



Illinois Association of County Officials

NEWS

“...improving the quality of public service through education.”

FALL 2024

www.iacoonline.org

2024 IACO OFFICERS:

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Rebecca C. McNeil - McLean County Treasurer

President Elect

Erin Cartwright Weinstein - Lake County Circuit Clerk

Vice President

Karen Stukel - Will County Recorder

Secretary / Treasurer

Chris Marsh - White County Coroner

Immediate Past President

Melissa Hurst - Coles County Circuit Clerk

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Circuit Court Clerks

Tammy Weikert - Rock Island County

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Carrie J. Dagg - Wayne County

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Chuck Venvertloh - Computer Information Concepts

Becky Jansen - PayCourt

Illinois Association of County Officials

P.O. Box 9296 - Springfield, IL 62791-9296

www.iacoonline.org

Message from the President

Rebecca McNeil
McLean County Treasurer



I hope you enjoyed your summer. We had so much fun at Spring Conference. As President of IACO, it is my goal to see you networking, laughing, and connecting with your colleagues. Our attendance this past May was record breaking, the educational sessions were meaningful, and we had the pleasure of awarding 6 IACO scholarships worth a total of \$9,000. Never underestimate the significant impact your contribution to our IACO Scholarship Fund can make in the lives of our IACO families.

Now that September has passed, fall is in the air. We are planning an exciting Fall Conference for you at the Bloomington-Normal Marriott Hotel & Conference Center from November 18th – 20th. During our conference we will continue to focus on education, professionalism, and our own personal well-being.

During the President's Banquet, we will award the 2024 County Official of the Year, and swear in our 2025 IACO Officers. We will also be holding another fundraiser for the IACO Scholarship Fund. Now is the time to start thinking about what you and your affiliate can donate. Finally, we will bid a fond farewell and Happy Retirement to our longtime IACO Administrator Tamiko Kinkade.

Register now at www.iacoonline.org and get your hotel accommodations booked. Due to some construction updates at the main conference location, we may be a little separated this year. However, Tamiko has worked hard to secure additional accommodations in the area and the renovations will improve the facility for our future gatherings. We will see you soon!

OFFICIAL NOTICE: During the IACO 2024 Fall Conference we take action to update our IACO Bylaws. The changes are posted on the IACO Website under "[Bylaws](#)."

2024 IACO Fall Conference

November 18-20, 2024 (Mon. – Wed.)

Bloomington-Normal Marriott Hotel & Conf. Center

201 Broadway, Normal, IL 61761

REGISTER TODAY

at www.iacoonline.org

Pivoting In A New Direction

Rebecca C. McNeil
McLean County Treasurer
IACO President-Elect



During our fall conference we will say farewell to one of very, very dear friends. As many now know, Tamiko Kinkade has made the decision to retire at the end of 2024. She has been IACO's Administrator for almost 20 years. For many of you, she has been the face of IACO. The one you see and communicate with. Her smile has welcomed thousands over the years. She has been a dedicated and wise leader that has motivated, communicated, educated, and helped the IACO Board achieve so many goals. She has led with a servant's heart and a very steady hand. Trust me on this. At times, I believe she is the reason the ship stays level. We have been exceptionally blessed. With that said, it is time to focus on pivoting in a new direction.

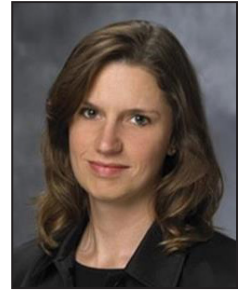
During 2024, the Board of Director's sought proposals from full-service association management companies and at our August board meeting, we voted unanimously to accept a contract with Pivot Management Professionals. The Springfield company operates under the leadership and partnership of Sandra Wulf and Sara Decatoire, both of which have attained the highest professional association designation, CAE (Certified Association Executive). They each bring decades of experience, enthusiasm, and passion for association management. I am confident in their team's ability to guide and motivate future IACO boards and committee leaders. To help us think creatively, embrace opportunity, and tackle solutions to challenges. We know from our own experience as County Officials that we need to always be ready to adapt to change and pivot in a new direction.

This is an exciting time for IACO. However, we all know that transitions take time, effort, and patience. For some, change is a bit uncomfortable. However, this challenge is going to be an incredible opportunity for IACO. An opportunity to embrace new ideas and practices. I am very excited for the future of IACO.

We are in great hands, but the key to our success is YOU! Don't be afraid to step up to the plate and volunteer. We are so appreciative of your involvement.

A Word from our President Elect

Erin Cartwright-Weinstein
Lake County Circuit Court Clerk



Hello Illinois Association of County Officials. I am very excited to become your President for the upcoming year! Your board is ready to continue the amazing work of our past executives and continue to build our education and networking programs. My favorite part of this organization is how much we learn from each other by sharing our different perspectives and experiences. Our association is made up of incredible people who hold very different roles; each person filled with knowledge and strong values that we use to help strengthen and support each other.

Many of you have heard that we are losing our most prized possession, our Association Administrator, Tamiko Kinkade. I am not sure what we are going to do without her as she has been the tie that binds this organization together. However, we will continue to work hard and make her proud!

A little bit about me. I was elected as the Lake County Circuit Clerk in 2016 after practicing law for almost 17 years. I love this job and all 138 members of my staff.

As the Lake County Circuit Court Clerk, I worked with my staff to bring my visions and creations to life. In 8 years, we have accomplished huge projects:

1. E-Filing was commenced for civil cases;
2. A new Case Management System for all FOUR justice partners was implemented;
3. Digitized almost all of my documents;
4. Added Artificial Intelligence bots to help my staff with manual data entry;
5. Improved training methods for new clerk staff;
6. Entered the first Union Contract in my office (now working on our 3rd); and
7. Increased accessibility for the younger generation to engage with Court and law enforcement staff by working with local school districts and associations.

Outside of the office, I work with the Coalition to Reduce Recidivism, Women United and local bar associations.

My true passion is my equestrian life! Horses and Dogs bring me joy!

Now, on to 2024-2025! Let's have a wonderful year!!

2024 IACO Fall Conference
November 18-20, 2024 (Mon. – Wed.)
Bloomington-Normal Marriott Hotel & Conf. Center
REGISTER TODAY at www.iacoonline.org

2024 Scholarship Recipients

Special Thanks to our 2024 Scholarships Sponsors:



Reece Lohman of Nokomis, Illinois is the winning recipient of a **2024 IACO 4 Year University Scholarship worth \$2,000.00**. Reece will be attending University of Missouri Pursuing a Degree in Computer Science. **Reece is the Son of Nikki Lohman Montgomery County Treasurer**



Mackenzie McCammon of Kankakee, Illinois is the recipient of a **2024 IACO 4 Year University Scholarship worth \$2,000.00**. Mackenzie will be attending Bethel University, Tennessee Pursuing a Degree in Psychology. **Mackenzie is the Daughter of Mia McCammon Iroquois County Supervisor of Assessments**



Ava Rahman of Edwardsville, Illinois is the recipient of a **2024 IACO 4 Year University Scholarship worth \$2,000.00**. Ava will be attending the University of Illinois Pursuing a Degree in Biology. **Ava is the Granddaughter of Janet Will Wabash County Clerk and Recorder**



Hope Hawkinson of Knoxville, Illinois is the recipient of a **2024 IACO 2 Year College Scholarship worth \$1,000.00**. Hope will be attending Southeastern Community College Pursuing a degree in Nursing. **Hope is the daughter of Jared Hawkinson, Knox County Board Member**



Allison Langfelder of Springfield, Illinois is the recipient of a **2024 IACO 2 Year College Scholarship worth \$1,000.00**. Allison will be attending Illinois State University Mennonite College of Nursing Pursuing a Career in Nursing. **Allison is the daughter of Josh Langelder, Sangamon County Recorder**



Parker Renken of Nashville, Illinois is the recipient of a **2024 IACO 2 Year College Scholarship worth \$1,000.00**. Parker will be attending John A Logan College Pursuing a Career in Accounting. **Parker is the Son of Andrea Renken Washington County Circuit Court Clerk**

Meet the 2025 IACO Secretary/Treasurer



Mark D. Armstrong
Kane County Chief Assessment Officer

Champion of County Assessments and IACO Leadership

If you're not already familiar with him, let me introduce Mark Armstrong, CIAO-M, the Supervisor of Assessments for Kane County. With two decades of dedicated service in county government—starting as a member of the Kane County Board of Review and spending the last 18 years in his current role—Mark is a seasoned professional deeply committed to enhancing the field of property assessment. Mark will be joining your IACO Leadership as the incoming Secretary/Treasurer.

When asked about his motivation to serve on the IACO Executive Board, Mark emphasized the organization's importance at a critical time. He says, "While IACO is a healthy organization, I believe we are at a critical juncture. Our long-time administrator is retiring, and with the end of ARPA funding, county budgets will see increasing scrutiny. IACO will need to continually make the case of why participation in our organization (including attendance at our conferences) is worthy of the expenditure of public funds from the budgets of county officials. I believe our best path is continued cooperation among affiliates on topics of mutual interest, such as what has been done among the tax-cycle affiliate organizations: our mutual cooperation makes us all stronger."

Mark has played a vital role in providing relevant education and training for county officials, organizing engaging conferences, and ensuring the organization's sustainable future. His extensive experience in continuing education and outreach reflects this commitment. He has led numerous sessions at both the IACO and the Illinois Property Assessment Institute (IPAI) State Conferences and has served as an instructor for the IPAI since 2013.

Additionally, Mark has authored two textbooks recognized by the Illinois Department of Revenue and has provided educational support to a diverse range of organizations, from the Illinois Department of Revenue to local bar associations. His dedication extends beyond assessments, as he has actively contributed to community education and leadership through various committees and boards. His contributions have earned him prestigious awards, including the CIAO-M designation and IACO's County Official of the Year Award in 2019.

Make sure to take some time at the upcoming conference to chat with Mark and gain from his insight. IACO is lucky to have Mark Armstrong and he is excited to help lead IACO into a successful and sustainable future.

SPRING CONFERENCE HIGHLIGHTS



THANK YOU TO OUR SPRING CONFERENCE SPONSORS & EXHIBITORS

Platinum Sponsors:



Gold Sponsors:



Silver Sponsors:

AllPaid Payment Solutions
Bruce Harris & Associates
InvoiceCloud
Journal Technologies

Mail Services, LLC
Paymerang
PMA Financial Network, LLC.
WinTrust Government Funds

Bronze Sponsors:

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CSG Forte
Datamation Imaging Services
Eagleview (formerly Pictometry)

Fike and Fike, Inc.
Gift of Hope
Goodin Associates, Ltd.
Governmental Business Systems
Jano Technologies
Joseph E. Meyer & Associates, Inc.
Liberty Systems, LLC

Platinum Resource Technology
PFM Asset Management LLC
Providence Bank & Trust
Sidwell
Vanguard Appraisals, Inc.
VR Systems, Inc.
XSoft, Inc.

Legislative Committee Update

Mark Armstrong
Legislative Chair
Kane County Assessor



Governor Signs Bill Creating County Official Compensation Task Force

On June 7, 2024, Illinois Governor JB Pritzker signed HB 4951 into law as Public Act 103-0592. HB 4951 was omnibus legislation containing 1,275 pages; the first provision in this bill created a stateside task force “to review the compensation of county-level officials” and to make recommendations “to the General Assembly on any appropriate changes to those statutes, including implementation dates.” The full text of the legislation can be viewed at <https://www.ilga.gov/legislation/publicacts/103/PDF/103-0592.pdf>.

The County Official Compensation Task Force will be made up of individuals appointed by the Governor, the Chief Justice of the Supreme Court, the Director of the Department of Revenue, and leadership of the General Assembly. The Task Force will be chaired by the Director of the Department of Revenue or the Director’s designee, and the Department will provide administrative support. County officials serving on the Task Force will be divided evenly between counties with fewer than 25,000 population and counties with 25,000 or more in population, ensuring geographic and demographic equity.

The Task Force’s review shall include, but is not limited to, the following subjects:

- A review and comparison of current statutory provisions and requirements for compensation of county-level officials;
- The proportion of salary and related costs borne by State government compared to local government;
- Job duties, education requirements, and other requirements of those serving as county-level officials; and
- Current compensation levels for county-level officials as compared to comparable positions in non-governmental positions and comparable positions in other levels of government.

After reviewing the information, County Official Compensation Task Force will issue a report that will summarize the Task Force’s findings and make recommendations on the implementation of changes to the compensation of various county officials that will ensure compensation is competitive for recruitment and retention and will ensure parity exists among compensation levels within each profession, each county, and across the State.

The Task Force must complete its findings by December 31, 2025, and will be dissolved on January 1, 2026. Once the appointments to the Task Force are made, the names will be available at <https://govappointments.illinois.gov/boardsandcommissions/details/?id=7bdb94cd-8540-ef11-8409-001dd8049586>.

2024 County Official of the Year

Rebecca C. McNeil
McLean County Treasurer
IACO President-Elect



The Illinois Association of County Officials “County Official of the Year” Award is given to an individual who has also contributed to the betterment of county government in a manner that is above and beyond what is expected in their everyday duties. The IACO award recognizes an outstanding county official who best demonstrates our mission of improving the quality of county government while maintaining a high standard of performance. This is not a longevity award, but an award that recognizes significant contributions to their county government and county government in general.

Your nomination is a chance to applaud “one of our own.” Shine the spotlight on your candidate. This is your time to recognize a county official who has given their time to their colleagues, their profession, and their community. Please remember, applications for our 2024 award must be received by 4:30PM on October 31st. Mail the application or email it. The application form guides you on the best way to highlight your candidate. The candidate nomination form and candidate biography should demonstrate his/her overall professionalism and dedication to county government. Finally, don’t forget those letters from peers. They add a special touch to the nomination and really give us the opportunity to read the overall impression and personal touch your candidate has had on the lives of others. Conveying the details of your candidate’s leadership, outstanding qualities, and commitment can be a challenge for just one person. Collaborating with others to create that message is the secret to success.

Our 2023 IACO County Official of The Year award went to Katherine “Kathy” Keefe, McHenry County Circuit Clerk. At the time of her nomination, Kathy had worked a combination of 36 years in County Government and 15 years in her current position. Her commitment and contributions were highlighted and recognized from the County, affiliate, and state level. As her nominator stated in her nomination, “There is no greater honor for a public servant than being nominated by your peers for exemplary contributions to your government profession and betterment of your community.” We congratulate Kathy once again and look forward to announcing our 2024 award winner at the fall conference.

Deadline for Submission: 4:30pm on October 31, 2024



IACO 2024 County Official of the Year

Deadline for Submission: **4:30pm on October 31, 2024**

Each year the IACO recognizes an outstanding county government official who best demonstrates our mission of improving the quality of county government through education, promoting responsible public policy, and providing ethical service while maintaining a high standard of performance. This form is intended to facilitate the selection process by providing biographical information of each candidate. All nomination forms must be received by the deadline in order to be considered.

Purpose and Criteria: The purpose of the Illinois Association of County Officials' County Official of the Year Award is to recognize a county government official or employee who has demonstrated a commitment to excellence in county government both within his or her own community and on a regional or statewide level. This distinction will be made each year to one person representative of the high ideals embraced by the Illinois Association of County Officials, (IACO).

Eligibility: Any elected or appointed official or employee of a IACO member county is eligible. Current members of the IACO Board of Directors are ineligible to receive the award.

Award: The results will be kept secret until the Fall Conference. At the Fall Banquet, the award will be presented to one individual who has made significant contributions through their service.

Nominator Responsibility: In most instances nominations will come from the nominees affiliate organization. The nominator is expected to ensure that the nominee is at the Fall Conference Banquet to receive the award. It is not however required that the nomination come from the nominees affiliate organization. The Veterans for instance may nominate a candidate from the Coroner's, but such a nomination would require considerable research by the Veterans to understand the position of Coroner and prepare a nomination that can compete with other nominees. It would be better for the Veterans to contact the Coroners and seek support for the potential nominee.

Selection Process: The selection of the County Official of the Year is a difficult process – due in large part because of the high quality of the candidates. Our overall goal is to establish a process that results in a fair selection with as minimal bias as possible. The members of the committee all represent an affiliate organization – and it is natural that we would support the individual nominated from our own affiliate – if for no other reason than we are most familiar with the service and dedication of that individual. So our goal was to minimize that bias to the extent possible and streamline the application process. Here is the selection process.

- 1) Any currently serving county official (at the time of nomination) will be considered for the award. Individuals that have resigned or retired earlier in the year are not eligible. (The Board noted the IACO President can at any time recognize an individual with a "President's Award".)
- 2) To minimize the inherent bias of committee members (supporting the candidate from their own affiliate organization) the Board approved a selection process currently being used by another national organization:
 - a) Each IACO Awards Committee member is responsible for selecting a "judge" from outside the IACO membership, such as a local judge, state official, or community leader. Contact information for the judge is forwarded to the Awards Committee Chairperson.
 - b) Nominations are forwarded to these judges directly from the Awards Committee Chairperson along with a scoring sheet. (Committee members do not receive the applications.)
 - c) Judges rank the nominees in several categories based on the merits of the application and forward the scoring sheets back to the Chairperson.
 - d) The Chairperson tallies the scores and announces the winner at the Fall IACO Conference.
- 3) Use of a standardized application.
- 4) Use of a standardized scoring sheet for use by judges.

Previous Winners

1990	Terry Desmond County Clerk
1991	Chris Martin Treasurer
1992	Nelson Hagnum County Board
1993	Bonnie Barton Sup. of Assessments
1994	John Novak Treasurer
1995	Bobby Myers Treasurer
1996	Steve Sonnemaker Auditor
1997	Barbara Gross County Clerk
1998	Lynn Reed Coroner
1999	Shirley Booker Treasurer
2000	Becky Kramer County Clerk
2001	Nancy Krumwiede Treasurer
2002	Bill Underwood Coroner
2003	Tom Ross Auditor
2004	Joel Kegan Circuit Clerk
2005	Kirby Ballard Treasurer
2006	Betty Coffrin Clerk/Recorder
2007	Tony Cox Coroner
2008	Ron White County Board
2009	Jeff Simpson Sup. of Assessments
2010	Lindi Kernan Sup. of Assessments
2011	Bruce Troutman County Treasurer
2012	Victoria J. Harper County Treasurer
2013	Dave Dobill Clerk/Recorder
2014	Wendy Ryerson Sup. of Assessments
2015	Bruce Clark County Clerk
2016	Gina Noe Circuit Clerk
2017	Cindy Braden Circuit Clerk
2018	Tom Cavanagh County Treasurer
2019	Mark Armstrong Sup. of Assessments
2020	Holly Lemons Circuit Clerk
2021	Bob Kahman Sup. of Assessments
2022	Jennifer Gomerick-Minton Sup. of Assessments
2023	Kathy Keefe Circuit Clerk

The nomination form and supporting materials must be received by 4:30pm on October 31, 2024



IACO 2024 County Official of the Year

Deadline for Submission: **4:30pm on October 31, 2024**

The Illinois Association of County Officials "County Official of the Year" Award is given annually to individuals who have contributed to the betterment of county government in a manner above and beyond what is expected in their everyday duties. It is not a longevity award, but recognition of significant contributions to their county government and county government in general.

Sponsor/Contact Person:

Name: _____ Position: _____

Affiliate: _____ Title (within affiliate organization): _____

Work Phone: _____ Email Address: _____

County Official of the Year Candidate:

Name: _____

Current Position (Office & County): _____

Number of years the candidate has worked in county government: _____ Number of years in current position: _____

Has this candidate been nominated for this award in the past? If so, when? _____

Please attach a biography of the Candidate (limit up to 1000 words) written by someone **other than the candidate** which demonstrates his/her overall professionalism and dedication to county government, specifically highlighting the following:

1. Service and leadership in their respective county, including improvements or efficiencies in the operation of nominees own office or local jurisdiction;
2. Service and leadership within their respective affiliate organization, including positions held within the affiliate organization, and years of participation;
3. Service and leadership within their communities;
4. Dedication to continuing education;
5. Service and leadership with other affiliate organizations, including IACO.
6. Letters from peers encouraged.

This form is intended to facilitate the selection process by providing biographical information of each candidate. All nomination forms must be received by the deadline in order to be considered. The official nomination form and supporting materials must be received by 4:30pm on October 31, 2023 by mail, e-mail (pdf format only) to:

Rebecca McNeil, Awards Committee Chair

McLean County Treasurer

115 East Washington - Room M101 - Bloomington, IL 61702-2400

rebecca.mcneil@mcleancountyil.gov

Being Civil Recap



Jeff P. Nelsen
Professional Coach/Speaker

In the spring, I led an interactive session entitled, **“Being Civil In A Less Civilized World.”** Why? Every day, you and your teams deal with the public. People seem more impatient, rude, angry and disrespectful.

So, what can you do? Practice civility—with **courtesy and respect in your speech and behavior.** Being civil isn’t easy—if it was, everyone would be. But here are 5 practices to remember when you encounter a difficult person. Which one do you need to focus on right now?

- 1. Treat every person with dignity.** Remember, you’re a person of value who can value people and add value to them in every interaction.
- 2. Give a warm greeting.** Teams that practice the highest customer service begin by offering a smile and looking people in the eye.
- 3. Listen to understand.** Instead of listening to reply. Ask people, “Is this what you’re saying? Did I hear you correctly?”
- 4. Reply patiently & respectfully.** Choose a tone of voice and words that potentially can contribute to a better outcome.
- 5. Be a thermostat not a thermometer.** You can react to rude people by responding in kind, or you can choose a positive, “high road” attitude.

You won’t get it right all the time. If you get it wrong, make it right, learn from it and **keep aiming high.** Be the person you and others respect.

About Jeff Nelsen:

As an executive coach, Jeff coaches leaders and provides team training for groups like Chick-fil-A, Northwestern Mutual, Midwest Technical Institute, SIU School Of Medicine and the Springfield Housing Authority. He’s been a pastor for 33 years with Cherry Hills Church (Springfield, Illinois). Jeff and his wife Patricia have 3 adult married children and 5 grandchildren. He loves travel, walking and listening to books. Passionate about creating healthier cultures and building stronger teams, Jeff has an engaging and down-to-earth style.

If you’d like Jeff to offer this training to your team, you can visit jeffcoaching.com or email him at jeff@jeffcoaching.com.



Welcome Back to McLean County!

IACO President Rebecca McNeil
McLean County Treasurer

As the current IACO President, you have had a few chances over the years to get to know me on a personal and professional level. Having the IACO fall conference in Bloomington – Normal gives me an amazing opportunity to highlight what I think makes this place, that I call home, very special. McLean County is centrally in the state located where Interstates 39, 55, and 74 come together. Access is easy by auto, plane, or train. Our County is THE largest in Illinois by area with a total of 1,183 square miles, the 13th largest by population at just over 171,000, and has an accumulated assessed value tax base of \$4.6 billion. McLean County was established on December 25, 1830, and was named in honor of John McLean, a twice elected United States Senator. Before being established, it was part of Tazewell County. The County seat is Bloomington, which is adjacent to Normal. The two are commonly referred to as the twin cities. Our County Board is comprised of 20 members. At the County level, there are nearly 30 departments and over 700 full / part-time / temporary employees.

Besides supporting programs that provide for safety, justice, public works, and victim services, McLean County Government also advocates for services that support our Veterans, children, elderly, parks, animals, behavioral health, and County history. The list goes on and on. Unemployment in McLean County routinely stays below the state and national average due to our strong economic growth.

The County is home to Illinois State University, Illinois Wesleyan University, and Heartland Community College. The County is also home to major insurance and manufacturing companies such as: State Farm Insurance, Rivian Automobile Plant, County Companies Insurance, Bridgestone Firestone, Growmark, Brandt Industries, and Ferrero Rocher Candy. The quality of life in this Midwest community is enhanced by many parks, golf courses, the Constitution Trail, Children’s Discovery Museum, David Davis Museum, Route 66 attractions, and Miller Park Zoo.

Fall is my favorite time of the year. A visit to Rader Family Farm for pumpkins, Ropp Dairy for cheese, or a drive in the country to Funks Gove Nature Center for pictures against the spectacular fall colors are good for the soul. I’ve heard it said, Bloomington-Normal is 10th on the list of the most restaurants per capita in the county with 97.2 per 100,000 residents. You are sure to find a lot of great places along Veterans Parkway. Steak ‘n Shake, Beer Nuts, and Destihl are a few popular brands you can thank us for. And finally, Agriculture! It is a fact that McLean County is home to one of the most productive agricultural areas in the nation and world. Not only do we harvest crops, but our rural areas also contribute to solar production and wind energy. When you are traveling in for fall conference look around. Or, considering coming back for a weekend getaway. You will be surprised with all that we have to offer.

I look forward to hosting you in Bloomington-Normal once again at the 2024 IACO Fall Conference!

At-a-Glance Tentative Conference Agenda

Sunday, November 17	
3:00 pm – 7:00 pm	Exhibit Booth Set-up
4:30 pm	IACO Board Meeting
Monday, November 18	
7:30 am	Registration Open
8:00 am – 5:30 pm	Exhibit Hall Open / Coffee & Breakfast
9:00 am – 11:45 am	Education Sessions TBD
11:45 am – 1:00 pm	FREE LUNCH in Exhibit Hall
1:30 pm – 4:00 pm	Education Sessions TBD
4:00 pm – 5:30 pm	Reception
Tuesday, November 19	
7:30 am	Registration Open
8:00 am – 1:00 pm	Exhibit Hall Open / Coffee & Breakfast
9:00 am – 4:00 pm	Affiliate Organization Meetings
11:30 am – 1:00 pm	FREE LUNCH in Exhibit Hall
5:30 pm – 7:30 pm	President's Banquet
Wednesday, November 20	
7:30 am – 9:00 am	Closing Breakfast



Did you know Ronald McDonald House® Charities of Central Illinois collects pop tabs? It pays off in a big way, too! Each year, they collect approximately 40 million tabs. That cashes out to about \$10,000 for our charity! So the next time you grab a can of soda, remember to save the tab for us and the many families we serve. This initiative is good for Ronald McDonald House families, local schools and the environment. We can all do a little to make a big difference in our community!



What is a pop tab?

Pop tabs are the little aluminum tabs from all kinds of cans: soda, some pet food, canned fruits, vegetables and more.

How do pop tabs help the Ronald McDonald House?

Once the pop tabs are collected, they are taken to be recycled in exchange for dollars, which support the children and families we serve at our Houses.

START COLLECTING NOW!

Bring your tabs to the IACO Conferences! We will get them to the Ronald McDonald House Charities!

COUNTY OFFICIALS:

We have an excellent conference in the works for you!

2024 IACO Fall Conference

November 18-20, 2024 (Mon – Wed)

Bloomington-Normal Marriott Hotel & Conference Center,
201 Broadway, Normal, IL

REGISTER TODAY at: www.iacoonline.org

Our educational agenda is full of topics that are practical and important to every office, such as:

- How your county can utilize AI/Robotic Solutions? We have a panel of experts to share ideas!
- Challenges of being a County Official/Government Employee - Take Care of Yourself!
- Grant Writing - What do you need to know to write a Grant?
- First Amendment Auditors - How to deal with them appropriately
- IMRF Update
- Leading with Integrity: Enhancing Local Leadership Through Civility
- Affiliate Association provided training
- AND MORE!

Future Conference Dates:

2024 IACO Fall Conference

November 18-20, 2024 (Mon – Wed)

Marriott Hotel, Bloomington-Normal, IL

REGISTER TODAY: www.iacoonline.org

2025 IACO Spring Conference

May 14-16, 2025 (Wed - Fri)

Crowne Plaza Hotel, Springfield, IL

2025 IACO Fall Conference

November 17-19, 2025 (Mon - Wed)

Marriott Hotel, Bloomington-Normal, IL

2026 Spring Conference

April 22-24, 2026 (Wed-Friday)

Crowne Plaza Hotel, Springfield, IL

2026 Fall Conference

November 16-18, 2025 (Mon – Wed)

Marriott Hotel, Bloomington-Normal, IL

OFFICIAL IACO 2024 FALL CONFERENCE REGISTRATION FORM

November 18-20, 2024 - Bloomington-Normal Marriott Hotel & Conference Center, 201 Broadway, Normal, IL

Attendee Full Name: _____

First Name for Badge (if different): _____

Title/Office (e.g. Coroner/Auditor) _____

County/Jurisdiction (e.g. Lee County): _____

Address: _____

City/State/Zip: _____

Phone: (____) _____ Fax: (____) _____

E-mail: _____

MEAL TICKETS:

Please let us know whether or not you plan to participate in the following meals. There is no additional cost for these events, however, we need accurate head counts.

Monday:

FREE Lunch: Yes No Unsure

Tuesday:

FREE Lunch: Yes No Unsure

President's Banquet: Yes No Unsure

Wednesday:

HOT Breakfast Buffet: Yes No Unsure

Affiliate Organization:

EVERYONE IS REQUIRED TO REGISTER FOR THE CONFERENCE! A CONFERENCE NAME BADGE WILL BE REQUIRED FOR ADMITTANCE TO ALL SESSIONS!

- | | | | | |
|--|--|--|--|---|
| <input type="checkbox"/> Auditor | <input type="checkbox"/> County Board Member | <input type="checkbox"/> Circuit Court Clerk | <input type="checkbox"/> Sheriff | <input type="checkbox"/> Treasurer |
| <input type="checkbox"/> Board of Review | <input type="checkbox"/> County Clerk / Recorder | <input type="checkbox"/> Election Commission | <input type="checkbox"/> State's Attorney | <input type="checkbox"/> Veterans Assistance Commission |
| <input type="checkbox"/> Coroner | <input type="checkbox"/> County Engineer | <input type="checkbox"/> Reg. Superintendent | <input type="checkbox"/> Supervisor of Assessments | <input type="checkbox"/> Zoning Official |

Hotel Reservations:

Due to renovations housing may be limited at the Marriott Hotel this year. With that in mind we have secured additional housing blocks at two other area hotels. Room Rates at the various hotels may vary. We have tried to find affordable solutions for this temporary situation. However, IF YOU HAVE PROBLEMS MAKING A RESERVATION, contact Tamiko at tkcps@comcast.net.

Bloomington – Normal Marriott Hotel & Conference Center

\$110/Night + tax

201 Broadway Ave, Normal, IL 61761

Last Day to Book : Saturday, October 26, 2024

<https://tinyurl.com/388h22dz>

Hampton Inn & Suites Bloomington-Normal - \$107/Night + tax

320 S. Towanda Ave., Normal, IL 61761 – 309-684-6470

<https://group.hamptoninn.com/r8lr79>

HYATT PLACE BLOOMINGTON/NORMAL

\$107/Night and some \$129/Night + tax

200 Broadway Ave, Normal, IL 61761

<https://www.hyatt.com/en-US/group-booking/PIAZN/G-ICO3>

ONLY RESERVE THE HOTEL ROOMS NEEDED! IACO loses the room nights when reservations are cancelled after the cut-off date and this can cause us to drop below our required room block number.

Conference cancellation policy: Conference registrations made and not cancelled will be billed. Cancellations must be made in writing on or before November 6th to receive a refund. All refunds (less a \$25 processing fee) will be made via a check mailed to the attendee after the conference. Cancellations should be sent to the Tamiko Kinkade via e-mail to tkcps@comcast.net.

Payment Information: The Conference Registration Fee is **\$230**, but register before November 3 and receive the Early Bird Rate of **\$215**.

	Early Bird	After Nov. 3
<input type="checkbox"/> Full Conference Registration		
County Official/Deputy	\$215	\$230
<input type="checkbox"/> MONDAY Only (Official/Deputy)*	\$125	\$140
<input type="checkbox"/> TUESDAY Only (Official/Deputy)*	\$125	\$140
<input type="checkbox"/> Spouse/Guest or Retired Official**	\$125	\$140

Spouse Name: _____

Total enclosed: _____

Enclosed is a check for my registration

Please charge my credit card for registration

Card Type: Mastercard Visa American Express Discover

Card Number: _____

Exp. Date: _____ CVV: _____ Billing Zip: _____

Name on Card: _____

Signature: _____

***The One-Day Only Registration includes ONE day's activities (Mon. or Tues.), NOT a combination of the two!** It is critical that everyone attending the conference register and pay a registration fee. Please register everyone from your office that is attending.

****All county employees must register.**

Illinois Association of County Officials

Attn: Tamiko Kinkade, Administrator

P.O. Box 9296 - Springfield, IL 62791-9296

Phone: (217) 585-9065 Fax: (217) 529-7178



ISERRA Turns Five

William H. Phillips

*Senior Assistant Attorney General/ ISERRA Advocate Military and Veterans Rights Bureau
Illinois Attorney General's Office*

Five years ago, Illinois restructured its service member employment rights by enacting the Illinois Service Members Employment and Reemployment Rights Act (ISERRA). While this change may not have been heralded with parades or fireworks, it did represent a bold leap forward in how service member employees and employers understand their relationship to each other. At this five-year inflection point we should consider the past, present, and future of ISERRA.

Why Was ISERRA Created?

Historically, the United States has employed its reserve and National Guard forces as a “strategic reserve” force designed to serve as an emergency backstop in the event of a large-scale war. However, over the last twenty-five years these forces have become an “operational force” which is fully integrated into the day-to-day operations of the Department of Defense. As a result, today’s reserve and National Guard members are often absent far more often than the generation which preceded them. Because the relationship between service members and their employers changed, Illinois law had to adapt to catch up. ISERRA represents that necessary adaptation.

ISERRA’s stated objectives are:

1. Minimizing disadvantages to military service in civilian careers;
2. Providing for prompt reemployment protections for service members in a manner that minimizes disruption to their lives, their employers, and their co-workers;
3. Prohibiting discrimination against, and interference with, military service, and
4. Ensuring that public entities are model employers of reserve components by providing additional benefits.

Prior to ISERRA’s effective date of January 1, 2019, Illinois service member

employment law was scattered amongst several sources including the Military Leave of Absence Act, the Public Employee Armed Services Rights Act, and provisions of the Military Code of Illinois and the State Guard Act. Today employers and employees need only consult ISERRA to understand their rights and obligations under Illinois Law.

What Does ISERRA Do?

ISERRA’s rights and benefits are broken down into two tiers; basic rights which apply to all employers, and an additional tier of benefits which apply exclusively to service members who are full time employees of public employers.

Most of ISERRA’s basic rights which apply to all employers originate from the Uniform Service Members Employment and Reemployment Rights Act (USERRA), a federal law which guarantees seniority, reemployment, healthcare, and pension benefits across the United States. ISERRA incorporates several sections of USERRA, as well as its enabling regulations and associated case law, directly into Illinois law. This approach ensures that when an employer is ISERRA compliant, they are also USERRA compliant.

ISERRA’s basic rights ensure service member employees reemployment rights if the employee gives notice, their absence was necessitated by military service, their absences have not exceeded the “five-year rule,” the employee did not receive a disqualifying military discharge during their absence, and they reported back to their civilian employer within the time limits established by the law. Each of these five elements have some nuance in practice and it is always prudent to consult legal counsel before denying a service member reemployment.

Other basic benefits include a service member employee’s right to continue receiving healthcare coverage and retirement plan participation if they

tender the necessary contributions or premiums associated with the benefits they wish to continue. One basic ISERRA benefit which does not originate from USERRA is a prohibition on marking down performance evaluations associated with periods of military absence. During military absences service members must receive a performance rating which is no lower than either their last evaluation and no lower than the average of their performance evaluations over the last three years.

What Additional Benefits Do Full Time Employees of Public Employers Receive?

Full time service member employees of public employers who are on paid orders for a reserve component are entitled to paid military leave and expanded healthcare benefits during their military absences.

Paid military leave is divided into concurrent compensation and differential compensation. To determine what type of paid leave a service member is entitled to, an employer should review the military orders necessitating the absence and determine the section of federal law used to bring the employee into military service. This “authority code” can then be cross-referenced with the codes found in ISERRA to determine the appropriate pay status. For example, 10 U.S.C. 12301(b) is annual training and requires concurrent compensation, 10 U.S.C. 12302 is involuntary active service which entitles a service member to differential compensation for the duration of their orders, and 32 U.S.C. 502(f)(1)(B) is voluntary active service which entitles a service member to 60 work days of differential pay per calendar year.

Concurrent compensation is designed as an incentive to encourage participation in military service. It allows service members to receive full pay for up to 30 days each calendar year while they

ISERRA Turns Five

Continued from page 11

are on annual training orders. Only orders issued under 10 U.S.C. 10147, 10 U.S.C. 12301(b), or 32 U.S.C. 502(a) are considered annual training under ISERRA. As a result, service members who have been ordered complete military service under other authorities “in lieu” of annual training are not entitled to concurrent compensation during these absences.

Differential compensation is designed to reduce the financial disincentive to performing military service. During periods of differential compensation, service member employees receive the difference between their daily rate of regular compensation as a public employee and their daily rate of military basic pay for each work day missed. Employees completing orders with authority codes designated as involuntary active service are entitled to differential pay for the full duration of their military orders. Employees completing orders with authority codes designated as voluntary active service are entitled to 60 work days of differential pay each calendar year.

Service member employees may elect to spend previously accumulated benefit time to receive full pay during unpaid military leaves or periods of differential pay, however they cannot be compelled by their employer to do so.

When calculating differential pay employers should look carefully at each pay period to determine how many work days (the actual number of days the employee would have worked during the pay period without regard to hours) the employee was absent on paid military orders. Employers will then divide the service member employee’s regular compensation as a public employee by their total number of work days in the pay period to discern their civilian daily rate of pay. An employee’s military daily rate of pay is determined by dividing the employee’s military basic pay by the number of calendar days in the pay period during which the employee was on military orders. Employees are entitled to the difference between their daily rate of civilian pay and the daily rate of military pay for each work day they miss as a

result of compensated military service. A differential calculation worksheet and instructional Power Point are available on the Attorney General’s website here: <https://www.illinoisattorneygeneral.gov/Rights-of-the-People/military-and-veterans-rights/>.

Full time service member employees of public employers are entitled to maintain their civilian healthcare coverage while only paying the employee share of the healthcare premiums. This benefit extends for the duration of the military absence with a maximum of 24 months. The decision to maintain or terminate healthcare benefits rests solely with the service member.

Common Questions and Concerns

The Attorney General’s Military and Veterans Rights Bureau (MVRB) regularly addresses questions or concerns from both employees and employers regarding military employment law. The most common ISERRA mistakes we see are reliance on policies created prior to the enactment of ISERRA, incorrect differential calculation (such as simply paying the difference between the military and the civilian checks) and guessing about a military member’s order status or military pay. The most common concern we hear from employers is that service members on extended voluntary active service orders will shift between paid and unpaid statuses several times during a multi-year absence. The most common concern we hear from service members is that they miss concurrent compensation while completing orders “in lieu” of annual training.

Enforcement and Assistance

ISERRA is implemented and enforced in several ways. First, a service member may bring a private civil action for enforcement of a violation of ISERRA. Additionally, the Office of the Illinois Attorney General may commence a civil action in the name of the People of the State, as *parens patriae* on behalf of persons within the State to enforce the provisions of this Act in any appropriate circuit court. However, the vast majority of ISERRA issues are resolved without litigation.

The Act creates the position of ISERRA Advocate, an attorney tasked with providing information, training, and education to the public, generating a notice for employers to post in their workplaces, conducting investigations into violations of ISERRA, and presenting an annual report to the Illinois Attorney General describing the efficacy of the law. The current ISERRA Advocate is Assistant Attorney General William “Bill” Phillips, the author of this article. AAG Phillips regularly conducts presentations and trainings for government entities, employers, military units, unions, and attorneys regarding ISERRA. Because the ISERRA Advocate represents the people of the State of Illinois as a whole, they do not represent the interests of any individual employer or employee and are free to provide unbiased guidance to anyone with questions about the Act.

AAG Phillips and his fellow members of the MVRB are happy to answer military employment law questions from employees and employers and can be reached via email at MVRB@ilag.gov or via phone at (800) 382-3000.

About the Author: *Bill Phillips joined the Military and Veterans Rights Bureau in 2019. Bill worked as Assistant Attorney General in the Workers Compensation Bureau for 8 years before transferring into the MVRB. Currently his duties focus on employment law. In that role he provides guidance to service members and employers with questions or conflicts about Illinois law, particularly the Illinois Service Member Employment and Reemployment Rights Act (ISERRA). In 2023, Bill was appointed as the ISERRA Advocate for the state of Illinois by Attorney General Kwame Raoul. Bill is currently serving as a Judge Advocate in the Air Force Reserves. In 2016, Bill joined the Air Force and completed the Judge Advocate General’s School. In 2018, he became certified to act as lead trial counsel in courts martial. In 2020, he won the Harmon Award for the most outstanding Reserve Judge Advocate in Air Mobility Command. In 2023, he was assigned as a Deputy Staff Judge Advocate at the 442d Fighter Wing at Whiteman Air Force Base, Missouri.*

Bill is a graduate of Southern Illinois University Carbondale and SIU Law. Prior to joining the office of the Attorney General, Bill worked as a litigator in private practice. Bill lives in Swansea, Illinois with his wife and two children. Bill is generally interested in everything, with a particular focus on movies, books, history, and baseball.

Bill can be reached at: 217-299-4648, or via email at: william.phillips@ilag.gov. For more information contact the helpline at: 1-800-382-3000 or online at: [illinoisattorneygeneral.gov/rights/veterans.html](https://www.illinoisattorneygeneral.gov/rights/veterans.html)

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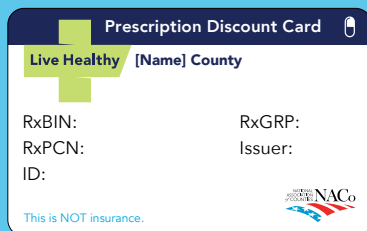
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