

Calendar of Events

June 4 - 6

ILCMA Summer Conference
Eagle Ridge, Galena, IL

June 6

IAMMA/Legacy + 5 other
Associations
Out to Play
Evanston, IL

June 20

IAMMA/Legacy + 5 other
Associations
Out to Play
Chicago, IL

July 11

IAMMA/Legacy + 5 other
Associations
Out to Play
Niles & Park Ridge, IL

July 12

SWICMA/SLACMA
Meeting
St. Louis, MO

July 25

IAMMA/Legacy + 5 other Associations
Out to Play
Tinley Park, IL

August 1

IAMMA/Legacy + 5 other Associations
Out to Play
Geneva, IL

August 1 - 2

Downstate City/County Management
Association
Champaign, IL

**To view all
upcoming
events
click here**

REMINDER! No Newsletter in July
See you at the conference in June!

President's Column

ILCMA Continues DEI Initiatives

Submitted by the ILCMA Diversity, Equity, and Inclusion Committee

Co-chairs: Joan Walls, Deputy City Manager, Champaign, and Rudy Espritu, Village Administrator, Berkeley

The work of ILCMA's DEI Committee, now in its third year, is continuing in 2024. The 23-person committee, formed in furtherance of ILCMA's core values of excellence in local government, includes city/village managers, assistant village managers, human resources directors, economic development and planning directors, and management analysts located throughout the state of Illinois.

Last year, the efforts of the committee saw the formation of an ILCMA value statement, the administering of a demographic survey completed by over 300 ILCMA members, and the graduation of the first class of the Learning and Operationalizing Racial Equity (LORE) program - a collaborative effort between

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



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ILCMA, the Metropolitan Mayors Caucus, and UIC Great Cities which aims to guide municipal leaders in the area of racial equity-driven organizational change.

Under the leadership of new DEI Committee co-chairs Rudy Espiritu, Village Administrator for the Village of Berkeley, and Joan Walls, Deputy City Manager for the City of Champaign, the group recently established new goals for 2024.

Guided by ILCMA's Strategic Plan, the DEI Committee's 2024 goals were to create a dedicated web page on ILCMA's site with information regarding DEI, develop ILCMA newsletter articles, outreach to local government management professionals regarding participation in the association, and review and recommend changes to the ILCMA bylaws for the Board's consideration.

We're excited to share that the new DEI page on ILCMA's website is now live at www.ilcma.org/about-ilcma/dei with information about diverse groups in local government management, resources for communities and lists of monthly observations that celebrate our communities' diversity. ILCMA had record attendance at the 2024 Winter Conference, welcoming many first-time attendees from communities around the state that have not previously engaged with ILCMA. After being unanimously accepted by the ILCMA Board at the February 7, 2024, Board meeting, the ILCMA membership voted on a set of proposed bylaws changes, including language intended to encourage diverse participation in ILCMA's committees and board. Read the letter recently shared in the May 2024 ILCMA Newsletter by ILCMA President Peggy Halik and the ILCMA Executive Committee regarding the results of the bylaws vote [here](#). Consistent with ILCMA's stated values, the association will continue to work toward our shared values of the inclusion and participation of all members of the association.

Over the coming months, ILCMA members can look forward to reading more informative content in this newsletter from the ILCMA DEI Committee. Topics will include ideas on how communities can celebrate their unique diversity to how public service professionals can enhance their careers, and the profession, by supporting DEI initiatives. ILCMA's DEI Committee would also like to hear from you! Share your feedback on how your community recognizes and embraces the richness of its uniqueness and/or diversity by emailing ILCMA@niu.edu. Select comments will be incorporated into a future ILCMA DEI article to educate the membership on the efforts being made in various communities.



[Apply Here](#)

Lifesaver Award

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



[CLICK HERE FOR INFO](#)

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

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

Welcome New Members

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

Full Members:

- Terence Acquah, Assistant Village Manager, Village of Homewood
- Aley Hamling, Business Manager in Training, City of Fulton
- Corey Incandela, Finance Management Analyst, Forest Preserve District of DuPage County
- Erik Morimoto, Village Administrator, Village of Cary
- Vyshnavee Reddlapalli, Management Analyst, Village of Schaumburg
- Jim Ritz, City Administrator, City of Oakbrook Terrace
- Caitlin Wagener, Assistant Village and TIF Project Manager, Village of Green Oaks

Members:

- Dan Choi, Performance Services
- Natalie Clemens, Dewberry Architects
- Kent Johnson, Assistant City Manager, City of Elmhurst
- Brian Ondyak, Performance Services, Inc.
- Nav Ramineni, Polimorphic, Inc.
- Parth Shah, Polimorphic, Inc.

REMINDER! ILCMA and affiliates' membership year, runs from July 1 to June 30th. Before the Summer starts to get away from you, please take a moment to renew your membership.

Take a moment and click here to renew now!



Who's Who Directory Update

Ethan Hoffman is the new management analyst in the village of Algonquin. He was previously in public works as a management analyst for the village of Lincolnshire. His new contact information is:

Ethan Hoffman, Management Analyst
Village of Algonquin
2200 Harnish Drive
Algonquin, IL 60102
Email: ethanhoffman@algonquin.org
Phone: 847-658-1236



*Advancing Civic Leadership
Navigating the Future*

May 30, 2024 — Online Webinar

Planning for an Age-Friendly Community

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

Jun. 13, 2024 — Online Webinar

Sustaining Illinois Through Collaborative Governance (NEW)

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

Jun. 21, 2024 — NIU Naperville

Leadership Lessons: Trying Times Demand Sound Leadership*

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

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

Jun. 25, 2024 — Online Webinar - NEW DATE

Addressing what people want now: Updates on planning for housing, economic development, quality of life and other issues (NEW)

Presented by *Mim Evans, M.S., Senior Research Associate, and Paula Freeze, MUPP, Research Specialist, Center for Governmental Studies, Northern Illinois University*

CLA Courses Qualify for ICMA's
Voluntary Credentialing Program

go.niu.edu/cla



NORTHERN ILLINOIS UNIVERSITY

**Center for
Governmental Studies**

Outreach, Engagement and Regional Development

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 June 15th 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 September 22 – 26, 2024 in Pittsburgh, PA.

Three ILCMA Members Named ELGL Top Influencers

Each year Engaging Local Government Leaders (ELGL) seeks nominations for those in public service who portray excellence in their work as they make a difference in the communities they serve. According to the LinkedIn post, "The recognition honors people who make a difference in their communities and the larger local gov network, and who demonstrate ELGL values of joy, creativity, connection, dependability, and equity through their work and public activities."

This year, three ILCMA members were recognized and Matthew Bajor, Assistant to the Village Manager, Algonquin, was listed as one of the Top 10 Influencers! Other ILCMA influencers listed were Glen Cole, Assistant City Manager & Community Development Director, Rolling Meadows, and Phil Kiraly, Village Manager, Glencoe. **Here is the complete list: Top Influencers in Local Government - ELGL.**



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.



Call for ILCMA Committee Volunteers



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

ILCMA Conference Committee

Co-Chair – President Elect – Paula Schumacher, Bartlett

Co-Chair – Vice President – Kimberly Richardson, Peoria

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

Summer Conference Committee – June 3 – 5, 2025 at I-Hotel, Champaign, IL

2024-25 Chair – Paula Schumacher, Bartlett

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

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

2024-25 Chair – Kimberly Richardson, Peoria

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

Professional Development Committee

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

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

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Membership Services Committee**2023-25 Chair – Scott Coren, Village Administrator, Highwood**

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

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

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

Diversity, Equity, and Inclusion Committee**2023-2025 Co-Chairs – Joan Walls, Champaign, and Rudy Espiritu, Berkeley**

ILCMA is committed to promoting the values of inclusion and equity. The purpose of this Committee is to lead the Association's efforts to address issues identified with input from the Executive Board, membership, and member organizations to implement action plans that progress the Association's goal to create, sustain and promote an active diverse and inclusive community/culture that provides a welcoming and enriching environment for all.

The committee shall be led by two co-chairs. There shall be a co-chair that is a member of the ILCMA Board, and a co-chair selected from the at-large membership of the committee. ***The committee shall be made up of a representative from each affiliate association and four at-large members.*** The term of the committee members and co-chairs shall be two years. A member may serve more than one term.

Committee on Professional Conduct**2023–2025 Chair Mark Franz, Village Manager, Glen Ellyn**

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

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



**The New ILCMA “Local Gov Stories” Podcast is here,
and you don’t want to miss it!**



The Inaugural episode of the **ILCMA Local Gov Stories Podcast**, hosted by Melanie Santostefano and Jim Moran, highlights the goals of the podcast, and provided a preview of the 2024 ILCMA Winter Conference.

Check out Episode 2 of the “Local Gov Stories” podcast – featuring the ILCMA Winter Conference opening keynote speaker, Holly Hoffman and Ben McCready from the City of Geneva talking about the City’s Government Day and how it showcases the local government profession to youth.



Watch and Subscribe on YouTube: <https://youtu.be/TVHCxWn47tE>

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Episode 3 of ILCMA's podcast "Local Gov Stories" is now available. Join hosts Melanie Santostefano and Jim Moran as they interview Danny Langloss, City Administrator for the City of Dixon, and Assistant Village Manager for the Village of Tinley Park, Hannah Lipman.



Watch and Subscribe on YouTube: <https://youtu.be/58SvIwNQZXs>

Episode 4 of ILCMA's podcast "Local Gov Stories" is now available. Hosts Melanie Santostefano and Jim Moran interview Village Manager for the Village of Glencoe, Phil Kiraly about the upcoming ILCMA Summer Conference, and Jeff Fiegenschuh, City Manager for the City of Rochelle.



Watch and Subscribe on YouTube: <https://youtu.be/x1YUUIfe1B0>
Listen on Spotify: <https://spotifyanchor-web.app.link/e/wocDjagwuJb>

IML Managers Column



Modern Towns Require Modern Governance

Scot Wrighton, Former City Manager of Decatur, Retired
 Author of: Article Five: Repairing American Government Amid Debilitating Partisan Strife (2023).

The ideological divide bubbling across our country includes sharp policy differences about the basic role of government. Has the State become leviathan; and will the drift toward “statism” continue unabated? This debate is not limited to the respective responsibilities of federal and state governments. It impacts local governments too. Since the founding of the American republic, governments at all levels have become steadily more intrusive, involved in providing a wider array of services, extending the power of the State, and enlarging its role in society. This trend continues.

A recent spate of natural and man-made disasters in California has resulted in insurance companies leaving the Golden State. Rather than evaluate policies to mitigate growing risks, leaders in Sacramento are contemplating whether the government should be a direct provider of insurance. If the State of California becomes an insurance company, it will impact the ability of cities to manage their own risks, coverages and loss control strategies.

Whether most EV charging stations will be owned and operated by the private sector or by the government remains an evolving policy question. Can this become a new enterprise revenue stream for local governments, or will EV funding mechanisms favor private/for-profit ownership of the infrastructure? Since the current federal administration is “all-in” on EV, but the private sector is more reluctant; will the government create its own monopoly, or allow local governments to decide this policy question for themselves?

In Decatur, it costs more money to rehabilitate a deteriorated housing unit than a restored home will bring on the market when it is sold or rented—so these structures have gone unrepaired; many are ultimately demolished. As a result, Decatur local government stepped in and started rehabbing homes, absorbing the difference between the cost of repair and the home’s fair market value (because the private sector cannot), in the interest of catalyzing community-wide revitalization (and because this subsidy cost is less than the cost of building new housing). Is this the job of government?

Also in Decatur, because there is insufficient demand for local private transportation services (the last taxi service closed recently, and Uber/Lyft are unreliable and over-priced due to spotty demand), the city government plans on rolling out “micro-transit” services—an urban version of the rural bus transport programs that have been federally funded to serve rural areas for years—again because the private or philanthropic sectors cannot or will not do it.

Decatur also started its own employee health clinic to save group health claim costs because private health care providers are unable to meet the demand for primary care. Now, cities throughout the country are also in the business of housing, feeding and providing various social services to illegal and undocumented migrants. Less than a century ago, local government leaders would have never contemplated being involved in all of these “enterprises,” because they were traditionally the domain of the private, or the religious and philanthropic, sectors.

Whether federal economic mismanagement, inadequate investments in housing, over-regulation of small businesses, poor health care policy, or Washington’s open border strategies are to blame is not the subject of this article. Whatever the cause, local governments have been asked to do more for many years—often in the form of unfunded state and federal mandates.

As city and county managers/administrators, we do not decide the services to provide, and the service opportunities to decline. But we advise our governing bodies about these weighty questions. Too often, community members assume local governments are the automatic or default providers of increased services whenever they think “someone should do something.” As city and county managers/administrators, I believe it is our responsibility to ask: should the latest service

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demand be taken-on by local government? If the answer is “no,” then we should actively participate in crafting better and different answers. This gets harder every year. The byzantine nature of Illinois’ current methods for financing government, and Illinois’ antiquated structure of local government established by the 1970 Illinois Constitution, do not provide adequate tools for meeting fresh challenges.

All Illinois cities, counties and villages are unfairly divided into home-rule and non-home-rule jurisdictions with different powers and limitations on their ability to be responsive to citizens’ requests and changing circumstances. They should all be home-rule. While the state constitution’s intergovernmental cooperation provisions are among the most flexible in the nation, there is no mechanism for merging cities and counties and creating fewer customized

and consolidated local governments, as several other states provide. Local government finances in Illinois remain beholden to the state government, as evidenced by the Governor’s current drive to unilaterally eliminate local grocery taxes, allegedly because of their regressivity—while more regressive taxes like property taxes and video gaming fees are overlooked.

With our local elected leaders, ILCMA can be a voice for advocating overhauls in the way Illinois local governments are constituted and financed, so local leaders can have the tools and the flexibility they need to govern in the 21st Century. Sadly, there is no appetite in state government to do this, so the State of Illinois continues picking winners and losers.



Legacy Project
ADVANCING WOMEN IN LOCAL GOVERNMENT

Legacy Project Conference Draws a Record Crowd to Learn, Grow, and Be Inspired

The Legacy Project does it again - setting a record for the number of attendees at their annual conference.

More than 200 local government professionals (mostly women and some men) from across the state came together May 17th at NIU’s Naperville conference for the 13th Annual Women’s Legacy Project Conference. As in years past, the positive energy felt uplifting, inspiring and confidence-building -- and that was exactly the goal.

The theme: EMBRACE YOUR CONFIDENCE, UNLEASH YOUR COURAGE featured sessions on having courageous conversations for positive change, developing leaders and intentionally creating a positive workplace culture.

“It was an honor to join a group of remarkable women who share a passion for empowering and uplifting women in government through support, education, and connection. If you haven’t already, I want to encourage you to spread the word about this incredible organization! They’re doing amazing work in supporting the advancement of women in public leadership in local and state government!” - Comment from one of our attendees.

Thank you to our awesome sponsors! View them **here**.



It's time for some summer fun! **Connect, collaborate, and create a buzz** (pun intended) with Chicagoland local government professionals. All are welcome.

- Jun 6 - Temperance Beer, Evanston - FREE
- Jun 20 - Revolution Brewing & Taproom, Chicago - From \$14
- July 11 - Mini Golf & Drinks, Niles & Park Ridge - FREE
- July 25 - Vogt House by Banging Gavel Brews, Tinley Park - FREE
- Aug 1 - Chicago Dogs @ Kane County Cougars, Geneva - From \$32
- Aug 15 - Midwest Coast Brewing Company, Chicago - FREE
- Aug 29 - Galloping Ghost Arcade, Brookfield - FREE
- Sept 12 - Board Games @ Skeleton Key, Woodridge - FREE

Don't just hear about the buzz this summer, be part of it!

[REGISTER](#)

This event is brought to you by a partnership of seven Chicagoland associations serving local government...

- [The Illinois Association of Municipal Management Assistants \(IAMMA\)](#)
- [Chicago Metro Chapter of the American Public Works Association \(APWA\)](#)
- [Illinois Chapter of the American Planning Association \(APA-IL\)](#)
- [Illinois Government Finance Officers Association \(IGFOA\)](#)
- [Illinois Public Employer Labor Relations Association \(IPELRA\)](#)
- [The Legacy Project](#)
- [Women in Planning and Development \(WP+D\)](#)



BECOME AN ILGHN MEMBER TODAY!

ILGHN MISSION

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

What are the benefits of being a ILGHN member?

Professional Development

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

Networking

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

Mentorship

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

Professional Recognition

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

Personal Growth

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

Community Engagement

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

GET IN TOUCH & FOLLOW ON SOCIAL MEDIA

Email: Illinois@lghn.org

Email: Illinois.lghn.org





Share Your Stories with ILCMA

How to Use #ILCMAproud in Social Media

Social Media Hashtag

What is a hashtag?

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

How do I use a hashtag?

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

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

Facebook

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

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

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

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

Twitter

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

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

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

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

Navigating Innovation through Effective Leadership



Midwest Leadership Institute



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

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

Presenters:

Bob Kiely
David Limardi
Daven Morrison, MD
Mike Skibbe

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

Register at MidwestLeadershipInstitute.com

Seminar Objectives:

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

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

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

Case studies to explore the concepts presented.

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

NOVEMBER 6-7, 2024
NIU NAPERVILLE



SUMMER DOWNSTATE MEETING

Champaign, Illinois

AUGUST 1 - 2, 2024

Meeting Hosts: Christopher Walton, Village Administrator, Savoy
Jeff Fiegenschuh, City Manager, Rochelle

ILCMA Downstate Thanks our Sponsors:



Thursday, August 1, 2024 at 6:00 P.M. - JOIN YOUR COLLEAGUES FOR DINNER at BIAGGI'S and TRIPTYCH for AFTER-DINNER NETWORKING!

Friday, August 2, 2024 - Agenda

- 8:00 – Breakfast
- 8:30 – **Session 1: Cybersecurity and Infrastructure Security Agency – Cybersecurity.** As technology continues to advance, municipal corporations are under increasing pressure to ensure that their hardware, software, and networks are properly secure. The Department of Homeland Security offers cybersecurity services and advice to municipal corporations to help them in this venture. Please join us for this presentation and conversation with Region 5 Cybersecurity Advisor Tony Collins and discover the services DHS offers which may help you improve the safety and security of your Internet of Things.
- 9:30-9:45 – Break
- 9:45 – **Session 2: Cybersecurity and Infrastructure Security Agency – Physical Security.** We live in a kinetic world with ever-evolving threats and security needs. The Department of Homeland Security offers physical security services and advice to municipal corporations to help them better plan and protect their staff, facilities, and assets. Please join us for this presentation and conversation with Region 5 Protective Security Advisor Steve Lyddon and discover the services DHS offers which may help you improve the safety and security of your community.
- 10:45-11:00 – Break
- 11:00 – **Session 3: The Skynet is Falling.** With all the stories of worst-case cybersecurity scenarios, it would be easy to assume that the sky is falling, or that some artificial intelligence has already plotted world domination. So...let's talk about it. Join us for this interactive and facilitated discussion on cybersecurity lived experiences with Rochelle Municipal Utilities and Joe Barnes, Chief Digital Risk Officer with the University of Illinois System. Resistance is futile.
- 12:00 – Lunch/Downstate Business Meeting

Downstate Summer Meeting

**August 1 - 2, 2024
Champaign, Illinois**

Name: _____

Title: _____

Jurisdiction: _____

Phone: _____

E-mail: _____

Registration Fee: \$50 – Includes buffet breakfast & lunch on Friday.

Please have registrations in by Friday, July 26, 2024.

Hotel Accommodations: Hilton Garden Inn, 1501 S. Neil St., Champaign, IL. For hotel accommodations, please use our group link [Downstate City County Management Association 2024 \(hilton.com\)](https://www.hilton.com) or call the hotel directly at 217-352-9970. Rooms are \$145/night plus tax. The room block is under **Downstate City/County Management Association**. The block **will be released on July 2.**

Dinner Reservations: Please indicate if you are planning to arrive in time for dinner at Biaggi's Restaurant, 2235 S. Neil St., Champaign, IL. Dinner is "on your own."

___ Yes, I will attend the Summer Meeting at Hilton Garden Inn, Champaign, IL on August 1 & 2.

___ Yes, I will attend the social hour & dinner on Thursday evening at Biaggi's Restaurant, 2235 S. Neil St., Champaign

___ Yes, my spouse or partner will attend dinner on Thursday evening.

___ Yes, I will attend the post-dinner social at Triptych, 1703 Woodfield Dr., Savoy, IL

Registration Deadline: Friday, July 26, 2024

Register Online at: <https://www.ilcma.org/events/downstate-summer-2024/>

Make check payable to: Downstate City/County Management Association
NIU Center for Governmental Studies
148 N. 3rd St.
DeKalb, IL 60115
Fax: (815) 753-7278 Questions: (815) 753-5424

Cancellations: To receive a full refund, cancellations must be received by Friday, July 26, 2024. Registrants, who do not attend the meeting but have not canceled, are responsible for the entire fee. Registrants who have not paid will be billed.

ILCMA Downstate Thanks our Sponsors:





Presented by the ILCMA
Communications Committee

IDEA EXCHANGE

JUNE 17 | 12 PM - 1 PM | via Zoom

About the Idea Exchange

The ILCMA Communications Committee sponsors a quarterly Idea Exchange. All Idea Exchanges are virtual, are designed for participants to learn from their peers and use breakout rooms to facilitate organic discussions.

Manager's Role in Community Leadership

Local government leaders have crazy busy schedules with little time to reflect on the changing nature of their role. Please join us for an hour to reflect on the profession of local government management and how you see it changing (or not)! ICMA has begun a national conversation reflecting on how the City Manager's role has evolved in relation to community leadership and whether new challenges, demands and expectations have outgrown the [ICMA Declaration of Ideals](#). This Idea Exchange will ask participants to consider the manager's role in our communities' modern political climate and review the some of the following questions:

- What is community leadership?
- How do we define the role of the manager in contemporary community leadership?
- What role does data play in identifying issues that should be advanced in the community?
- What is the definition of "neutrality" in the actions of local government managers?
- What can we do individually and collectively to balance the tension of being politically neutral and a reformer?
- What does the ICMA Declaration of Ideals mean to today's local government manager?
- Should the [Declaration of Ideals](#) be amended to reflect today's current challenges?

Feedback from this Idea Exchange will be shared with a national committee studying these issues.



Look for a
calendar invite in
your inbox



IAMMA 2024 Award Winners

Each year, IAMMA recognizes the achievements of its members and others dedicated to the field of public administration. The IAMMA awards highlight the commitment of local government professionals at all career levels, from intern to manager, and celebrate the efforts of those who work to advance city/county management.



Evan Michel
Township Manager,
Oak Park Township

**GREGORY F FORD
OUTSTANDING
MEMBER AWARD**



Tyler Grace
Management
Analyst, Buffalo
Grove Fire
Department

**FUTURE LEADER
AWARD**



Glen Cole
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Manager/
Community
Development
Director, City of
Rolling Meadows

**INNOVATIVE
COMMUNITY
PROGRAM OR
SPECIAL PROJECT
AWARD**



**Michael
Kumbera**
Deputy Village
Manager and
Chief Financial
Officer, Village of
Algonquin

**DISTINGUISHED
MENTOR AWARD**



Illinois Association of Municipal
Management Assistants

Find Your Path Forward.

continued on the next page

27TH ANNUAL IAMMA CONFERENCE RECAP

Leading For Tomorrow: A Sustainable Vision For Local Governance

The 27th Annual IAMMA Conference, *Leading for Tomorrow: A Sustainable Vision for Local Governance*, took place on April 19th. This year, the conference focused on sustainability and what it means for local government and city staff.

Key breakout sessions included the following topics: Government Leadership and Responsibility, Building Sustainable Teams, Sustainability through Data Standardization, Community Engagement Initiatives and How Organizations can use their Platforms to promote Sustainable Infrastructure; and Sustainable Leadership, and Branding.

The conference kicked off the day with an announcement: the unveiling of the new IAMMA brand identity. Over the course of 4 months, the IAMMA committee teamed up with a5 Branding & Digital, a branding and communications firm based in Chicago, to develop the new brand. After a5 Branding & Digital met with members of IAMMA and the board to pull together the story of the new brand, they heard that IAMMA is the go-to organization for young professionals—the next generation of leaders in municipal management in Illinois and the new brand should be fun and vibrant yet youthful and professional.



iamma
Find Your Path Forward.

Metro Managers Golf Outing

Bad storms took out the electricity the night before, but the party went on at the May 22 Metro Managers Golf Outing at White Pines in Bensenville. For the second straight year, attendance topped 100 golfers.. The team from Wauconda + Brad Townsend turned in the lowest score at nine under par and the foursome of Dawn Peters, Heidi Voorhees, Erika Storlie and Robin Ellis proved the most honest foursome. See you all next May!

The Metro Managers board owes a thank you to our gracious sponsors, who made the outing possible:

Event Sponsors: Chastain & Associates, Comcast, Wintrust, ILCMA

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Beverage Cart Sponsors: DeKind Computer Consultants, Enterprise Fleet Management

Lunch Sponsors: HMG Engineers, LRS Recycles

Awards Reception Sponsors: Engineering Enterprises, Williams Architects



Brian Murphy presented Juliana Maller with the President's plaque for her term as Metro Manager President this past year.



Preparing the Next Generation and we need YOU!



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

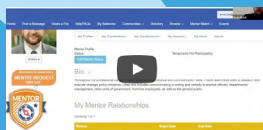
The ILCMA Mentor Match program reflects ILCMA’s commitment to developing the next generation of local government management professionals. Mentor Match is the latest addition to an expanding line-up of our services to support members’ professional development needs. It is an online tool – including a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

Why be a Mentor?

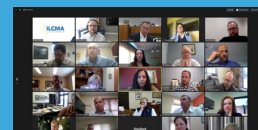
Volunteering as a Mentor can be mutually rewarding: mentees gain encouragement and guidance for their careers, and mentors gain deeper insights into their own careers and the satisfaction of helping others.

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

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



VIEW ENROLLMENT INSTRUCTION VIDEO



VIEW MENTOR DISCUSSION VIDEO



Notice of Funding Opportunity:

Energy Efficiency and Conservation Block Grant (EECBG) Program

Program Information

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



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REDUCE FOSSIL FUEL EMISSIONS



BUILD CLEAN & EQUITABLE ENERGY ECONOMY

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

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

Project Selection

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

Scoring factors will include:

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

Areas of Environmental Justice Concern

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

Application period closes on June 17, 2024

Award range: \$25,000– \$150,000

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



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



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

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

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

Moses Amidei, ICMA-CM
mosesamidei@outlook.com 847-452-6569

Brian Bursiek
bbursiek@comcast.net 847-755-0497



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WEDNESDAY, MARCH 13

Career Development – Nurturing the Next Generation of City and County Leaders

WEDNESDAY, APRIL 17

Community Outreach – Elevating Excellence: Effective Community Engagement

WEDNESDAY, MAY 15

Leadership Development – Build Success by Creating and Communicating a Powerful Vision

THURSDAY, SEPTEMBER 12

Ethics – Ethics at the Helm – Staying the Course Despite Unethical Elected Officials

THURSDAY, OCTOBER 17

Skill Building – Navigating Workplace Challenges: Strategies to Maximize the Performance of Difficult Employees

THURSDAY, NOVEMBER 21

Workplace Development – Talent Retention Toolbox – Strategies for Keeping Your Best Talent

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Learn more at icma.org/coaching



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Peggy Merriss, Secretariat, Georgia City/County Management Association



Learn how ICMA's Coaching Program can benefit your career in local government at icma.org/coaching

ICMA | coaching program

Spotlight on: Baird

Our Thoughts on the 2024 Presidential Candidates Economic Policies

By: B. Craig Elder, Baird Senior Fixed Income Analyst

We focus on economic issues in these comments related to the major party candidates for President in the 2024 election. We will discuss tariffs, taxes, the deficit, and the next Fed Chair.

Tariffs

Tariffs are an area where both candidates are largely in agreement – tariffs are good – as this election seems to be a deglobalization race. When elected in 2020, President Biden left in place over \$300 billion of tariffs put in place by the Trump Administration. Both candidates want manufacturing jobs moved back into the US and out of China as much as possible. President Trump's use of a "sledgehammer" approach will possibly upend the supply chains and force movements faster than otherwise would be the case as he will likely raise the tariff rate on Chinese goods above the rates enacted in 2018-2019. President Trump has indicated that he would like a 10% tariff on all imported goods and would like to strip China's MFN (Most Favored Trade Status); however, that may be difficult as he would need approval of Congress to do so. President Biden will likely be more "surgical" by limiting key technologies and equipment that can be exported to China. Recently, President Biden endorsed President Trump's tariffs on China and increased other tariffs in areas where his administration has targeted for growth.

Taxes

President Trump wants expiring individual tax cuts, from his Tax Cuts and Jobs Act enacted in his first term, - that will sunset after next year – to be extended permanently. However, the problem with this is the impact on the Federal government's deficit. The non-partisan Congressional Budget Office (CBO) estimates, that if all the tax cuts are extended, it will add an additional \$4.6 trillion (including the cost to service the debt) to the deficit.

The Biden Administration wants these tax cuts to sunset thus going back to the less generous rates that were in place (i.e., 39.6% vs. 37.0% top rate for individuals). However, the Biden administration will support the current tax rates for the middle-class be extended but will need to find ways to pay for this. This includes raising the capital gains tax rate to 44.6%, from the current 20.0%, for those in the highest tax bracket. It is believed that this will be difficult to get this level through the Senate. Another is to quadruple the stock buyback tax which would give dividends a tax advantage over buybacks.

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Deficit

It appears that the deficit has likely peaked, but at an extremely elevated level, the result of excessive federal government spending. Normally, deficit spending is a fiscal tool used to accelerate economic activity during a recessionary economic environment (not currently the case). Our last recession (covid-related) ended in the first half of 2020 (thanks to accelerated fiscal stimulus), but we have been experiencing economic growth since.

The CBO new projections show public debt rising from just under 100% of GDP this year to 116% by 2034 with the current level the highest seen since the end of WWII. Additionally, with debt growing by \$2 trillion per year and foreign demand waning, we have a smaller investment base purchasing Treasuries (financing the deficit). So far, investment funds have stepped in to finance the deficit (by purchasing Treasury bills/notes/bonds) – driven by the attractiveness of higher interest rates. Unfortunately, neither Presidential candidate seems to be overly concerned as they are not addressing the issue in their respective campaigns.

Fed Chair

We believe there will be a new Fed Chair during the next Presidential term – Jay Powell's term as Chair ends on May 15, 2026 - no matter who is serving as President. If President Biden is re-elected, he will likely want a progressive such as Lael Brainard to serve in the role. If President Trump is re-elected, he will for certain want a new Chair. President Trump was extremely unhappy with Mr. Powell's performance during the 2020 election year and felt that he was partly responsible for him losing the election.

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Spotlight on: Leopardo

Understanding the Benefits of a Construction Manager at-Risk (CMaR) Approach

Construction Manager at-Risk (CMaR), also known as CM as Constructor (CMc), is a procurement method that has been around for a long time in the municipal world. As construction costs and supply chains continue to create significant challenges for clients, CM at-Risk is gaining popularity for its unique approach to managing risks and responsibilities throughout a project's lifecycle. On a public project, the hot buttons for government staff can be cost certainty; schedule certainty; contractor performance; and procurement and payroll compliance. Not all clients are aware that CM at-Risk can be utilized whether public bidding is required or not, and on projects of all sizes, not just large facilities. Unlike the Design-Bid-Build model, an experienced construction manager can be brought on early before the project's design is finalized. In this case, the CM can identify potential risks and investigate cost savings options to save the client money, ultimately resulting in a better value project.

Pro #1: Contractual Responsibility for Subcontractor Management:

One of the primary advantages of CM at-Risk delivery is that the construction manager assumes contractual responsibility for facilitating subcontractor payments and coordination. The idea is to act as the "easy button" for a municipality who doesn't have the dedicated staff or time to devote to a building project. The construction manager alleviates the burden on staff, who can focus on their core job responsibilities (serving their communities) and rely on the construction management team to manage critical aspects of the project efficiently.

Pro #2: Accountability for Schedule and Cost Delivery:

CM at-Risk places the contractual responsibility for delivering the project within the set schedule and budget squarely on the shoulders of the construction manager. By doing so, it ensures a higher degree of accountability, as the construction manager is incentivized to uphold these parameters to the best of their abilities. The best construction managers are an "open book," with clear lines of communication between the client and architect, exchanging information freely to facilitate coordination and avoid missteps.

Pro #3: Mitigation of Client Risk:

Opting for CM at-Risk represents the lowest risk scenario for the client. CMaR mitigates risks effectively by placing most of the responsibility on the construction manager, thereby providing the client with a sense of security throughout the project. By providing the client with a GMP, or Guaranteed Maximum Price, they are freed from worrying about delays or change orders that could increase the cost of their project.



The success of a project under CM at-Risk hinges greatly on the experience, planning, and organizational skills of the construction manager. It is imperative for the client to select a construction manager with relevant experience that aligns closely with the project's scope and requirements and has a reputation for collaboration and competence.

Leopardo Construction is a well-established construction management firm who has successfully completed hundreds of projects, on time and on budget, using the CM at-Risk delivery method.



Photo Credit: (C) Leopardo Construction

Leopardo is currently constructing the Downers Grove Civic Center, a combined Police Department/Village Hall facility with School District 58 administration space. The new facility is being built on an existing municipal campus, inches from an active police station and adjacent to an active Metra station. To learn more about this project, visit Leopardo's website.

If you would like to learn more about Leopardo's Municipal experience or have additional questions about the CM at-Risk delivery method, please reach out to Colm Hughes, Director of Business Development at cmhughes@leopardo.com or (224) 283-7178.



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