AP; TRIA Architecture, Inc.

A Facility Assessment is a comprehensive evaluation process aimed at assessing the current condition of a facility. It goes beyond a simple inspection to identify potential issues or deficiencies in various aspects of the building, infrastructure, systems, and operations. The assessment addresses not only the immediate needs but also long-term considerations, ensuring that all aspects of the facility's performance and sustainability are considered. More importantly, you can then budget accordingly-no more surprises!

Key components of a complete Facility Assessment include:

Identification of Potential Issues or Deficiencies:

This involves a team of architects and engineers walking every square foot of your facilities and doing a thorough visual examination of the building's structural integrity, electrical, plumbing, roofing, HVAC (heating, ventilation, and air conditioning), safety features and site. It also includes an evaluation of compliance with Federal, State and Local codes and regulations such as ADA. The goal is to pinpoint any deficiencies, risks, or failures that could impact the function and safety of the facility.

The identification includes a detailed description of the issue, as well as a picture of the issue and its location on a floor plan. This is also the opportunity to list known future needs.

Note: If you think you may need more space, or a reconfiguration, that falls under a separate Space Needs Analysis that can be completed at the same time to provide a wholistic view of your future needs.

Basic Recommendations for Corrections:

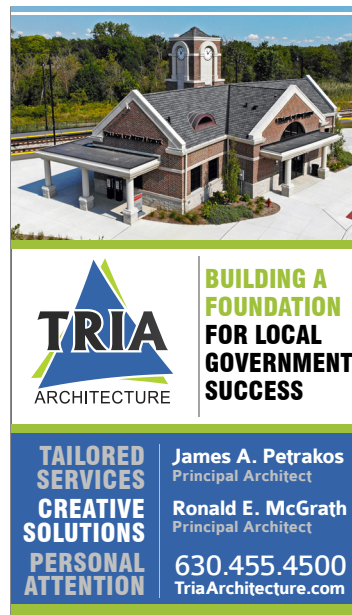
Once actual and potential issues are identified, the assessment includes a set of basic recommendations for addressing each deficiency. These recommendations may range from simple repairs to major overhauls, depending on the severity of the identified issues. The recommendations are meant to provide a practical solution that aligns with the facility's long-term goals, safety, and functionality.

Schematic Construction Costs for Each Item:

For each identified deficiency or recommended correction, an estimated construction cost is provided. This is typically presented in schematic form and helps clients understand the financial implications of addressing each issue. Costs are often broken down by category (e.g., doors, masonry, electric) and offer a rough estimate of the overall investment required to resolve the issue.

Generic Life Cycle Analysis:

Life cycle analysis is conducted for applicable items to determine the long-term sustainability and cost-effectiveness of various systems and components. This analysis looks at the expected lifespan of key assets, maintenance schedules, energy efficiency, and potential future replacement or repair costs.



The goal is to assess whether investing in specific repairs or upgrades will yield long-term benefits or if it's more cost-effective to wait until the item reaches the end of its functional life.

Prioritization into a Multi-Year Plan:

Based on the severity, urgency, and cost of each identified issue, the Architects work with the client to make sure all items are prioritized into a multi-year plan. This plan outlines the order in which the necessary repairs or upgrades should be implemented, helping clients budget and plan for future work. The plan typically includes short-, medium-, and long-term goals, allowing for phased implementation that fits within available resources and financial constraints. This may include identifying smaller issues that the client can correct with in-house staff.

Because the Facility Assessment has been broken out by category, part of the Facility Assessment is also to identify logical groupings of issues into single projects to be completed together (e.g., hiring one door contractor to complete all of the door issues at all of the facilities)

But the real beauty of a Facility Assessment is that it is a living document. Architects and Engineers work with the Client to come up with an initial plan to bring the facilities up to par. This plan is then reviewed every year to see if anything has "Jumped the Line" and needs to be done sooner, which, because of the budget, may push something else to be delayed.

By breaking down the facility's needs into these distinct components, the complete Facility Assessment provides a clear roadmap for improving, maintaining, and managing the facility in an organized and financially responsible way. It ensures that critical issues are addressed promptly, and that necessary upgrades are made in a timely and efficient manner. Additionally, it offers insights into how the facility can remain functional, safe, and efficient over its entire lifecycle. If you would like to learn more about Facility Assessments or Space Needs Analysis, please give us a call! We would love to walk you through and show you examples!

Spotlight on: Wight

Innovative Design for a Healthy Community

Danielle Appello, AIA, LEED AP

Local governments create and support the vision of a healthy community through policies, programs, and services that benefit the public. These efforts can have significant wide-ranging impacts that improve mental and physical health, provide economic benefits, form social cohesion, support environmental sustainability, and provide community resilience. Transforming visionary ideas into physical realities starts with strong leadership and requires innovative design ideas to tackle these new, unique project types.

Transforming Crisis into Care:

DuPage County's Crisis Recovery Center

The absence of pathways for individuals experiencing a mental health crisis or substance-use emergency often leaves law enforcement, fire/EMS, and hospitals to fill a role they are not equipped to handle. A new model to address this gap is launching this summer: the Crisis Recovery Center (CRC). Open 24/7, the CRC offers crisis intervention, assessment, and evaluation in a therapeutic setting. It serves as a single access point where law enforcement, EMS, and family members can bring individuals in need of urgent mental health or substance-use crisis support.

The design communicates an inviting, non-institutional quality that destigmatizes mental and behavioral health disorders. Design elements support patient and staff health and wellness through best practices and evidence-based design strategies that improve mood and lower stress. The design elements of the CRC will help the project achieve WELL Building certification.

Key features include:

- Biophilic design to reduce blood pressure and stress
- Natural daylight in all patient spaces to support mood
- Tunable light fixtures to support circadian rhythm
- Sustainable green roofs and bird-friendly glass

Intensely Focused on Conservation:

DuPage Wildlife Conservation Center

The Forest Preserve District of DuPage County envisions a community where all citizens share a connection with nature. The new DuPage Wildlife Conservation Center (DWCC) provides native wildlife rehabilitation services for injured, sick, or orphaned wild animals. DWCC also serves as a resource to learn about living in harmony with local wildlife and champions the interconnection between healthy wildlife and healthy ecosystems to foster and promote safe, healthy, and sustainable



communities for all living things in DuPage County and beyond.

Designed to fit into the natural landscape, the new Clinic / Visitor Center is planned around significant oak and walnut trees. Elements of sustainability and wellness are incorporated into the project in addition to features that support healthy wildlife and preserve our ecosystem. These elements will help DWCC achieve Net Zero and LEED certifications. Key features include:

- Geothermal system to reduce energy use intensity
- Bird-friendly glass and window screening elements
- Solar panels to generate electricity on site
- Carbon-friendly timber structure
- Biophilic design to support building inhabitants, regardless of how many legs they may have

Maximizing Impact

Leveraging Integrated AEC Services

When experts from different disciplines tightly collaborate as a single unit, the project can reach its highest potential. The two projects above used a Design-Led Design Build approach with all architects, engineers, and construction managers working together at Wight. This project delivery method maximized the scope and design impact for each project.

Spotlight on: Workday

Agentic AI: A New Frontier for Local Government Growth

Artificial Intelligence (AI) is no longer a futuristic concept; it's rapidly becoming a cornerstone of modern governance. City and county managers are increasingly recognizing its potential to enhance operational efficiency, drive data-informed decisions, and improve services for their communities. A particularly transformative area within AI is the rise of agentic AI.

But what exactly is agentic AI? Unlike traditional AI systems that perform specific tasks based on predefined rules, agentic AI systems are designed to be more autonomous and proactive. Think of them as intelligent digital assistants capable of perceiving their environment, reasoning through complex situations, setting their own goals to achieve broader objectives, and executing those goals through a series of steps. They learn from their experiences, adapting and improving over time to handle future challenges more effectively.

This technology moves beyond simply analyzing data; it empowers AI to act independently to solve problems. Behind the scenes, agentic AI breaks down intricate processes, considers various contextual factors, and orchestrates tasks to address complex municipal challenges.

What does this mean for government growth? The implications are significant, particularly in areas like Human Resources and Finance:

- **For Streamlined Financial Audits:** Imagine dramatically simplifying the auditing process by acting as a direct conduit for auditors to access necessary documentation. This means less back-and-forth, fewer manual requests from your finance team, and a smoother, faster audit for everyone involved.
- **For Proactive Payroll Compliance:** AI acts as your continuous compliance watch. It meticulously monitors transactions and communications within your payroll system for potential regulatory issues, keeps abreast of ever-changing compliance requirements, and automatically updates your system. This significantly reduces the risk of costly compliance errors and frees your payroll team to focus on employee support rather than constant regulatory vigilance.
- **For Optimized Contract Management:** Consider AI assistance that functions as a dedicated, experienced legal and contract administrator. Continuously managing contractual language, proactively identifying potential risks or opportunities, and driving actions with internal and external stakeholders. The goal is to ensure you capture full value from every agreement and mitigate potential liabilities, protecting your municipality's interests.



By focusing on these critical areas of human resources and finance, city and county managers can leverage AI to achieve significant gains in efficiency, accuracy, and strategic decision-making, ultimately contributing to the overall growth and effectiveness of their local governments.

Moving Forward Responsibly:

As we embrace the power of agentic AI, it's crucial to do so responsibly. This requires a commitment to ethical considerations, ensuring fairness and transparency in AI systems. We must also prioritize human-centered design, ensuring that these technologies augment and empower our workforce rather than replace essential human judgment and empathy.

Agentic AI represents a significant leap forward in the evolution of artificial intelligence, offering unprecedented opportunities for growth and innovation in local government. By understanding its capabilities and embracing its potential thoughtfully, city and county managers can pave the way for more efficient, responsive, and citizen-centric governance for the future. To learn more about Agentic AI and Workday for Public Sector, visit workday.com/gov.



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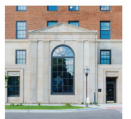
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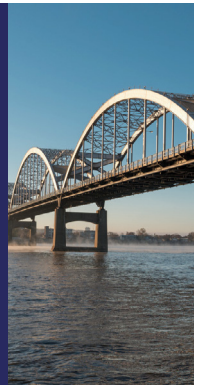
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