

Calendar of Events

August 1

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

August 1 - 2

Downstate City/County Management Association
Champaign, IL

August 7

Legacy Project Brown Bag

August 9

SWICMA Virtual Meeting

September 19 - 21

IML Conference
Chicago, IL

September 22 - 25

ICMA Conference
Pittsburgh, PA

September 23

ILCMA/WCMA Reception at
ICMA Conference
Pittsburgh, PA

To view all upcoming events click here

President's Column

by Philip A. Kiraly, ICMA-CM Village Manager, Village of Glencoe ILCMA President

Hello ILCMA!

I am honored and humbled to begin my service to you as ILCMA's new president.

As I step into this role, I continue to be amazed at the work our Association does on behalf of our membership and our profession. No matter if your role is to serve on the ILCMA Board or on one of our committees or if your involvement simply includes attending our events or utilizing our online resources, ILCMA is successful, relevant and important because of you. Together, we've been working to make ILCMA stronger and side by side with us, our partner affiliate groups are advancing the reach of professional local government management in Illinois and showcasing the best that we can do for our communities and our profession.

In the coming months, we'll finalize our new strategic plan that will help direct our efforts for the coming three years. The plan will build goals and objectives around ILCMA's stated Mission: **to Promote Local Government management through our commitment to inclusiveness, adherence to the ICMA Code of Ethics, and high-quality member support.** It will help us uphold the values we espouse and provide guidance as we prepare for the future retirement of our superstar Executive Director Dawn Peters. Importantly, it will help us continue to build an Association that is responsive to the needs of our members and welcomes them – each of them – into ILCMA.

At the summer conference in Galena, I spoke about the importance of our local government origin story: the event, friend or acquaintance, or opportunity that encouraged us to take up the mantle and serve your community as you do

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Job Mart
Click here to see job listings



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each day. No story is the same, but interestingly, almost all resolve to the same idea: that you came to professional local government management to make a difference.

My origin story began in January 1957 when my dad, a Hungarian refugee fleeing communism, stepped foot on American soil and without training, a grasp of the English language or any idea of what was ahead of him, began a career with the Des Plaines Park District, where he worked for the next 54 years. In public service, he found a home, a family, friends and colleagues, a support network - in addition to a career. He was given a chance and consciously tried to do the same for others over the years. He gave back and through a thick Hungarian accent, often articulated that "it was his job to be of service". I grew up watching him make a difference in our community. I grew up understanding that being focused on the improvement of others' experiences, opportunities and communities was then - and remains today - an effort worth undertaking. So, that's how I got here and it's why I couldn't be prouder to represent our profession in Illinois as a manager and as ILCMA President.

In the year ahead, I hope to find more ways to celebrate the reasons you're here - not just in the profession, but in the Association as well. At the conference, I began a series of small group listening sessions with a cross-section of our members and I hope to continue to build new paths of communication between the Board and our membership. I hope to continue to build stronger the ties that bind us, because no matter what brought us here, in addition to serving our communities, I hope we can likewise serve each other. For your part, I hope you'll engage in those opportunities that are presented to you. We have a richly talented and diverse membership, but only a small percentage volunteer for the many opportunities on ILCMA committees. If time doesn't allow you to volunteer, please attend our events, get to know your colleagues, share your valuable insights and learn from others. It's an effort truly worth undertaking.

Because it's not something done frequently enough, I want to thank each of you for the work you do, the sacrifices you make, the struggles you undertake and the successes you credit others with as you move your communities forward. Today, more than ever, it seems like those things are taken for granted and sometimes even used against us. The work you do is important - but you're important too. ILCMA's here for you - your friends and colleagues are here for you - and I commit that I'll always be as well.

I'd like to encourage you to recall your origin story, remembering what brought you here: to make a difference! I'm looking forward to doing so along with you this year.



[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:

Derrick Champion, City Administrator / Economic Development Director, City of Markham

Alexandra David, Executive Assistant, Village of Niles

Stevie Ferrari, Assistant Village Manager, Village of Brookfield

Zoe Heidorn, Assistant Village Administrator, Village of Morton Grove

Rolando Ithier, Management Analyst, Village of Skokie

Robert Jachnicki, Administrator, Carroll County

James Krischke, Retired

Maura Montalvo, Public Works Management Analyst, City of Wood Dale

M.C. Neal, Chief Information Officer, Champaign County

Michael Van Dorpe, Financial Analyst, City of Evanston

Jon Zaghoul, Communications Manager, City of Aurora

Members:

Gillian Cookerly-Dietrich, Administrative Services Intern, Village of Glenview

Josh Dausener, Management Analyst, Village of Downers Grove

Jacqueline Durr, Executive Coordinator, Village of Oak Park

Parker Ford, Management Fellow, Village of West Chicago

Paola Garibay, Project Manager of Economic Development, Berwyn Development Corporation

Sanford Hess, Consultant, Sanford Hess Consulting

Jason Jones, Student

Keri Kaup, Administrative Services Manager, Winnetka Police Department

Marisol Leyva, Director of Human Resources, Village of Bensenville

Who's Who Directory Update

Sue McLaughlin is the new assistant city manager in Bloomington. She was formerly the city manager in Farmer City.

Kathy Thake has been appointed as the new village manager in Kenilworth. She was previously the assistant village manager in Niles.

Derek Jackson has been appointed as the City Manager in Collinsville. He was serving as the interim city manager and previously served as the assistant city manager for Collinsville.

Alex Snyder has been promoted to Management Analyst in Hinsdale. He was previously a management assistant in Ela Township.

Charles Meyer, the current assistant village manager in Lincolnwood, has been appointed as the new village administrator of Morton Grove.

Brianna Bacigalupo has been hired as a management analyst for the City of St. Charles. She was previously assistant to the village manager of Carol Stream.

Josh Allain is the new Assistant to the Village Manager, Mount Prospect. He previously held the position of management analyst in Crystal Lake. His new contact information is:

Josh Allain, Assistant to the Village Manager
Village of Mount Prospect

50 South Emerson Street, Mount Prospect, IL 60056

Email: jallain@mountprospect.org, Phone: 847-392-6000



The new lineup for 2024-25 will begin in October.

As the summer winds down, look for course announcements in September.

Or

Reserve custom training now.
Email CivicLeadershipAcademy@niu.edu.



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



ILCMA Annual Report July 1, 2024

Strengthening the Quality of Local Governance through Professional Management

The following represents notable accomplishments from July 2023 to June 2024:

- Achieved a **total membership** of 817 as of April 30, 2023, which is a slight increase over 2023. Corporate (voting) membership is 487, which is up from 464 in 2023.
- Received contributions of \$212,250 from 64 **corporate partners**.
- Continued implementation of the 2020 – 2023 **3-year strategic plan**.
- ILCMA had a **fund balance of \$448,468** as of fiscal year end on April 30, 2024; the balance is within established policies and increased by \$83,271 from the 2023 fund balance.
- Actively supported the **ICMA Coaching program**.
- Held the winter conference in Normal, IL in February 2024 with 294 attendees, which is a record.
- The 2024 Summer Conference at Eagle Ridge in Galena had 255 attendees. This was up from the 2023 summer conference.
- Sponsored the Legacy Conference and the IAMMA Conference at the gold level (highest).

The **Professional Development Committee** provides continuing education of ILCMA members and assists members in achieving continuing education goals for their organizations.

2023-2024 Highlights:

1. Planned eight professional development programs— five hybrids at NIU Naperville (Oct. 11, Nov. 8, March 13, April 10, and May 8), three in-person (Dec 15, Feb. 7 and June 4).
2. Offered relevant and timely content, with sessions that touched on: shaping future leaders through coaching, learning, and internships, leading with authentic confidence, speed coaching, the importance of local government messaging, the importance of culture and the ability to be a destination employer, public utilities including information on lead service lines and partnership opportunities, recovering from a cyberattack, and AI in local government.
3. Held the 11th Annual Financial Forecast Forum: Private Sector Views that will Impact the Public Sector as a hybrid session with a record 255 registrants.

The **Membership Services Committee** based on direction from the ILCMA Executive Board and the ILCMA Strategic plan, the Membership Services Committee proudly provides the end-of-year report to the ILCMA Executive Board. The Committee broke into subcommittees to work on the goals below with each subcommittee providing their own report.

2023-2024 Highlights:

1. IML Membership Cross Survey
ILCMA Staff completed a cross reference of individuals who are listed as Managers or Administrators and members of IML with the list of ILCMA members. This has provided a useful list for individuals who may be a good fit for the organization but may not have a strong understand of the organization. The Member Services Committee is being assigned these 100+ leads for individual contacts to gauge interest.
2. ILCMA Membership Survey
The Membership Survey was completed with a response rate of 52%. The survey is the base for the new 3-year strategic plan process that started in Feb. 2024.

3. 2023-2024 Subcommittee Goals

The Membership Services Committee continued working on the goals set forth by forming subcommittees devoted to each topic, which are done in breakout sessions during meetings. Several of the subcommittees are identifying that their work in these specific functional areas is winding down and we have discussed reassigning them to other subcommittees and changing priorities with the goals from the new strategic plan.

Subcommittee work continues in the following areas:

- a. Develop an expanded program that focuses on the department head/middle management level.
- b. Create a welcoming environment and build networks for POC.
- c. Create an outreach strategy for minority and non-traditional managers.
- d. Reinvigorate the mentor match program.
- e. Create a list or resources for new managers/administrators for use at the ILCMA Leadership Institute.

In addition to the work above, a survey was sent to Veteran members in IL and WI to gauge interest in creating a Veterans Committee. The survey results indicated that there was interest, and the first meeting was held via Zoom in March. The first organizational meeting was held on April 5 as a hybrid at Naperville city hall. Jim Arndt is creating a strategic plan for the group.

The committee also made welcome calls to new members.

The **ILCMA Communications Committee** continued its efforts to develop, plan and identify ways to enhance and expand outreach efforts that raise awareness of and build appreciation for the value of professional local government management. Over the past six months, committee members have achieved several goals as parts of its ongoing work plan and brought forth many deliverables as part of their effort.

In recent months, the Committee has worked to encourage conference attendance, build relationships with individuals new to the profession, highlight the value of the professional management, and recognize our membership while illuminating career paths in local government.

In addition to the work plan, committee members have actively been involved in the update to the ILCMA Strategic Plan and identifying a new vice-chair. Also of note, is the recent recognition of our award-winning podcast hosts Jim Moran and Melanie Santostefano at the ILCMA Summer Conference.

2023-2024 Highlights:

1. Subcommittee Report: LocalGov Podcast

- Podcasts continue to gain momentum and adjust format based on initial feedback.
- Podcasts played a significant role in promoting conference attendance and keynotes.
- The working group is coordinating with podcast hosts to create a pipeline of topics, ILCMA members, and guests to be featured on the podcast.
- Ongoing efforts to include additional guests who are active members of APA, APWA, IGFOA, IPELRA, IAMMA, CivicPride, Etc.
- Upcoming episodes on conference attendance, community transition to manager form of government, and obtaining credential manager or candidate credential.

2. Subcommittee Report: Newsletter and Spotlights

- The Sub-Committee is continuing to coordinate content for future newsletter articles, with a priority to highlight success stories in different areas and future IML articles.
- The committee worked with IML to promote the profession via a newsletter insert. Work will be ongoing.

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3. Subcommittee Report: "Idea Exchange "

- Recent offerings include the June 17 exchange focused on the Manager’s Role in Community Leadership and March 5 exchange regarding Cyber Security.
- Working group continues to identify timely topics of interest and recognizes need to align with strategic plan objectives where possible.

4. Subcommittee Report: Classroom Engagement

- The Sub-Committee will work with incoming Chair on how best to approach this in the future, this topic will require further committee discussion and committee members dedicated to this item.
- Looking to build momentum from previous ILCMA article but need members to self-report on their own classroom visits and local successes.
- Continued discussion regarding off the shelf presentations and resources for members visiting high school or college classrooms.

The **Committee on Professional Conduct**. The CPC reviewed the ILCMA Rules of Procedure this year. Further reviews are pending given that ICMA updated its Rules of procedure in 2023.

The **Diversity, Equity, and Inclusion Committee**. Guided by ILCMA’s Strategic Plan, the DEI Committee’s 2024 goals were to create a dedicated DEI web page on ILCMA’s website, 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. The 2024 accomplishments for each goal area are identified below.

1. Creation of a Dedicated Webpage on ILCMA Site Regarding DEI

This subcommittee was led by Casey Biernacki and Evan Michel. The DEI Committee identified this goal as an opportunity to create a new DEI page on ILCMA’s website to include information about diverse groups in local government management (affinity groups), resources for communities and lists of monthly observations that celebrate our communities’ diversity. ***The webpage is now live at www.ilcma.org/about-ilcma/dei***

2. Develop ILCMA Newsletter Articles

This subcommittee was led by Sharon Tanner and Napoleon Haney. The DEI Committee identified this goal as an opportunity to submit articles featuring the work of the DEI Committee and to share information with the ILCMA membership regarding DEI efforts being implemented by the committee and across the state bringing attention to amazing work being done in communities highlighting DEI initiatives. ***The article will be featured in the June 2024 ILCMA Newsletter.***

3. Outreach to Local Government Management Professionals in Chicago’s Southern Suburbs

This subcommittee was led by Esperanza Castellanos and Tasheik Kerr. The DEI Committee identified this goal as an opportunity to intentionally reach out to managers/administrators/assistant managers (especially in Chicago’s Southern suburbs) who are currently not involved in ILCMA. Outreach efforts will include emails/mailers, and engagement activities. The goal is to learn of any potential barriers for non-participation and share information about the value of being an ILCMA member. ***The first event will be a summer luncheon in June/July 2024 that will consist of a meet and greet, information sharing about the organization and upcoming conferences and professional development activities.***

4. Recommend Changes to ILCMA By-laws for Board Consideration

This subcommittee was led by Nancy Hill. The ILCMA Board asked the DEI Committee to do a comprehensive review of the ILCMA bylaws through a welcoming and inclusive lens as set forth in the current strategic plan because ILCMA has been very intentional about seeking to include individuals across the Association that represent the totality of the membership which aligns with the Mission Statement. The DEI Committee drafted proposed language and presented it to the Board for consideration. At the February 7, 2024 Board meeting, the language was unanimously accepted, and the next steps included a vote from the entire membership. ***There were three specific changes meant to enhance ILCMA’s commitment to encouraging diversity, equity, and inclusion but the recommended language changes did not pass.***

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Committee meetings were held September 8, 2023 (in-person), October 19, 2023 (on zoom), November 30, 2023 (on zoom), January 18, 2024 (on zoom), February 15, 2024 (on zoom), March 14, 2024, April 11, 2024 (on zoom), and May 2, 2024 (on zoom). In between meetings subcommittee members worked on activities and projects. The next committee meeting for 2024/2025 will be held in September 2024.

In closing, the DEI Committee had an outstanding year. Members indicated they would serve on the 2024/2025 DEI Committee to continue implementing DEI programs and initiatives that will have a meaningful impact.

Additional ILCMA Accomplishments:

- Continued to effectively support **Managers in Career Transition (MICT)**.
- Maintained strong **Senior Advisor Program** - Senior Advisors during the year were John Phillips, Steve Carter, Brad Townsend, and Robin Weaver. Collectively they clocked over 800 hours, traveled approximately 5500 miles, and made just over 2200 contacts.
- Supported events and activities of **ILCMA affiliates**: Legacy Project, IAMMA, Metro, IACA, Downstate, SWICMA.
- **Renewed contract** for three-years with NIU Center for Governmental Studies (CGS) to provide Secretariat Services for ILCMA. The Executive Committee met with the CGS leadership to discuss the process for executive director recruitment.
- **Evaluated performance** of ILCMA Executive Director, which was rated as exceptional by the ILCMA Board.
- Maintained a **strong ICMA presence** with ILCMA members serving on several committees and task forces; worked in close coordination with ICMA Midwest Regional Director.
- **ILCMA Awards** were given to **Bob Barber, Village Administrator, Beecher** for **Robert B. Morris Lifetime Achievement Award and the following ILCMA Service Awards**:
 - **Service to the Association:** **Melanie Santostefano, President, Vicarious Multimedia**
Jim Moran, Assistant Village Administrator, Antioch
- Awarded the **James M. Banovetz Fellowship Award** to **Wendy Bednarz** and **Paola Garibay** both from the Northern Illinois University MPA Program.
- Awarded **ILCMA Lifesaver Award** to **Joan Walls, Deputy City Manager, Champaign**.
- In addition to the annual ILCMA contribution to the ICMA Fund for the Profession, ILCMA made contributions in honor of those who retired or passed in 2023-24:
 - ILCMA contributed \$700 (\$100 per individual) to the ICMA Fund for Professional Management in honor of **retiring members**: Robert Barber, Michael Bartholomew, Ralph Czerwinski, Robert Mellor, Roy Witherow, Scot Wrighton, Dawn Wucki-Rossbach and Martha Perego (ICMA Retirement).
 - A \$100 memorial contribution for each member who passed was made in 2023-24. The total contribution was \$1000 in **memory** of members Rober B. Morris.

Closing:

My sincere congratulations to all our members on the successes of the past year. The work that you do on behalf of our communities and our profession is transformational and profoundly important. I've spent a good deal of time over the last several weeks contemplating for myself what is most important in life. Among my conclusions is that we were blessed to have been called to dedicate our lives to serving our neighbors through public service. Please take time to recognize and reflect on that reality. My hope is that you will continue to rely on ILCMA to support you in these efforts and that through collaboration you will be strengthened and inspired to continue your good work.

There are not enough "thank yous" in the world to express my deep appreciation of Dawn Peters for her outstanding work on our behalf and the near constant assistance she provided me. She will have a large cheering contingent in Pittsburgh when she receives her incredibly well deserved "2024 ICMA Advocacy for the Profession Award." I am so very appreciative for the friendship and tremendous leadership of President-Elect Phil Kiraly, Vice President Paula Schumacher, Treasurer Kimberly Richardson, and Past President Randy Bukas. Thank you to my fellow Board Members and to everyone who volunteered in support of ILCMA. Best wishes for a fantastic new year!

Peggy Halik
2023-24 ILCMA President

ILCMA Announces 2024-2025 Board

The Illinois City/County Management Association (ILCMA) is pleased to announce the election results for new officers and directors. Serving the association during 2024-2025 will be:

President	Phil Kiraly City Manager, Glencoe
President-Elect	Paula Schumacher Village Administrator, Bartlett
Vice-President	Kimberly Richardson Deputy City Manager, Peoria
Secretary-Treasurer	Joe Carey Human Resource Director, Schaumburg
Immediate Past-President	Peggy Halik Assistant Village Administrator, Woodridge
Board Members	Joan Walls – Director-at-large Deputy City Manager, Champaign
	Julia Cedillo - Director-at-large Village Manager, La Grange Park
	Anne Marie Gaura – Director-at-large Village Manager, Lincolnwood
	Kurt Carroll – Director -at-large Village Administrator, New Lenox
	Christopher Walton - Downstate City/County Management Association Village Administrator, Savoy
	Brian Murphy – Metropolitan Management Association (Metro) Executive Director, Northwest Water Commission
	Glen Cole – IL Association of Municipal Management Assistants (IAMMA) Assistant City Manager, Rolling Meadows
	Ben Schloesser – Southwest IL City Management Association (SWICMA) Village Administrator, Swansea
	Shauna Musselman – IL Association of County Administrators (IACA) Assistant County Administrator, Peoria County
	Megan Golden – The Legacy Project Deputy Administrator, South Elgin

ILCMA 2024-2025 Affiliate Board Members

IAMMA 2024-2025 Board

President: Glen Cole, Rolling Meadows
President-Elect: Hannah Lipman, Tinley Park
Past-President: Sam Barghi, Bannockburn
Director at Large: George Issakoo, Lake Forest
Director at Large: Anne Mitchell, Tinley Park
Director at Large: Ashley Monroe, Riverside
Director at Large: Amanda Segreti, Bensenville

President-Elect: Megan Golden, South Elgin
Treasurer: Katherine Parkhurst, Round Lake
Secretary: Allie David, Niles
At-Large Members:
Jessica Sciarretta, Deerfield
Patricia Ham, Mount Prospect
Jennie Vana, CMAP
Lori Luther, Overland Park, KS

Metropolitan Managers Association 2024-2025 Board

President: Brian Murphy, Northwest Water Commission
First Vice-President: Rudy Espiritu, Berkeley
Second Vice-President: Brian Townsend, Schaumburg
Secretary/Treasurer: Lou Leone, Harvard
Past-President: Juliana Maller, Hanover Park
Board Members:

Allison Matson, Wauconda
Jason Wicha, Lake Forest
Dane Bragg, Buffalo Grove
Brian Mitchell, Glenwood
Ghida Neukirch, Highland Park
Regan Stockstell, Richton Park
Dan DiSanto, Oswego

IACA 2024-2025 Board

President: Shauna Musselman, Peoria County
Vice-President: Mike Deluhery, Tazewell County
Secretary/Treasurer: Erin Knackstedt, Henry County
Past-President: Sharon Schallhorn, Bureau County

Downstate City/County Management Association 2024-2025 Board

President: Christopher Walton, Savoy
Vice President: Jeffrey Fiegenschuh, Rochelle
Secretary-Treasurer: Taylor Baxter, Clinton

Southwest IL City Management Association 2024-2025 Board

President: Ben Schloesser, Swansea
Vice-President: Corey Rheinecker, Sparta
Secretary/Treasurer: Christopher Conrad, Highland
Past-President, Doug Brimm, Columbia

2024-2025 Legacy Project Board

President: Kelly Coyle, Clark Baird Smith LLP
Past-President: Jennifer Jones, Bedford Park-Clearing Industrial Association



SAVE THE DATE

2025 ILCMA Conferences

Winter Conference
February 5-7, 2025
Marriott Hotel
Normal, IL

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

ILCMA Announces 2024 Award Winners

At its annual conference held June 4-6, 2024, the Illinois City/County Management Association (ILCMA) honored numerous members through its ILCMA Awards Program.

President's Plaque Presentation



Peggy Halik is recognized for her term as ILCMA President.

Peggy Halik is presented with the President's plaque by Phil Kiraly, ILCMA President-Elect, for her service this past year as ILCMA President. Under her leadership, ILCMA made great strides in DEI initiatives like the ILCMA DEI Resource Page on the website, bylaw changes that now contain inclusive language, and the start of a new three-year strategic plan.

James M. Banovetz Fellowship Presentation



Paola Garibay receives the James M. Banovetz Fellowship.
Recipient: **Paola Garibay** (Northern Illinois University, Master of Public Administration)

The James M. Banovetz Illinois Local Government Fellowship is honor of a leader in the education of students in public administration who desire a career in local government management. A \$2,000 fellowship is awarded to the winner to be used to finance studies leading to an MPA or equivalent degree.

ILCMA Special Service Award - Service to the Association



Jim Moran, Assistant Village Administrator for the Village of Antioch and Melanie Santostefano, Founder and President of Vicarious Multimedia for the Service to the Association Award
Recipients: **Jim Moran and Melanie Santostefano**

Service to the Association recipients have actively served the Illinois City/County Management Association through exemplary service to an ILCMA committee, the executive board, or has made other significant contributions to ILCMA.

As active members of the ILCMA Communications Committee, Jim and Melanie have gone above and beyond to advance the association's strategic plan and put a spotlight on local government and the accomplishments of professional managers through the development and launch of the ILCMA Podcast "Local Gov Stories." The amount of time and energy they have dedicated to this endeavor is admirable, they have truly given back selflessly taking time to get the job done. From mobile recordings to developing in-home studios, we are grateful for all they've done as committee members, professionals, and ILCMA members.

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ILCMA Announces 2024 Award Winners

Robert B. Morris Lifetime Achievement Award

Congrats to all!!



Bob Barber receives the ILCMA Robert B. Morris Lifetime Achievement Award

Recipient: **Bob Barber**

The Robert B. Morris Lifetime Achievement Award is presented to a retired individual who has had an exemplary career in local government management and has served no less than twenty years in local government, at least eight of those in Illinois. Recipients of this award must have made significant contributions beyond their own communities, including service to the association and the profession.

Bob, a dedicated administrator, made significant contributions to the profession in Illinois, leaving a lasting impact across the state. He held various regional positions, including roles on the Will County Governmental Board of Directors and the WCGL Legislative and Transportation Committees. Additionally, Bob served the state through the Illinois Municipal League, participating in committees, presenting at conferences, and serving as an ILCMA Board member. Bob was a mentor to many municipal managers and was the epitome of a great professional municipal Manager.





ICMA Recognizes Dawn S. Peters for Outstanding Professional Achievement

WASHINGTON, D.C.—Dawn S. Peters, Executive Director of both the Illinois City/County Management Association and Wisconsin City/County Management Association will be honored by ICMA, the International City/County Management Association, as the recipient of the organization's Advocacy for the Profession Award in Honor of Martha Peregó. This award recognizes an outstanding ICMA member who has made a significant contribution to advancing the awareness of the council-manager form of government, the profession, the ICMA Code of Ethics and its published guidelines, or other significant contributions to the growth or awareness of the local government management profession worldwide.

As the recipient of ICMA's Advocacy for the Profession Award, Dawn will be honored on various platforms including ICMA's Annual Conference, September 21-25, 2024.

Dawn S. Peters joined the Center for Governmental Studies (CGS) at Northern Illinois University in September 2001 as a Research Associate in the areas of economic and community development and association management. She currently serves as an Assistant Director at the CGS and oversees the Association Management Team. In that capacity, Dawn serves as executive director of the Illinois City/County Management Association (ILCMA), Wisconsin City/County Management Association (WCMA), and the Midwest Leadership Institute. She oversees a team that also serves the Illinois Local Government Lawyers Association and American Planning Association, IL Chapter.

Prior to joining the Center, Dawn was the coordinator of the Master of Public Administration program at Northern Illinois University. Dawn holds a master's degree in public administration (MPA) and a bachelor's degree in political science from Northern Illinois University.

Dawn notes that "I am extremely honored to be acknowledged by my colleagues at ICMA for this amazing recognition. I'm a city manager 'wannabe' and while I didn't pursue that direct career path, I've had the privilege to serve city and county managers and administrators with the goal of helping them make their communities and organizations thrive. I always hoped that I would make a difference in their ability to serve. It has never been a job; it's been my passion! I always hoped that I was making a difference in their ability to serve, and now that I've received this recognition, I guess that is my confirmation."

The ICMA Local Government Excellence Awards Program highlights creative contributions to professional local government management while demonstrating the difference that effective and committed management makes to the quality of life in our communities. ICMA's Professional Awards honor achievements made by outstanding chief administrative officers, assistant administrators, academics, and others accomplished through tenure in local governments or organizations. Nominations are evaluated by an independent, 13-person panel of ICMA members.

In commenting on her selection for this award, ILCMA President and Glencoe, Illinois Village Manager Phil Kiraly noted that "Dawn Peters is one of the truest and best advocates anywhere for the value and importance of professional local government management. Dawn's talents are valued and much recognized by ILCMA members, but also by our colleagues around the

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country and the world. She leads with empathy and awareness of the unique challenges we face, recognizing and working to meet the needs of those she serves. She is a model of ethical leadership and has been unwavering in her commitment to building a more welcoming and inclusive environment. Put simply, she is a giant of our profession, a true and tireless ambassador in service to professional local government management. We are all better thanks to Dawn's selfless service to us."

William Jones, WCMA President, adds, "The Wisconsin City/County Management Association salutes Dawn Peters on this well-deserved recognition as the first-ever recipient of ICMA's Advocacy for the Profession Award."

"Through the years, Dawn has been a tireless champion of the timeless values that ICMA and its members seek to uphold in daily service to their communities, including economy, integrity, neutrality and trust.

Put simply, Dawn herself has been the epitome of professionalism in her support of professional managers across both Illinois and Wisconsin, and she is to be commended for devoting her career towards furthering excellence in local government administration."

These recipients set the standard for innovation, effectiveness, and creativity in the cities, towns, counties, and academic institutions they lead. We thank them for their commitment to improving the lives of the constituents they serve every day.

In addition to in-person and virtual conference recognition, the 2024 ICMA award recipients will be highlighted in the September 2024 issue of PM magazine.

For more information about ICMA's Local Government Excellence Awards Program, contact Joyce Lee at jlee@icma.org or 202-962-3625.

More ILCMA 2024 Award Winners

PROFESSIONAL EXCELLENCE AWARD

Recognize individual achievements that may have been accomplished through tenure with several local governments or organizations.

Dawn S. Peters

Advocacy for the Profession Award in Honor of Martha Perego

COMMUNITY HEALTH AND SAFETY AWARD

Presented to local governments and their chief administrators in recognition of their innovative and successful programs.

Schaumburg, Illinois

For their program of Crisis Response & Intervention Program (population 50,000 and greater)

COMMUNITY PARTNERSHIP AWARD

Presented to local governments and their chief administrators in recognition of their innovative and successful programs.

Lake Forest, Illinois

For their program of Cultivating Community: The Private-Public Partnership Between the City of Lake Forest and Elawa Farm Foundation (population 10,000-49,999)

ICMA Service Award Recipients

Here is a preliminary list of individuals receiving a 2024 ICMA Service Award. Take a few minutes to review the list and reach out to congratulate your colleagues on their professional milestone.

10 Year Service Award

Zachery Creer, Clarendon Hills
Stephen May, PE, Westmont
Suzanne Ostrovsky, MPA, McHenry
Robert Piscia, CFM, FBINA, MA, ICMA-CM, CPC, Frankfort
Emily I. Wagner, MPA, PHR, SHRM-CP, Elmhurst
Evan Walter, MPA, Burr Ridge
Cristina White, Warrenville
Ahmad M. Zayyad, MPA, Oak Park

20 Year Service Award

Benjamin J. Benson, Lockport
Daniel William Di Santo, AICP, Oswego
Jessica Frances, Riverside
Napoleon Haney, MPA, Homewood
Jeannine Smith, MPA, Wilmington
Erika M. Storlie, East Dundee
Greg E. Summers, ICMA-CM, Oak Brook

25 Year Service Award

Scott D Anderson, Barrington
Dane C. Bragg, AICP, Buffalo Grove
Scott Eisenhauer, Rantoul
Matthew T. Fritz, Coal City
Marc P. Huber, Beach Park
Scott A. Shumard, Sterling
James W. Snider, Washington

30 Year Service Award

Peter B. Austin, MPA, McHenry County
Barry J. Dykhuizen, ICMA-CM, Moline
Barry Joshua Krumstok, Westchester
Diana Mikula, Arlington Heights
Mark Moran, Galena
Brian P. Murphy, Des Plaines
Pietro Scalera, ICMA-CM, Bloomingdale
Bogdan Vitas, Jr., Moline

35 Year Service Award

Robert M. Bahan, Winnetka
Donna L. Lobaito,
Hawthorn Woods
Juliana A. Maller, Hanover Park
Max L. Slankard, MPA, Skokie

40 Year Service Award

Michael J. Ellis, Grayslake
Pamela O. Newton, MS,
Hawthorn Woods



JUN
4-6
2024

A Fresh Approach to the Fundamentals
ILCMA 2024 SUMMER CONFERENCE

Thank you Social Event Sponsors



Christopher B. Burke Engineering, Ltd.



Thank you Golf Outing Sponsors



ICMA Summer Conference Photos



ICMA Summer Conference Photos



IML Managers Column

Illinois Municipalities Face New Revenue Options as State Eliminates Grocery Tax

By Julia Cedillo, IML Managers Committee and Village Manager, La Grange Park

In a significant shift for Illinois municipalities, the legislation enacting the new state budget includes the elimination of the 1% grocery tax, aligning Illinois with 37 other states that do not impose such a tax. This change, effective January 1, 2026, is part of House Bill 3144, which passed the General Assembly and is awaiting the Governor's signature. While the removal of the grocery tax marks a move toward easing financial burdens on consumers, it raises substantial concerns for local governments reliant on this revenue stream. For years, the 1% grocery tax has been a crucial source of funding for Illinois municipalities, supporting essential services such as public safety, infrastructure maintenance, and community programs. The elimination of this tax represents a potential revenue shortfall of approximately \$325 million statewide, causing concern among local officials about how to fill the gap left by the loss of this income.

The Illinois Municipal League (IML) advocated against the elimination of the statewide grocery tax without an accompanying transfer from the state's General Revenue Fund to municipalities, a measure that had previously been used to prevent revenue loss. Without it, municipalities could face significant budget shortfalls. The IML urged local officials to contact their State Representatives and Senators to voice their opposition to this proposal and to highlight the financial impact on their communities. Despite all of our best efforts, the State Fiscal Year 2025 Budget repeals the statewide grocery tax.

However, House Bill 3144 also provides municipalities with new authority to impose their own local grocery tax without requiring voter approval. This provision applies to both home rule and non-home rule municipalities, granting the flexibility to maintain this crucial revenue source. The IML played an integral role in acquiring this authority and providing technical guidance to ensure that municipalities can implement the tax. Local governments can begin to implement these taxes on or after January 1, 2026, provided they submit their ordinances to the Illinois Department of Revenue (IDOR) Local Tax Allocation Division (LTAD) by October 1, 2025. The statewide tax will remain until January 1, 2026. The IML plans to release a model ordinance to help municipalities implement the grocery tax locally, once signed into law.

In June, the IML provided its State Fiscal Year 2025 Budget Overview, reporting that HB 3144 also gives non-home rule communities in Illinois the ability to impose a local sales tax



on general merchandise up to 1% in increments of quarter-percent via ordinance rather than by referendum. The IML also advocated for this new authority, separate from the grocery sales tax, as well as the elimination of the Illinois Department of Revenue's (IDOR) administrative fees on future local grocery tax collections.

For non-home rule municipalities looking to implement a local general sales tax, the IML has developed a model ordinance that can be adopted at any time, subject to consultation with your municipal attorney. The Illinois Department of Revenue (IDOR) requires taxing ordinances to be on file with IDOR by April 1 for a July 1 collection implementation or by October 1 for a January 1 collection implementation. The IML reports that the new non-home rule general sales tax authority is silent as to how it impacts municipalities that have an existing non-home rule sales tax that was established by referendum, so again, consult with your municipal attorney prior to taking any action.

The state's removal of the grocery tax shifts the burden to local governments, forcing mayors, village presidents, and their councils to either cut services or raise local taxes. Starting January 1, 2026, municipalities will need to either take on the tax responsibility or lose the revenue. As Illinois continues to put more pressure on local government units, higher local taxes become almost inevitable, making strategic planning and strong advocacy crucial to manage these changes. House Bill 3144 brings both challenges and opportunities for municipalities. While the legislation aims to ease the financial burden on consumers, it requires adaptation at the local level. The IML's proactive support for municipalities highlights the important role of local leaders in shaping policies that maintain services and fiscal well-being. By using the new authority granted in the legislation, municipalities can navigate this transition and continue to provide for their residents effectively.

In the coming months, it is essential for municipal officials to stay informed and involved in the discussion on local taxation. The outcome of these conversations will have lasting effects on local budgets and the ability to provide essential services. With increasing unfunded mandates pushing municipalities to do more with less, local leaders should keep communicating with state legislators, advocacy organizations, and community stakeholders to ensure that any alternatives to the state grocery tax are thoughtfully considered and implemented in a way that best meets the community's needs.

Future Leaders of Local Government: Illinois Communities Participate in ICMA Pilot Internship Program

Two Illinois communities are leading the charge in cultivating the next generation of local government leaders and have been selected for this year's ICMA Bob Turner Scholars Internship Program. Elk Grove Village and Moline have been selected as hosts, making Illinois the only state with two participants in this year's program.

This unique initiative connects high school students with experienced local government professionals, offering invaluable hands-on experience and mentorship.

For students like Jacob Maxwell, Claire Stonitsch (Elk Grove Village), and Sayid Sirojev (Moline), this internship is a chance to get a taste of a fulfilling career path they might not have considered before. Early exposure to local government can spark a lifelong passion for public service!

In Elk Grove Village Mr. Maxwell is excited to learn the business side of the operations of his hometown and Ms. Stonitsch is looking forward to seeing how a local government works in determining her future career path. They are working alongside ILCMA members Bolor Bat-Erdem, Caroline Gabiga, Logan Gattari, Paola Garcia, Maggie Jablonski, Matthew Roan, and Brian Southey. In Moline, Mr. Sirojev is working alongside ILCMA membership Bogdan Vitas, Jr. and Barry Dykhuizen in his hometown with a desire to be the most informed and proactive citizen he can be. ***Click here for more information about the participants.*** A special round of applause for those ILCMA members supporting the scholars this summer.

That early exposure to the profession cannot be discounted and that's what James Kean, an entrepreneur, whose own story began with close mentorship in local government from the program's namesake, Bob Turner, believes. Bob Turner, former city manager of Boulder, Colorado, touched the careers of many through his mentorship. Mr. Kean credits him with his career successes and the values he still holds close today.

The program was established specifically to engage high school students with ICMA members in their day-to-day duties as chief administrative officers. The program partners directly with local governments with member-CAOs and assistant CAOs with funding and programming to support and engage high school students for a summer internship. An important aspect of the program is connecting the interns across the country with each other and the profession through early networking and instilling the importance of professional associations.

Results from ILCMA's recent membership survey show that many of our members share concerns regarding the future of the profession. Internships and mentorship are a direct line to creating the next generation of managers. IMCA's focus on engaging high school students in the time before they are deciding their career path and providing funding and support to communities to do so is a great opportunity to forge those connections in your community.

Congratulations and thanks to the Village of Elk Grove Village and the City of Moline for participating in this program. ILCMA wishes you and your interns great success! Does this sound like a program that your community would be the right fit for and want to be considered next year? Applications for the 2025 Bob Turner Scholars Internship Program will be accepted from October 14-December 16, 2024 for hosting an intern June-August 2025. More information: <https://icma.org/page/host-bob-turner-intern>



Interested in Becoming a Credentialed Manager?

The Application Deadlines and Fees are:

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

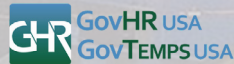
In addition to the \$75 cost of the Applied Knowledge Assessment, the online application fee is \$50.



ILCMA Reception at the ICMA Annual Conference

Join your ILCMA Colleagues for ILCMA's Reception on Monday September 23rd at the IL Tetto Rooftop Bar at Sienna Mercato, 942 Penn Avenue, Pittsburgh, PA 8 PM to 10 PM.

Sponsored by:



The NIU MPA Program invites all ILCMA conference attendees to the annual NIU MPA dinner prior to the reception at 6 PM at the same location. Click the link below for more information and to purchase tickets:

<https://www.myniu.com/article.html?aid=2558>



Illinois City/County Management Association 815-753-5424 ■ Fax 815-753-7278

ILCMA will once again be participating as an exhibitor at the Illinois Municipal League Conference and is seeking volunteers to staff the booth. Please sign up for a time slot using the form below!

IML Conference Booth Sign-up for Booth # 516

Count me in! I have indicated three (3) time slots that I can work

Name:

Title:

Organization:

Phone:

E-mail:

Please indicate your choices by putting a 1 by your first choice, a 2 by your second choice and a 3 by your third choice:

Thursday, September 19

Friday, September 20

_____ 2:00 pm – 3:30 pm

_____ 10:00 am - 11:30 am

_____ 3:30 pm - 5:00 pm

_____ 11:30 am – 1:00 pm

_____ 5:00 p.m. – 7:00 p.m.*

_____ 1:00 pm – 3:00 pm*

*Get Acquainted Reception is 5:30 – 7:00 p.m. in Exhibit Expo Exhibit Hall closes at 7 p.m.

*Teardown begins at 3 p.m. on Friday

YES, my mayor is willing to staff the booth with

me! **Please respond by September 13th to:**

Dawn S. Peters
ILCMA Executive Director
Email: dpeters@niu.edu



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).



HOST A YSEALI PROFESSIONAL FELLOW

We are seeking U.S. organizations interested in hosting a young professional from South East Asia as part of the **Young Southeast Asian Leaders Initiative Professional Fellows Program (YSEALI PFP)**. YSEALI PFP is a program of the U.S. Department of State and is supported in its implementation by American Councils for International Education. ICMA partners with American Councils to implement the institutes for the Sustainable Development and the Environment Fellows.

ABOUT THE FELLOWS

- Mid-level professionals, aged 25-35 years old
- Chosen through a highly competitive merit-based selection process
- Citizens of: Brunei, Cambodia, Indonesia, Laos, Malaysia, Myanmar, Philippines, Singapore, Thailand, Timor-Leste, or Vietnam
- From a variety of professional backgrounds including government, NGOs, private businesses, social innovation and entrepreneurship, and universities
- Demonstrated proficiency in written and oral English



ABOUT U.S. PLACEMENT HOSTS

- Each finalist of the program will be placed in a U.S. office relevant to their professional experience and interest.
- Fellowship placements are individually tailored and take place over the course of four business weeks.
- The fellowship placement is intended to be a mutually beneficial substantive professional experience for both the U.S. fellowship host and the YSEALI Fellow.
- The fellowship placement should provide the YSEALI Fellows direct experience with the day-to-day workings of a U.S. organization and the opportunity to network and form professional relationships with American colleagues.

ABOUT THE PROGRAM

YSEALI PFP is a two-way exchange program designed to promote mutual understanding, enhance leadership and professional skills, and build lasting and sustainable partnerships between emerging leaders in Southeast Asia and the United States.

YSEALI PFP will bring professional Fellows from Southeast Asia to the United States to participate in leadership and professional development activities under four themes:

- **Civic Engagement**
- **Economic Empowerment**
- **Governance and Society**
- **Sustainable Development and the Environment**

The 2024 Fellowship portion of the U.S. based program will take place on:

- **Cycle 1: April 29 - May 24, 2024**
- **Cycle 2: September 16 - October 11, 2024**

U.S. placement hosts will also be eligible to apply for a U.S. Department of State funded **Reciprocal Exchange** where they have the opportunity to travel to their YSEALI Fellow's home country and support the design and implementation of a local project.



For more information, visit www.ysealipfp.org

continued on the next page



Frequently Asked Questions

What is expected from a host organization? There is no cost to host a YSEALI PFP Fellow. Host organizations will be asked to appoint a dedicated “U.S. placement host” from among their team who is a) willing to supervise their Fellow and liaise with program implementers, and b) interested in working with their Fellow to develop their professional goals both in the United States and their home country. American Councils and Institute Partners will work with host organizations to develop meaningful and mutually beneficial fellowship experiences.

What organizations have hosted fellows in the past? Past Fellows have been placed with large multi-national companies, fast-paced start-ups, grassroots NGOs, government offices, and other dynamic organizations within their sector or a complimentary sector. Placement organizations have included MassChallenge, UC San Diego Rady School of Management, Heifer International, Deloitte, Chicago Mayor’s Office of People with Disabilities, Boston Youth Service Network, PeaceTech Lab, Starbucks, and many more.

How are Fellows selected? Fellows are selected through a competitive nationwide search that involves an extensive written application and in-person interviews with American Councils and U.S. Embassy staff.

Will Fellows speak English well enough to perform tasks such as writing memos or answering phone calls? Yes. While a Fellow’s English may not be perfect, it will meet strict standards that ensure success in a professional English speaking environment.

How much will Fellows know about U.S. systems and our office? American Councils prepares pre-departure orientations and reading materials on various topics related to U.S. offices and expectations for the fellowship. In addition, we require Fellows and hosts to be in contact prior to their arrival to the United States, so that hosts can disseminate additional information and assign readings or tasks to make the most of their time on program.

What kinds of tasks can a Fellow perform? Fellows can perform a wide variety of tasks, ranging from administrative support to project development to independent research. Program implementers will work with hosts to design a meaningful and mutually beneficial program based on the Fellow’s background and the host’s needs.

How will Fellows be monitored? American Councils and Institute Partners use online surveys, email, and phone calls to monitor each Fellow’s progress on program and resolve any issues, if needed. We are always available to support both U.S. placement hosts and Fellows during the program.

What are the obligations of a host? We’d love to have a Fellow, but cannot commit to doing a lot of extra work in order to do so. Hosting should not be seen as an obligation but rather a unique opportunity. Past hosts have enjoyed the international perspective Fellows brought to their workplace and commented that Fellows were able to successfully perform “real” work. American Councils will prepare Fellows so that they can “hit the ground running” and will help guide hosts in their preparation for the Fellow’s arrival.

What types of Reciprocal Exchanges will Fellows and Americans create? This is entirely up to the Fellow and U.S. placement host and based on their professional areas of focus and interest. Potential ideas can range from an entrepreneurship bootcamp, a civic participation workshop, meetings with government officials, a financial literacy education programs, a workshop on women’s business participation, or a capacity building workshop for young business leaders, among others.

For inquiries on hosting, please contact **Laura Hagg (lhagg@icma.org)** or **Alaina Mendoza (amendoza@icma.org)**



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 \(WP+D\)](#)

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
Assistant City
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.

2024 APA-IL STATE CONFERENCE

September 25-27, 2024
iHotel & Conference Center
Champaign, IL
ilapa.org/apail24
#APAIL24



Plan Commissioner Training

WHO WE ARE

The American Planning Association - Illinois Chapter (APA-IL) is the professional association for urban planners in Illinois.

Each year, the APA-IL hosts a statewide planning conference which includes a unique, day-long plan commissioner training workshop.

From 2011 to date, the APA-IL in partnership with DePaul's Chaddick Institute has held over 173 workshops in Illinois!

TRAINING SUMMARY

Plan commissioners work hard reading packets, reviewing cases, conducting public hearings, and considering policy matters; but they rarely get the chance to sit back and look at the big picture of what they do and the significance it has to the communities in which they live. This is the focus of the all-day track, especially crafted for planning officials, boards, and commissions from the newly appointed to veteran officials.

AGENDA

9:00 AM - 11:15 AM
Session 1: Panel Discussion and Mock Hearing with Planners and Attorneys

11:15 AM - 1:00 PM
Networking Lunch

1:00 PM - 3:00 PM
Session 2: Site Visit and Plan Review

TRAINERS

Tom Farace, AICP
Planning & Economic Development Manager
Village of Carol Stream

Greg Jones, AICP
Attorney
Ancel Glink

Kat Trotter
Zoning Administrator
City of Champaign



TRAINING DATES & TIME

Thursday, Sept. 26, 2024
9:00 AM - 3:00 PM



COST

Just \$75 for this day of training!
Includes lunch.



TRAINING LOCATION

City of Champaign, City Hall
102 N. Neil St.
Champaign, IL 61820

FOR MORE INFO



admin@ilapa.org



ilapa.org/apail24

Plan Commissioner Training Opportunity

Thursday, September 26th at the 2024 American Planning Association - Illinois Chapter State Conference (Champaign City Hall / Champaign, IL)

Don't miss this chance to sign up your plan commissioners, ZBA, and other commission and board members for Illinois' premiere commissioner training program.

This all-day training, held in conjunction with the 2024 APA-IL State Conference, allows commission and board members to sit back and look at the big picture of what they do and the significance it has to the communities in which they live.

The morning session will introduce planning and tools of the trade as well as other essential elements of creating and maintaining an efficient and productive plan commission process. Lunch is included.

In the afternoon, attendees will learn the importance of a site visit as they examine sites, discussed during the morning session, up close. A short 1-2 block walking tour will provide an opportunity to see how the ideas put on paper become a reality. After the walk, attendees will return to City Hall for further discussion.

Other reasons for commissioners and board members to attend:

- Legal aspects of the plan approval processes and requirements related to conflict of interest and ethics will be covered by practicing municipal attorneys.
- Commissioners get a unique opportunity to network and share tips with peers from other communities.
- The daylong session is only \$75 per commissioner.
- APA-IL has conducted 173 of these sessions in Illinois communities and have received strong reviews:

"I learned a lot and it was very much worth my time."

"Good mix of principles and practices."

"Great job with very clear and capable speakers."

All planning officials, boards, and commissions are welcome.

Need more information about the 2024 APA-IL State Conference? Go to: <https://www.ilapa.org/apail2024>

Need more information about our Plan Commissioner Training? Visit <http://www.ilapa.org/planning-officials>

MICHAEL FRERICHS, ILLINOIS STATE TREASURER INVITES YOU TO

The Local Officials Appreciation Picnic

Director's Lawn at the **Illinois State Fair** in Springfield
12 p.m. to 2 p.m. on **Saturday, August 17, 2024**



Michael W. Frerichs
ILLINOIS STATE TREASURER

RSVP

Erin Slone

illinoisfunds@illinoistreasurer.gov
217-685-2584



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



Legacy Project

ADVANCING WOMEN IN LOCAL GOVERNMENT

Join Us for the Brown Bag Series!

The Village of Lincolnwood is excited to help revive our “Brown Bag Lunch Series,” a cherished tradition from the early years of the Legacy Project. This informal gathering invites open discussions on any topic, with all questions welcome!

Village Managers and senior professionals will be present to help guide the conversation. The event will be held in the Village Board Room at Lincolnwood Village Hall.




Bring your lunch and your curiosity! We look forward to a lively and engaging session.

[RSVP here!](#)



Anne Marie Gaura
Village Manager
Village of Lincolnwood

WHEN & WHERE

-  Wednesday, August 7, 2024
-  11:30 A.M. – 1:00 P.M.
-  6900 North Lincoln Avenue, Lincolnwood, IL 60712

Follow Us on Social Media!





Preparing the Next Generation and we need YOU!



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

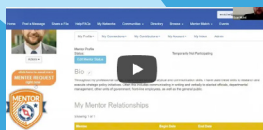
The ILCMA Mentor Match program reflects ILCMA's commitment to developing the next generation of local government management professionals. Mentor Match is the latest addition to an expanding line-up of our services to support members' professional development needs. It is an online tool - including a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

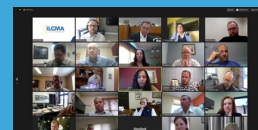
Volunteering as a Mentor can be mutually rewarding: mentees gain encouragement and guidance for their careers, and mentors gain deeper insights into their own careers and the satisfaction of helping others.

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**

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.

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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:

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

The Illinois Municipal Treasurer's Association Announces The 2024 Treasurer's Institute

Please mark your calendar for this year's Illinois Municipal Treasurers Institute which will be held November 17-21, 2024 at the Doubletree Hotel in Bloomington, IL.

The Institute is a four-day educational opportunity that provides engaging speakers with timely and relevant topics that are important to today's public finance professionals. The Institute will provide plenty of opportunities to network with like-minded individuals.

For additional information, please contact the IMTA Association Coordinator, Aaron White amwhite5@eiu.edu.

For further information, please contact:

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Peggy Merriss, Secretariat, Georgia City/County Management Association



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

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



Learn more at icma.org/coaching



Midwest Leadership Institute

Helping local government navigate a complex world in a time of disruptive change

Mission

To present an educational experience with intellectual depth and substance that focuses on the individual as leader and the person as a whole to encourage participants to connect interpersonally and emotionally to better lead themselves and others.

Values

- Education
- Scientific Objectivity
- Developmental Growth
- Health
- Discipline
- Ethical Behavior

More Information

To learn more about the Midwest Leadership Institute, takeaways, videos, and more, visit midwestleadershipinstitute.org or contact:

David Limardi
P: 847.533.0402
E: dlimardi@gmail.com

Robert Kiely
P: 847.703.3585
E: rркиely@comcast.net

Dawn S. Peters
P: 815.753.0923
E: dpeters@niu.edu

Midwest Leadership Institute

Approach

The Midwest Leadership Institute is the premier institute for local government organizational leaders. Successful outcomes in local government require a deep understanding of interpersonal leadership. The ability to understand individual and organizational behavior and diagnose why people act the way they do is crucial. The courage and discipline to admit when you do not know what you do not know, which requires you to know yourself and your emotions, is important for an organizational leader.

Who Should Attend

Local government organizational leaders including chief administrative officers, assistants, department heads and others who are interested in leadership education focused on the theoretical and practical.

Join a network of organizational leaders who have participated in the Midwest Leadership Institute and who continue to assist one another with workplace and personal challenges and celebrate successes. Participants also receive ongoing educational materials through the "members only" section of the MLI website and receive invitations to participant only events.

Curriculum

The Institute is an intensive 4.5-day program with both an internal self-focus and an external organizational focus. The Institute consists of ten learning pods including lectures, exercises, and team discussions. The ten learning pods are as follows:

1. The State of Today and the Effect on the State of Tomorrow
2. Fundamental Concepts for Leading People
3. Judgment – The Foundation of Successful Leadership
4. Emotions – When Working with People Gets Tough
5. Power, Authority, Motivation, and Influence
6. Change: Resistance, Motivation, and Performance
7. The Relentless Pursuit of an Ethical Culture
8. Aligning Goals, Tasks, and Relationships
9. The Role of Self-Awareness in Leadership
10. Balancing Work, Family and Self

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MLI Presentation Team

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- David E. Morrison, M.D.
- Daven Morrison, M.D.
- David M. Limardi, Limardi Consulting LLC, MPA, ICMA-CM
- Robert Kiely, MPA, ICMA-CM
- Dawn S. Peters, MPA

Logistics

Each program is limited to 40 participants to ensure time for one-on-one individualized coaching as well as small group and all-participant events. Tuition for the entire 4.5-day Institute is \$3000 which includes course materials, daily continental breakfast and lunch for four days. Organizations that send 4-8 participants are eligible for tuition discounts (\$2850/participant). We ask that no more than 8 people per organization attend the same Institute.

The Institute will be held **April 28 – May 2, 2025** at Northern Illinois University's Naperville campus, 1120 East Diehl Road, Naperville, IL.

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Spotlight on: GovHR

Workplace Flexibility – Your Best Employee Benefit

By: Heidi Voorhees, co-founder, GovHRUSA/GovTempsUSA, a Division of MGT Consulting of America

Why Does Flexibility Matter?

As a Recruiter, I've heard many stories from employees who grapple with the need for flexibility (names are changed):

- Eric wanted to apply for a better paying, more stable Finance Director position, but his current job was closer to his elderly parents whom he could check on during his lunch hour and assist with daily tasks before and after work. The new position did not offer any flexibility or hybrid work that would have allowed Eric to continue to assist his parents.
- Jen is a highly valued Department Head – she recently had a baby and returned to work following her maternity leave. She is struggling with the five day in office schedule and is considering a different position with a community that offers a hybrid schedule of two remote days a week. The Assistant City Manager who supervises Jen is supportive of a hybrid schedule, but the City Manager is adamant that everyone is in the office five days a week.
- Mary was a senior level department head who told her boss she needed to retire. Mary's husband had just retired and he and Mary wanted to go on a three month trip. Mary was not ready to retire but could not see how she could leave her job for three months. Her boss wanted to keep Mary so she suggested that Mary take an unpaid leave of absence, go on the trip and then return to work. The organization hired an experienced interim department head to cover the three month stint. It's been three years since this occurred and Mary is still with the organization.

These examples tell us what we should already know – our employees all have personal lives that impact their professional work life. Organizations that fail to provide flexibility where possible risk losing valued employees to organizations who can be nimbler with policies. If employees are not commuting one or two days a week, an employer is giving them two to four hours back in their life – it can make a real difference particularly to a busy parent, or an employee who is a caregiver for elderly parents or an ill spouse.

The "Well Organized Hybrid" -- Hybrid work seems to be the preferred approach for many employers and employees. Stanford Professor and Economist Nicholas Bloom describes the "Well-Organized Hybrid." His February 1, 2023 podcast with the McKinsey Global Institute lays out this plan and he summarizes the productivity data that he has studied on this model.



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Local government can adopt some of the Well-Organized Hybrid approach:

- Many local governments offer a one- or two-day work from home option to those employees who qualify. If employees are given the option of the work from home day(s), it is important to ensure that key staff meetings and other team meetings are scheduled for the days everyone is in the office, benefitting from in-person collaboration.
- Talk with employees about what activities and interactions they value for in-person interaction and the best way to achieve that. (McKinsey Global Institute "How hybrid work has changed the way people work, live, and shop" July 2023)
- Develop expectations and norms regarding flexibility. Are there regular work hours? Can employees flex their hours, taking time off in the late afternoon and putting more hours in at night? Who makes this decision – Human Resources? The Department Head?
- Understand that instituting flexible work hours or a hybrid schedule requires monitoring and vigilance to ensure it is effectively meeting the organization's goals and serving the employees well.

Other Flexible Work Options:

- Consider part-time positions that mirror school hours – this appeals to stay-at-home parents – advertise these positions on local social media. You will be surprised at the talent that is available.
- Talk with employees who are retiring to see if they would consider interim work – filling in for employees on vacation or longer leaves. These employees can often step right in and help keep work on track.
- If an employee is leaving to stay at home full-time, discuss the possibility of project related work. Leave the door open for the employee to return.

Organizations who demonstrate flexibility with workplace hours and the ability to address individual employee's challenges that crossover into the workplace will compete well in the job market. They will not just say they are "family friendly" or they "care about their employees"; they will demonstrate those values by coming through when the chips are down for a member of their team.

Spotlight on: Polimorphic

Can AI Help Municipalities Reach Digital Accessibility Compliance?

Generative AI's meteoric rise last year came as the Federal Government reaffirmed ADA mandates towards accessibility - notably digital accessibility, with local governments required to meet the standards called Web Content Accessibility Guidelines Version 2.1, Level AA (herein referred to as WCGA) by 2026 or 2027. WCGA denotes several requirements about accessibility when it comes to web content provided by State or Local Government. Although exceptions are made for some documents and private information, many municipalities are apprehensive about potential disruptions that may occur when trying to refashion their digital infrastructure to meet (and support moving forward) these standards. One method that some municipalities are exploring is if and where AI can help meet WCGA compliance.

But first - what is AI? Although Artificial intelligence in popular culture makes us think of the overarching villain in movies like Terminator or The Matrix, the reality is that AI is a broad term that defines code which takes fuzzy inputs to calculate a clear output. A GPS app mapping out the fastest route with current conditions, a music streaming app's recommendation algorithms, and the ads we see on our phones are all examples of AI in action. Comparatively, what makes ChatGPT (and Generative AI) impressive is how it combines many functions with a linguistic capability that is able to process and explain the output similar to how a human does. For example - asking a search engine to create a meal from a list of 5 ingredients will just link to articles that mention those ingredients by name. However, asking Generative AI the same question will create a recipe, and walk through how to combine and cook the ingredients.

Compared to expensive early AI models of the past, utilizing Generative AI for WCGA compliance has a relatively lower barrier to entry. Places where AI has already proved prudent is around complex language simplification, input assistance, and operability. Some municipalities go above and beyond the requirements, by using AI for additional functionality, including multi-lingual support and after-hours or audio based virtual assistance.



AI can be used to:

-Parse complex municipal codes, ordinances, and general legalese into common language. For elaborate processes, AI can help walk applicants step-by-step on what they need, unique to their individual needs or circumstance.

-Provide alternatives to paper forms, through an online option or through a virtual agent that can use voice-to-text capability to fill out forms without needing to use a keyboard or print out and deliver a paper form.

-Aid in navigation by providing additional information or the location of sources instantly, reducing the potential for users to get lost, while also understanding misspellings and synonyms to ensure that users end up in the right place.

-Translates English into multiple languages, especially if there isn't a translator for certain languages on staff.

-Support constituents during unstaffed hours through the use of a virtual agent, which can help answer multi-lingual questions over the phone for requesters that are not able to use the website, or help fill out forms on their behalf.

For municipalities leveraging AI vendors, it is important to vet the vendor's commitments to other WCGA accessibility requirements, such as compatibility with screen readers or alternatives to keyboard inputs, as the vendor's content will also need to be compliant.

In summary, AI provides solutions for accessibility requirements outlined in WCGA for municipalities, while improving service delivery. AI can provide functions such as after-hours or multi-lingual support, once seen as prohibitively expensive, in a matter that's cost effective and efficient. AI can also be used to improve the accessibility of historical documents, without making municipalities choose between a megaproject or removing those resources from their digital footprint. Finally, utilizing AI to achieve these goals can demonstrate a commitment to constituents that accessible service delivery is a priority for their local government.



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Executive Director/Editor
Dawn S. Peters
Phone: 815-753-0923
Fax: 815-753-7278
dpeters@niu.edu

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Contact information for Senior Advisors:

Steven Carter
217-359-1338
stevenccarter@sbcglobal.net

Brad Townsend
Phone: 630-390-8800
btownsend196@gmail.com

John Phillips
309-428-5495
phillipsjohn99@gmail.com

Robin Weaver
630-835-6417
rweaver3333@gmail.com