



# Illinois Association of County Officials NEWS

*"...improving the quality of public service through education."*

WINTER 2020

[www.iacoonline.org](http://www.iacoonline.org)

## REGISTER TODAY!

**2020 IACO Spring Conference**  
**April 20-22, 2020**  
**Wyndham, Springfield, IL**

Online Conference Registration  
is open at [www.iacoonline.org](http://www.iacoonline.org)

### Important Deadlines:

Deadline for Nominations for:  
[2020 Scholarships](#)  
March 31, 2020

2020 Spring Conference  
**Early Bird Discount Ends**  
April 15, 2020

### Future Conference Dates:

**November 18-20, 2020**  
**2020 IACO Fall Conference**  
**Marriott Hotel**  
**Bloomington/Normal, IL**

**April 19-21, 2021**  
**2021 IACO Spring Conference**  
**Wyndham City Centre Springfield, IL**

**November 17-19, 2021**  
**2021 IACO Fall Conference**  
**Marriott Hotel**  
**Bloomington/Normal, IL**

## Message from the President

**Michael A. Iwanicki, Superintendent**  
**Veterans Assistance Commission - McHenry County**



To the IACO family,

I just returned from a beautiful weekend at Starved Rock State Park for their annual Eagle Watch Weekend. I guess suggesting that the weather was beautiful may have been a stretch. Much of the time was spent in the lodge in front of the fireplace reading a novel. Time was also spent getting ready for Spring ordering seeds and contemplating how many of my honey bee colonies will make it through the winter. It is hard to believe that just a couple months ago we had our Fall conference. I am truly humbled by the opportunity to serve and work with so many amazing people dedicated to their community.

What a turnout for the last conference in Peoria. My wife Stacy and I were really impressed with Stan Gibson's presentation and Mark Armstrong's legislative update. By the way, congratulations Mark on being selected the 2019 County Official of the Year! Your accomplishments including service with the Assessors, County Board Members, and Townships is truly impressive! My thoughts of the Fall conference can't end without thanks for the incredible work done by your Board of Directors, staff, industry partners, and a big thanks to Past President Scott Erickson. Together they put together a very memorable and informative conference.

I also wish to thank the people of Peoria for their hospitality will be missed. Some of my own highlights include the Riverfront Museum, Rhythm Kitchen, and Martini's Bar! Fall 2020 will be in Bloomington Normal IL.

IACO will also be awarding student scholarships at our upcoming Conference in Springfield. Be sure to have your student complete the application and get it to the awards committee. Applications can be found on our website <https://www.iacoonline.org/college-scholarship>. New for our Spring 2020 Conference is a Wednesday Morning legislative session all are encouraged enjoy breakfast, participate with affiliate updates, and attend the legislative update session prior to meeting with your legislatures or heading back home.

In closing, over this election year there are a number of challenges being proposed which may adversely impact some of your affiliate partners. The strength of IACO is a reflection of the members in each affiliation. Each affiliate has an equal voice in the direction of IACO. Each affiliate appoints a member to represent them on the IACO Board of Directors which meets four times a year. In addition, affiliate Presidents are also encouraged to attend these meetings. Together, IACO continues to have a loud voice in Springfield.

Thank you for the dedication to your Community, Affiliate, and IACO. You are part of what is right and good in Illinois.

Sincerely,  
**Michael A. Iwanicki, President**  
**Illinois Association of County Officials**

## 2020 IACO OFFICERS

### President

Mike Iwanicki - VAC of McHenry County

### President Elect

Bobbi Rairden - Douglas County Treasurer

### Vice President

Melissa Hurst - Coles County Circuit Clerk

### Secretary / Treasurer

Rebecca C. McNeil - McLean County Treasurer

### Immediate Past President

Scott Erickson - Knox County Clerk

## 2020 BOARD OF DIRECTORS:

### Assessment Officers

Georgia Shank - Bond County

### Auditors

Bob Grogan, CPA, CFE - DuPage County

### Circuit Court Clerks

Erin Cartwright Weinstein - Lake County

### Coroners and Medical Examiners

Chris Marsh - White County

### County Board Members & Commissioners

L. Scott Schwerer - McDonough County

### County Clerk and Recorders

Josh Langfelder - Sangamon County Recorder

### Regional Superintendent of Schools

Michelle Mueller - ROE #40

### Treasurers

Kirby Ballard - Green County Treasurer

### Veterans

Michael A. Brooks - Peoria County VAC

## INDUSTRY PARTNERS:

Scott LePenske - Devnet

Mike Meyer - Computer Information Concepts

Becky Jansen - Credit Collection Partners

## STAFF:

IACO Administrator - Tamiko Kinkade

217-585-9065 – tkcps@comcast.net

IACO Comptroller- Nancy Krumwiede

217-649-3418 - mnkrum75@gmail.com

IL Association of County Officials

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

[www.iacoonline.org](http://www.iacoonline.org)

# 2019 County Official of the Year

## **Congratulations to: Mark Armstrong, Kane County Assessor**

Mark Armstrong was presented with the IACO 2019 County Official of the Year Award at the 2019 IACO Fall Conference. Here's what some of his colleagues had to say about him:

"Mark has quite simply revolutionized the Supervisor of Assessments Office in Kane County. Since attaining that position in 2006, Mark has developed taxpayer presentations on the property tax process and appeal options that have been attended by more than 8,000 citizens, created [www.KaneCountyAssessments.org](http://www.KaneCountyAssessments.org) to improve transparency in the assessment process; and created an e-mail notification system for property assessment notices that presently has more than 5,000 subscribers. He has worked cooperatively with other units of government to develop and annually publish a unified guide to the property tax system and developed a unified web-based property information lookup system, which was used more than 3.3 million times in the past 12 months. From 2006 to present, assessments have been certified on time and under budget in every year, while reducing staff headcount by 36% during the same period. In all my time in state and local government, I have never met a professional more qualified than Mark Armstrong or anyone more deserving of the nomination for County Official of The Year. We are so proud of the work he does every day on behalf of the citizens of Kane County."

*Chris Lauzen, Chairman - Kane County Board*

"The 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." Mark is the embodiment of this award. He has volunteered his time and expertise in a number of capacities including serving as the Chair of the CAO Legislative and Policy Committee since 2011. In this role, he has worked with various stakeholders leading discussions, building consensus, and crafting legislative and policy decisions that make a difference. He has also provided subject-matter testimony before the Illinois General Assembly on behalf of the CAO. This combination of initiative, knowledge of the issues, outstanding communications skills, ability to effectively collaborate with other stakeholders, and the persistence to follow through to adoption is not only a recipe for success, but also an inspiration to those that know him. His expertise in the legislative arena has benefited the Assessor's Association for years."

*Jennifer Gomric Minton, St. Clair County Assessor and President - County Assessment Officer's Association*

## **Congratulations Mark Armstrong, IACO 2019 County Official of the Year!**

# IACO County Official of the Year Nominations

Start thinking now about who YOU should consider nominating for the 2020 County Official of the Year. Nominations will open in the Fall and be presented at the IACO Fall Conference. Watch your email for more information!



## Legislative Update

**Mark Armstrong, Legislative Chair  
Kane County Assessor**



The IACO Legislative Committee led a successful session at the fall conference, where we unveiled the Association's 2020 Legislative Agenda:

- **SB 2741: Provide a statewide enforcement mechanism for taxable leaseholds (35 ILCS 200/21-16)** For most properties, if property taxes are unpaid, they are subject to tax sale. However, the courts have held that local governments cannot lose their property to tax deeds. This means that if the lessee of a taxable leasehold does not pay the property tax due, there is no enforcement mechanism available. Public Act 101-0198, which will be effective January 1, 2020, provides a collection process in such instances, but is limited to counties between 800,000 and 1,000,000 in population (DuPage County). IACO supports making that remedy available for all downstate counties.
- **SB 1302: Provide for timely Juvenile Court Detention Hearings (705 ILCS 405/5-410, et seq.)** IACO supports legislation that would provide for a full judicial, detention hearing within an absolute 48 hours of a juvenile's confinement (currently 40 hours not including weekends and holidays) and further provide for secure video detention hearings by closed circuit television and video conference upon approval by order of the Chief Circuit Judge.

As more legislation is introduced, the IACO Legislative Committee will meet regularly to analyze legislation, support bills that are good public policy, and oppose unfunded mandates to county offices.

### The IACO Legislative Committee is also looking forward to 2021, beginning discussions on the following topics:

- How can public notice laws be modernized to reflect the way our constituents currently receive information?
- Should there be a mandatory mediation process when disputes arise between and among various county officials?
- Should there be an alternative route for county boards to make appointments to vacant county offices when county board chairs decline to do so?
- Should a process be developed to provide incentives for addressing property disrepair?
- Are mandatory fees (e.g., recording fees) at appropriate levels in the various counties?

Finally, when you come for the Spring Conference (April 19-22), please join us for the inaugural IACO Legislative Breakfast on Wednesday morning; State Representatives and Senators of both parties have been invited to take your questions and offer comments on the issues of the day.

### IACO LEGISLATIVE COMMITTEE

**Katie Blakeman**  
Champaign County  
Circuit Clerk

**Andrea Chasteen**  
Will County  
Circuit Clerk

**Tony Cox**  
Gallatin County  
Coroner

**Andy Golman**  
Sangamon County  
Auditor

**Gretchen DeJaynes**  
McDonough County  
Clerk

**Christine Johnson**  
DeKalb County  
Treasurer

**Andrew Tangen**  
Lake County  
Veterans Assistance Commissioner

**Shawn Walsh**  
Will County  
Regional Superintendent of Schools

**Ronnie White**  
Randolph County  
Commissioner

**Mark Armstrong, Chairman**  
Kane County  
Supervisor of Assessments

# Illinois Association of County Officials



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



## 2020 IACO Spring Conference

April 20-22, 2020

Wyndham City Centre (formerly the Hilton) - Springfield, Illinois

### SUNDAY, APRIL 19, 2020

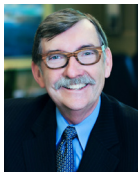
- 5:00 PM - 10:00 PM **EXHIBIT BOOTH SET-UP**  
5:00 PM **IACO BOARD MEETING**  
Evening **HOSPITALITY SUITES OPEN**

### MONDAY, APRIL 20, 2020

- 7:30 AM **REGISTRATION OPENS**  
8:00 - 9:00 AM **OPENING SESSION**  
**Scholarship Awards & Recognitions**

- 9:00 AM - 6:00 PM **EXHIBIT HALL OPEN**

- 9:15 AM - NOON **EDUCATIONAL SESSION**  
**THE TEN FAMILIES OF RISK**  
**Speaker: Gordon Graham**



Everything we do in life involves a level of risk – and the same is true with what you do professionally. Since we do thousands of different things at work – how can you possibly start to “Recognize” the real risks you face. In this program, Gordon puts all of the “risks” you face into ten families. This makes the “Recognition”, “Prioritization” (what is important now) and “Mobilization” (doing something to change outcomes) approach to addressing risks proactively so we can reduce exposure from that given risk.

- Noon - 1:30 PM **FREE LUNCH in the Exhibit Hall**

- 1:30 PM - 3:00 PM **EDUCATIONAL SESSION**  
**THE IMPORTANCE OF DISCIPLINE**  
**Speaker: Gordon Graham**

“Rules without enforcement are just nice words.” In this brief program, Gordon will address the critical issue of employee discipline – and what it is and what it is not. Failure to discipline in a prompt, fair and consistent manner is a ticket for nothing but future problems and there are many legal and “risk” concerns involved in this process that need to be fully understood.

- 3:00 PM - 3:15 PM **BREAK IN THE EXHIBIT HALL**

- 3:15 PM - 4:30 PM **EDUCATIONAL SESSION - TOPIC TBD**  
**Speaker: FBI**

- 4:30 PM - 6:00 PM **RECEPTION IN THE EXHIBIT HALL**  
Please join us in the exhibit hall for some great snacks, free beer/wine and take the time to visit with our exhibitors.  
**We ask that all hospitality suites remain closed during the Exhibit Hall Reception 4:30 - 6:00 PM DOOR PRIZES TUESDAY NIGHT**

- AFTER 6:00 PM **ON YOUR OWN - JOINT HOSPITALITY**  
All registered attendees and Industry Partners are encouraged to visit the hospitality suites on the 29th floor of the hotel.

### TUESDAY, APRIL 21, 2020

- 7:30 AM - 1:00 PM **EXHIBIT HALL OPEN**  
Continental Breakfast will be available in the Exhibit Hall.

- 9:00 AM **AFFILIATE ORGANIZATION MEETINGS**  
The affiliated association groups are planning timely sessions for their members. You should be receiving information from your organization regarding those sessions.

- 10:00 AM - 11:00 AM **BREAK IN THE EXHIBIT HALL**

- 11:30 PM - 1:00 PM **FREE LUNCH**  
LAST CHANCE - At the request of Tuesday-only attendees, we have asked that Exhibits stay open through lunch.

- 5:30 PM - 7:30 PM **PRESIDENT’S RECEPTION/DINNER**  
You WON’T want to miss what we have planned for this year’s President’s Reception. **DOOR PRIZES TUESDAY NIGHT!**

### WEDNESDAY, APRIL 22, 2020

- 7:30 AM - 9:00 AM **LEGISLATIVE BREAKFAST**  
Join us for our inaugural Legislative Breakfast; State Representatives and Senators of both parties have been invited to take your questions and offer comments on the issues of the day.

- To Follow **AFFILIATE ORGANIZATIONS’ MEETINGS**  
*Some affiliate organizations host meetings on Wednesday.*

Online registration is available at [www.iacoonline.org](http://www.iacoonline.org)

# OFFICIAL IACO 2020 SPRING CONFERENCE REGISTRATION FORM

April 20-22, 2020 (Monday-Wednesday) Wyndham City Centre - Springfield, IL

Attendee Full Name: \_\_\_\_\_

Badge Name (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:*

Reception:  Yes  No  Unsure

*Wednesday:*

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                |

**THIS REGISTRATION FORM IS FOR COUNTY OFFICIALS, THEIR STAFF, GUESTS. VENDORS MUST USE THE INDUSTRY PARTNER REGISTRATION WHICH CAN BE FOUND AT [WWW.IACOONLINE.ORG](http://WWW.IACOONLINE.ORG).**

## Hotel Reservations:

Reservations can be made at the Wyndham City Centre by visiting: <http://bit.ly/IACO2020>. Follow the steps to create your hotel reservations online. I do not recommend calling the hotel to make reservations. Often, you get forwarded to the central reservation line and they do not always have (or give) accurate information. If you need to call the hotel, call 217-789-1530 and select option 1 for guest room reservations. The hotel will provide you with a confirmation number when you make your reservation. Rate: \$96 plus tax. *Self-Parking is complimentary for those staying at the hotel.*

**Reservation cut-off date: MIDNIGHT on MARCH 28, 2020**

*Hotel cancellation policy: Reservations made and not cancelled 24 Hours prior to 4:00pm day of will be billed for the first night's room and tax and the remaining nights reserved will be cancelled.*

**IF YOU HAVE PROBLEMS MAKING A RESERVATION (or are told they're sold out), contact Tamiko Kinkade via email at: [tkcps@comcast.net](mailto:tkcps@comcast.net) and include the nights you need and the number of rooms you need.**

## How to Register for the Conference:

On-line Registration is open at [www.iacoonline.org](http://www.iacoonline.org). Or, you can mail your registration form with payment. The early-bird registration deadline is April 15. Payment must accompany registration.

**Cancellation Policy:** Conference registrations made and not cancelled will be billed. Cancellations must be made in writing on or before April 15 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 Registrar at the address listed below or e-mail to [tkcps@comcast.net](mailto:tkcps@comcast.net) or via fax to (217) 529-7178.

**Payment Information:** The Conference Registration Fee is **\$195**, but register before April 15 and receive the Early Bird Rate of **\$180**.

**Early Bird After April 15**

- |   |              |       |
|---|--------------|-------|
| <input type="checkbox"/> Full Conference Registration<br>County Official/Deputy | <b>\$180</b> | \$195 |
| <input type="checkbox"/> MONDAY Only (Official/Deputy)*                         | \$95         | \$115 |
| <input type="checkbox"/> TUESDAY Only (Official/Deputy)*                        | \$95         | \$115 |
| <input type="checkbox"/> Spouse/Guest or Retired Official**                     | \$65         | \$95  |

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 Spouse/Guest Fee DOES NOT apply to individuals employed by county offices. ALL county employees must register.**

**\*The One-Day Only Registration includes ONE day's activities (Monday or Tuesday), NOT a combination of the two!** *It is critical that everyone attending the conference register and pay a registration fee. We have added one day option specifically for county officials and their deputies/staff that can only attend one day. We hope adding this option will encourage EVERYONE to register for the conference.*

**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



# Entering College Student “Kick-Off” Scholarship

- ✓ Do you have a child or grandchild graduating from High School this year?
- ✓ Has your graduating High School Senior selected a college or university?
- ✓ Is your student prepared for the cost of college level textbooks and other supplies?
- ✓ Is your student one of tens of thousands putting all their faith in a handful of “Pie in the Sky” full ride scholarship’s or education grants?
- ✓ Are you a County Assessor, Auditor, Circuit Clerk, Coroner, County Clerk or Recorder, Engineer, Regional Superintendent, Treasurer, or Superintendent of a Veterans Assistance Commission?

## Guess what, your IACO can help!

If your student is entering a 2 or 4 year college in the Fall your membership to IACO qualifies your college bound child or grandchild to apply for a \$500 or \$1000 scholarship. Being limited to members of IACO means your student will not be competing against thousands of other hopeful students. Let your IACO membership help your aspiring college student and encourage him / her to apply today.

**Refer to the attached application for details.**

*Completed applications must be received by March 31, 2020*

Scholarship Funding  
Assistance provided by:

**DEVNET**  
INCORPORATED



# IACO Scholarship Application 2020

During the 2009 Summer Board Meeting, the IACO Executive Board voted to add an additional \$1,000 scholarship based on the best essay submitted describing what the applicant has learned about public service from his or her sponsor. Applicants who did not receive an IACO Scholarship this year based on the regular selection criteria will be eligible for the essay scholarship.

IACO will award **two \$1,000** Scholarships for a four year college for the Fall of 2020 and, **two \$500** Scholarships for a two year college for the Fall of 2020. Additionally, **one \$1,000** Scholarship for Fall 2020 will be awarded for the best essay of all remaining applicants.

**Eligibility Criteria:** High School Graduate by June of Scholarship Year. Only family members (Child or Grandchild) of elected or appointed Illinois County Officials (currently employee or retired) that are active dues paying members of the IACO.

**Application Deadline:** Received By March 31, 2020

**Application Form:** Complete the Application Form  
The sponsor is the active dues paying member of the Illinois Assn. of County Officials, *(either currently employed or retired)*. This may be either a parent or grandparent of the applicant.

**Attachment I:** **Applicant's statement** ~ Describe in 500 words or less how this scholarship would help you to achieve your goals

**Attachment II:** **A resume**, including an Official High School Transcript of grades, GPA, major award, organizations and activities, and at least one letter of support from a teacher or principal

**Attachment III:** **A wallet size photograph**

**Return to:** Scott LePenske  
DEVNET  
1709 Afton Road  
Sycamore, IL 60178  
Send your completed application in .pdf form  
via email to: LePenske@devnetinc.com



**Application  
Deadline:  
March 31st**

**The Criteria for Selection shall be based on the following:**

- a. Scholastic ability
- b. Need
- c. Leadership and activity

Special Instructions regarding need: In the space provided on the application briefly included any circumstances which may be considered such as other children in college, medical costs, etc.

# ILLINOIS ASSOCIATION OF COUNTY OFFICIALS SCHOLARSHIP APPLICATION

Name of Applicant: \_\_\_\_\_ Date of Birth: \_\_\_\_/\_\_\_\_/\_\_\_\_ Age: \_\_\_\_\_

Home Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Email Address: \_\_\_\_\_

High School Attended: \_\_\_\_\_

Date Graduated (or expect to graduate): \_\_\_\_\_ GPA: \_\_\_\_\_ GP Scale: 4.0 or 5.0

School Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

College or University you plan to attend: \_\_\_\_\_

2-Year  4-Year school. Have you been accepted?  Yes  No

Degree or course in which you plan to major: \_\_\_\_\_

What is your current career choice? \_\_\_\_\_

Have you ever applied for a scholarship from IACO?  Yes  No

List any other scholarships for which you are a candidate : \_\_\_\_\_

\_\_\_\_\_

Signature of Applicant: \_\_\_\_\_

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## This section is to be completed by the Parent or Grandparent who is a member of IACO.

Sponsor's Name: \_\_\_\_\_ Title: \_\_\_\_\_

*(Sponsor must be a current IACO Member, current with his/her dues)*

County: \_\_\_\_\_ Affiliate Organization: \_\_\_\_\_

*(Member sponsor must be current with his/her dues)*

Relationship to Applicant: \_\_\_\_\_

State reasons why you think the applicant merits consideration to receive a scholarship from IACO. If necessary, you may attach additional documentation. \_\_\_\_\_

\_\_\_\_\_

Have you ever applied for an IACO scholarship for this or any other family member?  Yes  No

If yes, did the applicant receive a scholarship from IACO? (Give details): \_\_\_\_\_

List any circumstances regarding need which should be considered: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Signature of Sponsor: \_\_\_\_\_



# 2020 NEW EMPLOYMENT LAWS

AFFECTING ILLINOIS EMPLOYERS



Keeping up with employment law changes is an important part of a Human Resource (HR) managers job. Same holds true for county officials.

New rules from Springfield and Washington, in addition to Supreme Court rulings are numerous.

Join us for an empowering seminar, so you can stay informed, in compliance and out of the courtroom!

**FEBRUARY 26, 2020**

9:00 a.m. – 3:00 p.m.

Springfield, Illinois

*Presented in cooperation with Heyl Royster*



## MORNING AGENDA

9:00 a.m.	Registration and Continental Breakfast
9:15 a.m.	Opening Remarks
9:30 – 10:00 a.m.	New Laws Affecting Illinois County Government <i>Includes recent case studies and updates on the Cannabis Regulation and Tax Act</i>
10:00 – 11:00 a.m.	Latest Developments in Workers Compensation
11:00 – 11:30 a.m.	Employment Law Update
11:30 a.m. – Noon	Zoning and Land Use Best Practices

## SPEAKER PROFILES

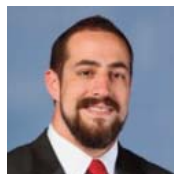


REGISTRATION NOW OPEN!  
[www.ilcounty.org](http://www.ilcounty.org)



**Jessica Bell**

*Jessica focuses her practice on the defense of insurance clients and employers in workers' compensation matters. She is a former Tazewell County Assistant State's Attorney.*



**Andrew Keyt**

*Andy is Chair of the firm's Governmental Practice. He advises public bodies in all areas such as litigation, risk management, land use and zoning procedure.*



**Brian Smith**

*Brian's practice entails defending government and law enforcement officials in cases alleging violations of constitutional rights.*

# 2020 NEW EMPLOYMENT LAWS

## AFFECTING ILLINOIS EMPLOYERS



Noon – 1:00 p.m.  
**Lunch sponsored by Arthur J. Gallagher RMS**

### AFTERNOON AGENDA

1:00 – 2:45 p.m. Workplace Transparency Act and Sexual Harassment Prevention Training

*The Illinois Workplace Transparency Act imposes a variety of restrictions and requirements on employers relating to workplace discrimination and harassment including annual sexual harassment prevention training for all employees. This session will cover the standards for counties to remain in compliance.*

2:45 – 3:00 p.m. **Lessons Learned:** Question and Answer session regarding the subjects presented

3:00 p.m. Closing Comments / Adjournment

### Hotel Information

**Northfield Inn & Conference Center**  
3280 Northfield Drive  
Springfield, Illinois  
(217) 523-7900

### SPEAKER PROFILES



**Toney Tomaso**

*Toney is chair of the firm's statewide Workers' Compensation Practice. He concentrates his practice in the areas of workers' compensation and third-party defense of employers.*



**Brian Vayr**

*Bryan focuses his practice on civil litigation. He also represents counties and municipalities in tort litigation and contract disputes, including employment, infrastructure, and construction.*



**Donna Rogers**

*Donna is the owner of Rogers HR Consulting and serves as a consultant for the Counties of Illinois Risk Management Agency (CIRMA). She is certified as a Senior Professional in Human Resources (SPHR) from the Human Resources Certification Institute.*

Join your peers in county government to discover everything you need to know about new HR-related requirements! **Who should attend:**

- Senior HR Managers who need to know what is next in workplace law and legislation
- Elected and appointed officials seeking practicable, actionable guidance on workplace management
- County board members seeking to build compliant governments and manage risk

Register online at [www.ilcounty.org](http://www.ilcounty.org).

For more information contact Kelly Murray at (217) 528-5331 or [ilcounty@gmail.com](mailto:ilcounty@gmail.com).

