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Calendar of Events

For complete details on events please visit the ILCMA calendar at <https://www.ilcma.org/events/>



Sept. 3
Legacy Project Virtual Happy Hour

Sept. 17
ILCMA/ILGL Administrative Adjudication Webinar

Sept. 23 – 26
ICMA's Annual Conference UNITE: A Digital Event

Oct. 9
IAMMA Zoom New Member Mixer

Oct. 15
Metro Manager Webinar Pension Consolidation Update by Brad Cole

President's Column

What If I Want to March?

Submitted by the Committee on Professional Conduct

Taking part in our democracy while modeling the civility and non-partisanship at the core of our profession. [Reprinted with Permission: PM Magazine, March 2020] PM ARTICLE | Mar 1, 2020

ICMA members are increasingly engaging in conversations with colleagues and ICMA staff about the intersection of the ICMA Code of Ethics and their strong desire to engage in issues they are passionate about.

As part of the inaugural ICMA Athenian Project, the four of us huddled to wrestle with this issue. What is the role of a manager in our representative democracy? How can a manager be a part of our democracy while modeling the civility and non-partisanship that is at the core of our profession? In short, what if I want to march?

This profession was built on the foundation of political neutrality for appointed local government managers. Tenet 7 of the ICMA Code of Ethics calls on all members working for a local government to refrain from all political activity that might undermine confidence in professional administration. The importance of being politically neutral isn't limited to the person at the very top, appointed to lead the organization. The innovation, engagement, and professional input from staff to improve the community will only be successful if at the end of the

continued on next page

day, the residents have true confidence that those efforts are motivated by a desire to serve the public's interest.

The Code also recognizes the role of staff to engage with elected officials on the policies that will guide the future. Tenet 5 of the Code requires us to submit policy proposals to elected officials, supported by facts and professional advice, so that they may set the community's goals.

Always core to the profession, this obligation to stay out of politics but help to shape policy now takes place in a highly polarized environment. Issues and causes are increasingly associated with one political party or another. Social media has obliterated the firewall that may have existed between a member's personal and professional views. Think what a five-minute perusal of your Twitter account might reveal to the public about your personal values. We find it increasingly difficult to have any kind of conversation—let alone a civilized one—with others about certain causes. Members who share support for a particular issue in a public manner may find themselves at odds with the position of their elected body and may forever be associated with a particular party or platform.

So, what is a fully engaged member with strong values to do if he or she wants to march? We identified four areas where our public and private views might intersect and potentially create difficulty: in operational matters, in the profession, our personal values, and relationships with elected officials.

Operational

The most complex ethical dilemmas are those that require us to choose not between right and wrong, but from equally right but competing values. Consider the ethical dilemmas that a manager may face when his or her personal perspective about how to best respond to a divisive community incident is at odds with their professional responsibilities. The manager may find him or herself mentally aligned with a group protesting the city's actions while trying to maintain loyalty to the local government. The best response from a legal perspective may be that the city and its staff acted in a manner consistent with rules, regulations, and policies. But is that the only appropriate answer? Is it ever appropriate for a community to say, "We were wrong"? If so, how can the manager work with elected officials (and legal counsel) to make that happen?

Personal

A strength of our profession is the diversity of backgrounds, life experience, and core values that members bring to public service. As a result, some who see what they believe to be injustice in our society are called to speak up. The guideline on personal advocacy of issues under Tenet 7 acknowledges that "Members share with their fellow citizens the right and responsibility to voice their opinion on public issues. Members

may advocate for issues of personal interest only when doing so does not conflict with the performance of their official duties." We must personally consider the level of risk that we are willing to take in giving public voice to our values. We need to think carefully about balancing our interest in advocating or supporting an issue with our ability to serve in our role. Will speaking up have an impact on our role as a convener, impartial representative, or objective source of information?

Professional

Exactly how committed are members to the ICMA Code of Ethics? What does that commitment look like? How do we measure it? Is there a continuum of commitment or are you either "all in" or not? These are not unreasonable questions to ask. The Code is after all not a list of rules to follow, but a statement of values that we use to guide our conduct in some truly complex and difficult professional decisions. We should recognize that members approach the Code with differing perspectives. There are those who take the most conservative of approaches in applying the Code while others adopt a more laissez faire approach. For some, any kind of political speech—including marching for a cause—undermines the profession. Others would rather quit than give up their right to be heard.

Relationships with Elected Officials

There have always been situations when it falls to us as managers to implement policies, approved by the elected officials, that we do not support. But what happens when such policies conflict with our core values? Is it ethical to remain on board to implement the policy? Or should we leave? On the flip side, what is our obligation to recommend policies that align with our values—even if those policies may be unpopular with elected officials or the public? Being proactive and giving voice to all sides of an issue is a core responsibility of a professional manager. In a period in our democracy that seems marked by incivility, even simply providing both sides of an issue can feel risky. Where we live and work—and how closely our personal values match those of the residents we serve—will increasingly guide our choice of jobs.

In order to help members navigate these intersections, we developed a decision-making framework (see Figure 1 on the next page). When contemplating a decision, the framework guides you in assessing how the decision aligns with your personal and professional values, as well as the community's. A series of questions are posed to identify the risk associated with the proposed action. A key component of the framework is the opportunity to identify specific values and validate conclusions. This can be done through self-reflection and by consulting with colleagues and ICMA staff.

continued on next page

Figure 1. Decision-Making Framework

FINDING TRUE NORTH

PERSONAL

OPERATIONAL

PROFESSIONAL

GOVERNING BODY

DECISION-MAKING FRAMEWORK

Does this decision align with my personal values? Yes No

Does the decision align with my professional values? Yes No

Does the decision align with the community's values? Yes No

What is the risk to me personally?
How does this decision affect my family?

What is the risk to me professionally?

What is the risk to my community? How will elected policy makers be affected?

What am I willing to be fired for?

How would I feel if someone with opposing views took this action?

How will my action impact the profession as a whole?

The most important questions we must ask are about the impact of the decision on our ability to do our job, the future of our career, and on the reputation of our communities. To continue this discussion and debate, we are in the process of creating a short and interactive training curriculum including the framework for members to use.

If we know what we value, if we understand our community's values, and if we have reasoned conversations about our role in this democracy, we should be well-positioned to navigate this intersection. We can use the framework to guide our decision-making. And, as always, we will rely on each other for advice and support.

BY KATE P. FITZPATRICK, ICMA-CM; WILLIAM (BILL) J. FRASER, ICMA-CM; OPAL D. MAULDIN-JONES, ICMA-CM; AND MARTHA PEREGO, ICMA-CM

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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.

[CLICK HERE FOR INFO](#)

Welcome New Members

- Diana Bobadilla, HR Generalist, Village of Oak Park
- Karleen Gernady, Administrative Intern, Elk Grove Village
- Timothy Johnson, Student, Northern Illinois University
- Shane Miller, Administrative Intern,
Village of Hoffman Estates
- Claire Nass, Student, Northern Illinois University
- Amanda Williams, Associate, Eenergy LLC

Corporate Partner Spotlight

As part of the "Friends of ILCMA" Corporate Partnership Program, partners at the highest level get the opportunity to submit a one-page written educational piece in the ILCMA newsletter.

Wood Pole Inspection Safety

Protecting your community's resources and employees is an aspect of management that municipal leaders should take very seriously. Some professional managers may even lose sleep over it. The Illinois Municipal League Risk Management Association (RMA) is here to assist you. RMA provides municipal insurance coverage and loss prevention services to half of all Illinois municipalities. In addition to providing property, liability, public officials, law enforcement liability, and cyber liability coverages municipalities need, we specialize in helping you prevent losses before they occur.

Did you know the average age of a wood utility pole is 40 years old? Wood poles can last up to 100 years with proper maintenance and inspections. Claims arising out of wind damage associated with decayed wood utility poles can be costly to a municipality and could include damages to the pole itself, to other nearby property, and could even result in electrocution and fatalities. As a way to help your municipality mitigate this potentially hazardous risk, RMA has designed a Wood Pole Inspection Checklist available on our website. Our team of professionals recommends instituting an inspection program for all types of wood poles, including electric utility poles and light poles in municipal parks and parking lots. A wood pole inspection program may be undertaken by an outside contractor, your municipal employees, or as part of a light duty or return-to-work program. A planned inspection program can assist with accurate reporting of maintenance in the event of a claim.

Reasons to Institute a Wood Pole Inspection Program:

1. Prevent losses before they occur.
2. Protect life and property.
3. Prolong pole life.

Wood Pole Inspection Program Components:

1. Spot Checking – the initial step in developing an inspection program
 - Sample 5% to 10% of poles on the entire system to determine the extent of decay.
 - Sampling should be representative of all poles in place and not just those in a certain area or certain age group.
2. Inspection Methods:
 - Hire an outside contractor, if needed.
 - Visual Inspection.
 - Sound (hammer sounding).
 - Boring.
 - Excavation – STAB test.



3. Types of Decay:

- Internal decay – found inside poles that were not conditioned properly or when penetration of preservative was inadequate.
- External decay – visible above ground (shellrot), usually at ground level.

4. Design a Program:

- Create a master list and identify/number all poles.
- Use the initial spot checking results to design a program that meets the needs of your entire system.
- Replace poles that are decayed or may be a hazard to life or property.
- Treat serviceable poles as needed.
- 10% of the poles should be inspected annually, resulting in completing an entire pole-by-pole system inspection every 10 years.

5. Tracking Results:

- Poles determined to be serviceable should be noted as well as poles determined as rejected.
- Conditions of the area for rejected poles should be noted and other poles in that area should be put on increased inspection plans.
- Results should be scanned electronically or kept in a safe location to be used when planning future inspection and maintenance programs.

Without routine inspections, it is unlikely that you will know when a wood pole has deteriorated into a dangerous and unsafe condition. Proper maintenance of wood poles, including inspection programs, can add many years of safe and reliable service life to your poles and help mitigate the

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Corporate Partner Spotlight

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Vision 2021: Strategic Planning for the Seemingly Unplannable

Written by Jeanna Ballard, Mel Henriksen, and Dr. Greg Kuhn

If somebody asked you five years ago where your community or organization would be, it is doubtful anyone said "staring down a global pandemic." Yet here we are - many of us suddenly experiencing changes in our personal and professional lives we never thought possible. Together the world is experiencing seismic changes from the pandemic to social unrest, both of which offer opportunities for communities to take a self-diagnostic of where they are and where they want to go. While there is no magic eight ball that can predict the future, as evidenced by the shock waves brought by COVID-19, communities need to ask themselves, "what actions will we take today that will create our future as opposed to arriving at it?"

Strategic planning is an approach any community can undertake to help them plan for the one constant in life - change. Strategic planning will look different for every community given their unique character, local context, external factors and desired strategic goals and objectives.

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Table 1. Strategic Planning Elements

<p>Create/Review Plans and Priorities</p>	<ul style="list-style-type: none"> • What elements are still relevant? What needs updating? • Have the priorities shifted? • What new priorities emerged? • Is community engagement needed to clarify goals and priorities? <ul style="list-style-type: none"> ○ What does that engagement look like in today's environment?
<p>Undertake a S.W.O.T. Analysis</p>	<ul style="list-style-type: none"> • What, or where, are there new weaknesses, opportunities or threats? • Have any of the strengths shifted to weaknesses? Why? • How can we overcome the challenges and threats? • What strategies can we develop to maintain our strengths?
<p>Think Outside the Box</p>	<ul style="list-style-type: none"> • Discuss issues outside of the budget. • Where are we headed? Are we on the same course or do we need to change gears or just change timelines and priorities? • What is our desired future? Are we still on that path? Let's develop strategies to get back on the path for the long term. • Be creative, let the thoughts flow - nothing is too big or too small (remember, trying to plan for the unplannable takes imaginative thought).

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Corporate Partner Spotlight

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Keep Your Home Office Secure

By Sean McCarthy, Vice President of Business Development & Strategic Initiatives



COVID-19 has vastly impacted our lives, especially how we work and how we educate our children. From March through May alone, the first few months of social distancing in Illinois, traffic on Comcast's network increased by around 32% due to working and learning at home.

Municipalities across Illinois have modified their work environments similarly

to businesses in some ways, but core services, like emergency services, have had to remain on site. As the country migrates to remote work or hybrid models, we have to make cybersecurity a priority. Outside of the traditional office setting, employees are more vulnerable because they don't have the same level of security as they do on their office networks.

Phishing schemes – emails supposedly from reputable companies designed to trick people into giving away their personal information, like passwords and credit card numbers – are on the rise and more successful than ever. Phishing emails are appearing more realistic and professional. Some even masquerade as updates on coronavirus response efforts or pretend to convey workplace changes.

No business is immune to cybercrime, with two-thirds of small businesses experiencing some form of a breach attempt. Fortunately, there are many ways to safeguard your business from cyberattacks. Below are three tips that can help protect you:

Develop a comprehensive strategy

The best defense against cybercrime starts with understanding the threat and cybercriminals' goals. Understanding the motivations of these crimes offers the best chance to defend against them. Knowing these goals will help your business build a cybersecurity strategy that can change along with your business:

- Implement advanced tools: Firewalls, antivirus programs and other network security solutions helps stop cybercrime before it happens. The increasing complexity and creativity of cyberattacks means businesses need to adopt a multi-



COMCAST

layered preventative and tailored approach to better defend against these threats.

- Invest in expert advice: To properly grasp the extent of cybercrime and your business's unique vulnerabilities, seek expert guidance. Even companies with cybersecurity teams could benefit from collaboration with an outside provider, while small- to medium-sized businesses should consider investing in a managed services provider (MSSP).
- Secure mobile devices: Businesses are increasingly using mobile devices and cloud-based platforms as a central part of the workspace, and cybersecurity protection should cover every device.

Give your team the resources they need

Even the most advanced cybersecurity software cannot protect a business's data unless employees know how to safeguard their information remotely. As oversight decreases with a shift to remote work, consider a combination of online courses, awareness campaigns, email reminders and in-person sessions, when possible.

Discussions should include the following topics:

- Identify and avoid suspicious emails: This will help users resist phishing attempts with URLs or attachments programmed to download malware into a network.
- Set and enforce strong password policies: Teach users to develop strong passwords, enforce policies to change passwords frequently, and prohibit password sharing.
- Set browsers to warn users when visiting sites flagged as containing malware.
- Block downloads from suspicious or unsanctioned sources.
- Prohibit users from sharing company-owned laptops and mobile devices.

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Wood Pole

potential for costly claims that could arise. Please reference RMA's Wood Pole Inspection Checklist on our website at www.imlrma.org.

Feel welcome to contact RMA for more municipal safety and loss control assistance. In addition to building evaluations and property safety inspections, some of the most requested loss prevention training RMA offers its members is Bloodborne Pathogens, Flagger, HAZCOM, Trenching and Personal Protective Equipment. We also offer members extensive online training options for more than 100 topics including Confined Spaces, Back Injury Prevention, Hand & Power Tool Safety, Respiratory Protection, and Asbestos Awareness.

If you are not already an RMA member, this is an excellent time to consider moving your property and casualty coverage to RMA. Over the last year, we have helped new members who switched to RMA save an average of 33%. We hope you will join your municipal peers and consider RMA for all of your municipal insurance, workers' compensation and loss prevention needs.

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Keep Your Home Office Secure

- Teach users not to access sensitive company data through public WiFi networks.
- "Common Sense" policies implemented across the organization

In addition to educating employees about specific cybersecurity strategies, implement "common sense" policies. Reinforcing training employees have been given will prevent backsliding into previous bad habits.

Common sense policies will vary from business to business. Regardless, they have to be multidimensional. One example is password update policies, but they should be coupled with an understanding that any personal device used for work becomes the employee's responsibility to monitor, protect and even wipe to protect sensitive information.



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Vision 2021

Despite COVID-19's stunning halt of day-to-day operations around the world, strategic planning, and updates, remain an important visioning endeavor for progressive communities. There are a few simple, albeit very effective, steps that communities can take to get back on track and readjust to the unprecedented and ever-changing, 'new normal.' Table 1 depicts some tasks any community can and probably should undertake. The table below presents those tasks along with some simple but thought-provoking questions which, when answered, can help the community build a bridge to the future, a future they helped influence and create. (See table on page 5)

Coming back from the impacts of the global pandemic for any community, no matter how big or how small, is a sensitive, complex and evolving undertaking. But we must understand that hope, while an important component of moving forward, is not a strategy. Never in the history of this nation has any policy or plan ever implemented itself. It is important that adequate time is taken to plan, and resources are allocated to carry out the plan, ensuring a roadmap is created that is flexible, dynamic and guides the community now, and in the future. Without resource allocation and action planning, what you are left with is merely a wish list. Therefore, it is important for communities to take the time, even in the whirlwind of change and adjustment, to create and/or revisit their plans, see what still makes sense and what doesn't, and what areas need updating and how. Overall, no two communities are alike, so each must design its own steps for reviewing current plans. Base your approach on local circumstances and your own community goals, characteristics, and resources to successfully make the shift from surviving to thriving.

"Do not follow where the path may lead. Go instead where there is no path and leave a trail."

--Harold R. McAlindon



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**Non-profit Compensation:
How to create a plan that impacts
October 1st**

*Presented by Traci Scherck, MPA, SPHR, SHRM-SCP, NHA,
HR Consultant, Scherck Consulting, LLC*

**HR Management:
Strategies for Handling Difficult Conversations
October 8th**

*Presented by Janelle Crowley, PhD, Chief Human Resource
Officer, University of Wisconsin-Whitewater*

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A link to registration can be
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How Administrative Adjudication Creates a More Effective and Efficient Municipal Enforcement System

Municipal enforcement is an ever evolving process, particularly in these challenging times. From enforcement practices and theories to policies and procedures that guide the hearing and payment processes, too often the approach across the varied community departments is disjointed as opposed to a well-thought out citywide approach.

Frequently criticisms arise such as:

- Are all individuals with a violation of your municipal ordinances treated the same?
- Why does a parking citation get processed differently than a building code violation?
- Can I easily analyze the breadth and depth of ordinance violations across an entire municipality, or just across a particular department?
- What inconsistencies exist in your municipal system that is creating operational inefficiencies?

This presentation will overview the statutory foundations of Administrative Adjudication, the differentiation between Home Rule and Non-Home Rule Adjudication and what ordinance and operational provisions are necessary for an effective system. You will leave this presentation with an understanding of how a properly established Administrative Adjudication system can benefit your community by creating a culture of compliance while effectively recovering the costs of enforcement.

Course Objectives:

- What is Administrative Adjudication?
- How Does Home Rule/Non-Home Rule Status Impact Administrative Adjudication?
- What Ordinance and Technical Provisions Are Required to Establish Administrative Adjudication?
- What Operational Needs Should be Considered for an Effective Administrative Adjudication System?

Presenters

Kathleen Field Orr, Kathleen Field Orr & Associates
Glenn Theriault, Vice President, DACRA

September is National Preparedness Month

How Illinois Public Works Mutual Aid Network Helps Communities Get Through Disasters

From natural disasters like flooding and high winds to man-made situations such as fires or acts of terrorism, the Illinois Public Works Mutual Aid Network (IPWMAN) offers communities and organizations the resources necessary to prepare and recover.

After all, public works personnel have always served as first responders for their communities — whether filling sandbags against rising flood waters, removing debris left behind by a tornado or lending a truck to another community that lost equipment in a fire. This spirit of cooperative collaboration was the impetus for incorporating IPWMAN [<https://www.ipwman.org/>] in 2009.

Before its formation, mutual response agreements were based on the understanding that if an affected organization received any federal or state assistance, the assisting organization would receive reimbursement for their aid. And even without reimbursement funding, the Golden Rule still prevailed.

Following 9/11 and Hurricane Katrina, the Federal Emergency Management Agency (FEMA) adjusted the reimbursement guidelines to provide clearer guidance on disaster assistance. IPWMAN was formed as the framework for communities to help each other through a standardized mutual aid agreement among its member organizations, and offers three primary benefits.

#1: Access to statewide resources. IPWMAN's membership has grown from three members in 2009 to over 400 organizations in 2020 — including counties, cities, towns, villages and townships, as well as a sanitary district and a water district — serving populations that range from fewer than 500 to more than 5 million residents. See members by county or region. [<https://www.ipwman.org/member-agencies>]

IPWMAN also holds respected positions with the State of Illinois' State Emergency Operations Center (SEOC) and the Illinois Terrorism Task Force (ITTF). The SEOC relationship provides access to State-level resources when members need them. Working with the ITTF offers opportunities to participate in emergency planning and training. It also qualified IPWMAN to receive federal funding to purchase STARCOM radios for IPWMAN members' use.

Three Emergency Mobile Operation Center trailers are also available for IPWMAN members to use as command centers during emergencies.

#2: Coordinated response. IPWMAN members received the first 5 days of disaster support at no cost. Requests for assistance go to an IPWMAN Call Center, available



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of September and
October Webinars.



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24/7 and staffed by trained public works duty officers who coordinate requests and assistance to efficiently provide necessary resources. An Operations Manual provides consistent, predictable guidance for assisting IPWMAN members.

#3: Training opportunities. IPWMAN provides training for its members, with opportunities ranging from an annual conference that offers information on a variety of emergency response topics to meeting with others who have worked or will be working with them during emergency responses. Other training provided throughout the year includes participating in disaster simulation exercises with other organizations, offering opportunities to learn about and from those other mutual aid organizations.

Get information about annual dues and how to become an IPWMAN member [<https://www.ipwman.org/how-join-ipwman>]

To schedule a teleconference or Zoom presentation, call 844-479-6269 or email info@ipwman.org.



Pension Consolidation Update

Governor JB Pritzker and the Illinois Legislature approved two pension consolidation measures for police and fire departments in 2019 that will consolidate the assets of the state’s more than 650 public safety pension funds, which is expected to improve investment returns, eliminate unnecessary/redundant administrative costs, ensure more money is available to fund pension benefits, and reduce the burden on local taxpayers.

During this engaging session, Brad Cole, of the Illinois Municipal League, will present an update on the efforts of the two pension consolidation Transition Boards (and what municipalities can expect moving forward).

Speaker: Brad Cole, Executive Director, Illinois Municipal League

Date: Thursday, October 15, 2020

Time: 12:00 PM Presentation

Location: Zoom Meeting

Cost: Zoom Registration – no cost for Oct. presentation; however, future Zoom-only registrations will be \$15.

By Oct. 14th: **Online Registration:** <https://www.ilcma.org/?p=11882>
Email registration to Alex Galindo at agalindo@niu.edu
Phone in Registration 815-753-5424



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Senior Advisor Interview Steve Carter



Career in local government:

Q: What was (were) your title(s)?

A: I started as an intern in Phoenix, AZ, then management assistant and administrative assistant to the mayor. Then after three years in AZ, I went to work for the ICMA in D.C. as a project manager, working on two or three projects plus support for the profession. Then I became Assistant City Manager in Sioux City, IA, then City Administrator in Moline and finished as the City Manager in Champaign for 28 years.

Q: How many years do you have in the profession, before and after retirement?

A: About 44 years actively working. I've been retired for seven years and a Senior Advisor for almost all of those seven years.

Q: What were your biggest challenges?

A: Just all the change that occurs from the problems you run into on a regular basis. There are different people that you have to work with and for, councils change, and your duties change. When I first started out, I did more management stuff, all that you learn in management classes. Then, the last many years there was a gradual transition where I was spending more of my time with my elected officials working on policy issues, not so much pure management. The biggest challenge over my career was just keeping up with all the changes.

Q: What advice would you give to an emerging leader or someone new to the profession (intern or analyst)?

A: 1.) Understand the values that are important to you and try to use those to guide your decisions and actions. I'm a big believer in value-based organizations. Values help keep your work consistent in a way that you're going to be happy with the next day.

2.) Develop an appreciation for your profession and the relationships and the opportunities that it provides. This helps you become better, not just from a knowledge standpoint, but also from a personal support standpoint. A young person is like a sponge trying to learn everything they can, and professional resources are always available

Q: What advice would you give to current managers/administrators?

A: You never know everything that you need to know. There is always something new to learn. The last few months have been a good example of that. Be open to learning every day and enjoy the fact that there are new challenges out there, they help keep you fresh.

Q: What is one thing you wish you could've done differently?

A: I've made decisions that probably were not very good decisions. I'm certainly not perfect. What I've tried to do is correct them and learn from them and move on. I've never dwelled on the past. There are too many things facing you in the future that need your attention..

Q: What is the most rewarding experience you had in your career?

A: I think the thing that I appreciate over the years looking back is just seeing the people that I worked with be successful. Whether it's your staff, employees, or management team, you want them all to be successful individually so that the organization can be successful. Seeing people rise to the challenge and grow in their jobs and take on more responsibility is very rewarding.

Q: What has your time as a public administrator taught you about people?

A: I'm a firm believer that everyone deserves to be treated with respect because everybody has their own story. You might think you know all there is to know about a person but there is always an ah-hah moment that helps you understand that person better. Just appreciate the fact that everyone has their own story and you might not know what that is. Do not assume you know.

Q: What has your time as a public administrator taught you about government and policy?

A: I enjoy the government side of the job; I love the fact that we're a democratic republic. When I worked in D.C., I saw upfront the beginning of Watergate. I have worked with many good federal and state officials, but at the local level you're right there at the front lines and get to live it. As local administrators, we really represent the whole philosophy of government that our country has. It's a challenge, it's an opportunity and it's a responsibility. To be able to understand how our system of government works and to better a community is exciting and it's wonderful to be a part of that.

Q: Senior Advisors - Who are they? What can they do for you?

A: They're folks that have retired that still love the profession, want to stay involved in the profession and try to contribute to it. We want to use our experience to help other people, not with specific problems but with how to go about addressing issues and how to do their job better. We're resources and hopefully we can offer an ear. Not so much to tell you what to do but to talk you through a situation or give you an idea of where to find more information about something. We help people reflect about career choices. We're advisors, not consultants. Being able to talk to someone when the answer may not be clear, and the conversation will remain confidential, is helpful.

continued on page 18



Does your ILCMA Connect profile look like this:



*It takes minutes to go from blah to beautiful.
Upload a profile picture and say goodbye to Mr. Nobody.*



Snap a quick selfie, upload a head shot, or link to your LinkedIn profile. Having a profile picture will enable your colleagues to effortlessly find you in the directory making it easier to connect virtually and in person. A profile picture encourages engagement and helps to make interactions more relatable.

Log in to ILCMA Connect, click "profile" in the upper, right-hand corner of the page
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IML Managers Monthly Column

WHAT JUST HAPPENED?

Are You Aware of that new Capital Bill, HB 64?

By Robert Barber, Village Administrator, Beecher, IML Managers Committee

The last weekend in May was warm and sunny, and most of us were probably in our backyards. We were in the midst of the COVID-19 pandemic, and there was talk that we would be moving from Phase II to Phase III in the coming week. In fact, the Governor announced that his last daily COVID-19 press briefing was that Friday. Then the civil unrest exploded on Saturday. All of this was going on and as I watched the unfolding events on television, the scrolling news ticker at the bottom of the screen stated "Illinois General Assembly adjourns after passing a budget for 2020".

What just happened? While we were focused on the pandemic and the civil unrest, the Illinois General Assembly passed about 10,000 pages of new legislation in just four days and went home for the Summer. One of those bills was House Bill 64, a new appropriation bill for capital spending that replaced Senate Bill 262 adopted last year. HB 64 became Public Act 101-0638, and contains 2,235 pages of capital projects. Many of the projects listed in SB 262 remain the same in HB 64, but for several projects the dollar amounts have changed and new projects have been added. Go to the General Assembly website, search for and download HB 64, and in your PDF viewer search for your community's name. You may be surprised.

How will the State obtain all this money to fund these projects? How do those local governments that are awarded projects find out how and when they will receive their funds? These are great questions, and there are still few answers. The State is still in serious fiscal distress, and the financial impact of the pandemic is still an unknown. There is no guarantee of a federal bailout for state (and local) government as of this printing, and the State has not sold any capital bonds.

Much of the pledged funding would come from the graduated income tax proposal which is still not a sure thing. The state excise tax on cannabis sales, which just got underway, is another pledged source but growth in this market has been slowed by the pandemic. As soon as the IML Managers Committee hears new information on funding for capital projects, we will let you know. Until then, holding your breath would not be advisable.



And by the way, our Committee would like to recognize and thank Jim Norris, Village Manager, Hoffman Estates and one of the founding members of the IML Managers Committee for many years of service not only to ILCMA but to the Illinois Municipal League. He has been a strong advocate on behalf of municipal government and professional management in Springfield. From Public Safety Employee Benefits Act (PSEBA), pension reform and Local Government Distributive Fund (LGDF) preservation he was always there on the front lines. We will miss you, Jim, and have a great retirement!



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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).

continued from page 13

Personal interests:

Q: Where were you raised?

A: Storm Lake, Iowa I was mostly raised in Iowa. My dad's job required us to move around a lot, about every 4-5 years. But I went to high school in Omaha, NE.

Q: What universities did you attend?

A: I went to the University of Nebraska and Indiana State for my bachelor's degree in Political Science, minoring in History and Economics. I got my master's degree from the University of Iowa in Political Science with a focus on Municipal Management. At the time, they had a two-year program where the first year was on campus and the second year was an internship, which I accepted in Phoenix, AZ.

Q: Marital and family information? How many children? What do they do? What does your spouse do?

A: My wife, Donna, and I have four kids. Next February will be our 50th wedding anniversary. My oldest daughter is an astronomy professor at the University of Arizona, my oldest son is an architect in Chicago, my next son is a paramedic working out of Crystal Lake and our youngest son has special needs and lives with us here at home.

Q: What are your hobbies?

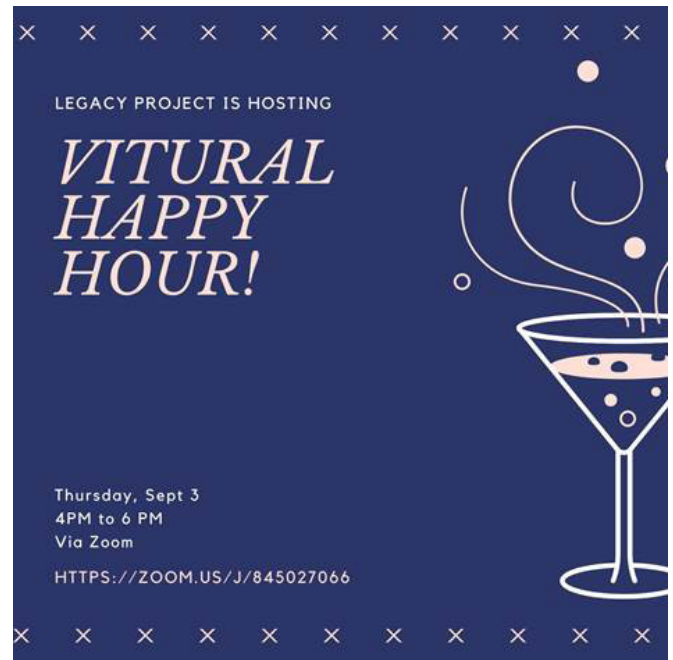
A: Reading, cooking, and depending on the season I may spend a fair amount of time outside gardening and planting flowers, with my wife's guidance I am also still actively engaged in volunteer activities.

Q: What do you like to read?

A: Quite a bit of American history, I like to have at least one non-fiction and one fiction book going at a time. For fiction I tend to be pretty well focused on mysteries. You can't go wrong with Louise Penny's stuff from a mystery standpoint. I just finished and would recommend The Splendid and the Vile by Erik Larson, a story about Churchill's first year as Prime Minister.

Q: Little known fact about you?

A: I am a converted Yankees fan, I'm a Cubs fan now. I love Wrigley Field and to root for the underdog.



ILCMA Member Receive ICMA Credentialed Manager Designation:

Congratulation to Rudy Espiritu, Village Administrator, Berkeley who earned the ICMA Credentialed Manager distinction.

Interested in Becoming a Credentialed Manager?

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- January 3
- April 3
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- October 2

In addition to the \$75 cost of the Applied Knowledge Assessment, the online application fee is \$50. Paper applications are no longer available.

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ICMA's new digital event, **UNITE**, will bring the local government community together from across the globe to connect and learn from each other, as well as from the dynamic content delivered by their peers and thought leaders in the profession.

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- Inspirational **keynotes and featured speakers** by leaders from the world stage.
- **Stories from your peers** that will help support transformation in your organization and community.

ATTENDEE PRICING FOR UNITE

Registration includes access to all online education and a library to review on-demand sessions. Group rate pricing is available, visit the UNITE website for more details.

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REGISTRATION OPENS WEDNESDAY, JULY 15

For more information about UNITE: A Digital Event, please visit icma.org/unite.



INDIVIDUAL REGISTRATION FORM

REGISTRANT INFORMATION

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RACE BIRTH YEAR GENDER

BUSINESS TELEPHONE NUMBER E-MAIL ADDRESS

Check here if you wish to opt out of receiving third party communications

Please select the career stage that best describes you:

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- Retired

Please indicate how long you have been in the local government profession:

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- 11-15 years
- 16-20 years
- 21 or more years
- Retired from the profession
- I do not work in local government

By checking this box, you hereby agree to abide by ICMA's Privacy Policy/Code of Conduct (<https://unite.icma.org/registration>)



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For Teams of 25+ Attendees, each registration receives a 50% discount = \$99 per registration

All Team/Group Registrations must be received together along with this form. Please submit a completed Team Discount Registration Form along with each individual registration form to ICMA Events Registration Manager, Matt Watson, at mwatson@icma.org. If you have questions regarding team discounts, please contact ICMA at (202) 962-3585.

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Once you submit your registration with payment, you will receive an email confirmation. If you have NOT received an email confirmation, please call (800) 232-2168 to verify that your registration has been received. You may cancel your registration and receive a refund up until Friday, September 18, 2020. There will be a \$50 processing fee for each cancellation. Approved refunds will be processed as soon as possible, but ICMA reserves the right to process refunds after the event. Due to the digital nature of the program, after Friday, September 18, 2020, ICMA will not accept cancellations. Email cancellation requests to ICMA@experient-inc.com

Substitutions

Any substitutions need to be requested by Friday, September 18, 2020 and can be requested by emailing: ICMA@experient-inc.com. Any difference in registration fees with a substitution will either be refunded or invoiced.



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MIT 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 new 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 information to the Membership Services Committee for review.

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ILCMA Memberhip Responsibilities For Members In Transition

ILCMA members are encouraged to contact fellow members that are in transition. ILCMA members can help members in transition in the following ways:

- Hire members in transition for interim work and special projects.
- Provide office space and equipment for members in transition.
- When going to ICMA or ILCMA conferences, invite a member in transition to share your room at no cost.
- Invite them to an ILCMA, Downstate, Metro, IACA, SWICMA, Legacy Project, or IAMMA meeting as your guest.
- Monitor the environment. As one hears about a member that may be in trouble, members are encouraged to contact either the ILCMA Executive Director or one of the Senior Advisors.

ILCMA members are asked to help identify ILCMA members as soon as it appears that they are leaving a management position and do not have a new position identified. In addition to monitoring local papers, members should also frequently advise their regional counterparts to notify them of members who may be in transition. Once a member in transition (MIT) is identified, the member should advise the ILCMA Secretariat so that ILCMA support can be offered. ILCMA members are encouraged to personally contact the MIT to provide support. A Board liaison will be assigned to maintain regular (weekly or hi-weekly) contact with the MIT, encourage others to contact the MIT, and will keep the ILCMA Secretariat aware of the MIT's status. The Board liaison will coordinate closely with the Senior Advisors and between the two entities should provide the MIT with the support services available through the ILCMA and the ICMA.

Members in Transition Who Agreed to Publicize their Information: (Visit the Members Only section of the ILCMA website to view resumes of those who have submitted them.)

Tim Ridder

Darin Girdler

Thomas Thomas

timothyridder@hotmail.com

dgirdler@gmail.com

thomasedwinthomas@yahoo.com

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Do you have Special Projects for which you need Additional Help? Has your Staff been Cut Back, but your Workload Increased or Stayed the Same?

If so, ILCMA has a solution to your problem. Have you ever considered utilizing one of ILCMA's programs to help fill temporary job assignments or conduct a special project? ILCMA has two programs that may meet your needs:

Member in Transition Program (MIT) – ILCMA keeps a list of Illinois managers and assistants in transition. These members are willing and able to fill positions, do special projects, and provide expert service to you and your community (list of MIT's below).

Professional Resource Program (PRS) – The PRS program consists of retired, semi-retired, and MIT's who are again able to do special projects, fill positions, and provide expert professional services to your local government. For information please visit the ILCMA website at <https://www.ilcma.org/programs-and-services/ilcma-professional-resource-service/>

The ILCMA Senior Advisors have the most current list of Members in Transition and Professional Resource Program participants. Please do not hesitate to contact either Dawn Peters at ILCMA or one of the Senior Advisors.

Also, don't forget about recent MPA graduates. This is a tough job market and many of them are searching desperately for a position. They may be willing to provide services on contract for short-term projects. This will help them gain additional experience while searching for their first full-time position. Contact any of the graduate schools in your area to identify students who may be willing to do this type of work.

Senior Advisor Column

A Message from your ILCMA/ICMA Senior Advisors:

In these uncertain and difficult times, you are called on even more for your leadership and management acumen. We know it can be lonely as you make and implement decisions both in your work and personal life. We can be a sounding board, a confidant and a listener. Here are some tips. Check in with your colleagues. Call a mental health professional if you are feeling distressed. Practice self-care such as exercise, good nutrition and breathing deeply. Don't forget your family members. Please feel free to contact any one of us:

Greg Bielawski 630-462-1876
g_bielawski@hotmail.com

Steven Carter 217-359-1338
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CLA Courses Qualify for ICMA's Voluntary Credentialing Program

CLA will be utilizing a webinar format for its 2020-21 series. This will be our 16th year and we will continue to offer important topics for government leaders at all levels of your organization. Should public health conditions change over the course of our 2020-21 season, we will notify our participants and partners when in-person seminars can resume.

We want to thank all of our training participants, partners and presenters for joining us in May and June of this year for a very successful series of webinars to conclude the 2019-20 CLA schedule.

NIU's Center for Governmental Studies and the CLA team are grateful for everyone's support and flexibility during these unusual and challenging times. Watch for course announcements in late August for the 2020-21 season of sessions.

Be well and stay safe!

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Session 1 | October 7, 2020
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Session 2 | November 4, 2020
9:30 am-11:00 AM Central

Session 3 | December 2, 2020
9:30 am-11:00 AM Central

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PRESENTATION TOPICS

Session 1 | October 7 | Anger & Communities

Anger is one of the densest forms of communication and extremely detrimental to trust. How do you recognize weaponized anger? What are the causes and the underlying issues for leaders? What are the possible cures?

Session 2 | November 4 | Shame

If shame is truly “the learning affect”, why does it feel so hurtful and why has it become the weapon of choice by elected officials, residents and other disenfranchised individuals? What does shame look like and feel like and what are it’s causes? How are shame and anger related and how do they contribute to conflict and poor communications?

The internet and social media have made it effortless to revisit one’s past actions or indiscretions to provoke shame, just consider “the cancel culture”.

What role does shame play in today’s polarized politics, Black Lives Matter Movement, wealth inequity and the provision of public services?

Session 3 | December 2 | Integrating Pandemic, Budget Impact & Human Toll

Navigating the financial and budgetary implications of the pandemic and the technical and human toll.



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