

# GFOA SOUTH METRO CHAPTER PROFESSIONAL DEVELOPMENT SEMINAR

April 7, 2022

Village of Frankfort, 432 W. Nebraska, Frankfort, IL 60423

## AGENDA

**8:00 - 8:25 AM**                    **CHECK-IN AND NETWORKING**

**8:25 - 8:30 AM**                    **WELCOME AND INTRODUCTIONS**

*Anne Burkholder, Finance Director, Village of Shorewood and President, IGFOA South Metro Chapter, President*  
*Betty Zigras, Finance Director, Village of Olympia Fields and Vice President, IGFOA South Metro Chapter*

**8:30 - 9:20 AM**                    **THE EVOLUTION AND SOLUTION OF REVENUE**

*Speakers: Andrew D. Brown, Director of Finance, Forest Preserve District of DuPage County and Member-at-Large, IGFOA Executive Board*  
*Matt Fritz, City Manager, Village of Coal City*  
*Scott Shamberg, Manager, State and Local Government, KPMG*  
*Moderator: Arica Finney, CORE Construction*

Technology has revolutionized the way we live – shaping industries in unexpected ways. Local government revenue streams that were steady and reliable for decades are now being severely impacted. It’s time to think differently about municipal revenue. Communities still need proper funding to deliver the services constituents and businesses expect and deserve. Learn about available opportunities for both home rule and non-home rule communities to overcome declining antiquated revenues.

**Learning Objectives:** *Participants completing this session will be able to:*

- Learn how to maximize revenue sources;
- Understand the changes in the marketplace that impact local revenues; and
- Learn how to adjust your budget appropriately from a home rule vs. non-home rule perspective.

**CPE:** About 1.0 hours

**Field of Study:** Finance – Technical

**Level:** Update

**9:20 - 9:30 AM**                    **BREAK**

**9:30 - 10:20 AM**                    **ARE YOU FEELING THE BURN? RECRUITING, RETAINING AND REWARDING TALENT DURING THE GREAT RESIGNATION**

*Speaker: Kathleen Rush, Vice President, GovHR USA*

Many local government employees are struggling under the weight of increased workload due to retirements, resignations, and the difficulty in recruiting new employees to fill these vacant positions. Employees have become disengaged from their organizations as they battle burnout,

address pressures at home, and bear the weight of the COVID-19 pandemic. Now is the time to implement strategies to show employees their value to your organization and create a rewarding work environment to ensure employee retention. Explore the key components to developing an organizational culture that supports employees and drives productivity. This session will discuss how employers can become more competitive in the hiring market, while keeping current employees and equity issues front of mind.

**Learning Objectives:** *Participants completing this session will be able to:*

- Recognize and address signs of employee burnout and stress;
- Cultivate a culture that prioritizes employees by recognizing and rewarding their value;
- Learn recruitment techniques to improve successful hiring; and
- Understand collective bargaining agreement limitations on starting pay and bonuses.

**CPE:** About 1.0 hours **Field of Study:** Personnel/Human Resources – Non-Technical **Level:** Overview

**10:20 - 10:30 AM**      **BREAK**

**10:30 - 11:20 AM**      **GRANTS, COVID AND REPORTING**  
*Speaker: Christine Torres, Partner, Crowe LLP*

The COVID-19 pandemic brought with it unique accounting and financial reporting questions and an influx of federal funds. This session will bring you up to date on the GASB's COVID-19-related activities and guidance. We'll also dive into the single audit questions, changes, and issues that have arisen from the new federal programs.

**Learning Objectives:** *Participants completing this session will be able to:*

- Identify COVID-related financial reporting considerations, including where to find resources that the GASB has provided;
- Assess how COVID-19 funding impacts your single audits; and
- Identify SEFA reporting considerations.

**CPE:** About 1.0 hours **Field of Study:** Accounting (Governmental) – Technical **Level:** Overview

**11:20 - 11:30 AM**      **BREAK**

**11:30 AM - 12:20 PM**      **EMPLOYMENT LAW UPDATE: KEY LAWS IMPACTING PUBLIC EMPLOYERS**  
*Speaker: David A. Moore, Partner, Laner Muchin, Ltd.*

Join Laner Muchin Partner David Moore as he shares updates on new labor and employment laws and developments relevant to public sector employers, including recent amendments to anti-discrimination laws, equal pay laws, and wage and hour laws, and evolving laws and best practices related to COVID-19.

**Learning Objectives:** *Participants completing this session will be able to:*

- Learn about recent amendments to federal and state laws on employee rights and

steps needed to ensure compliance;

- Learn about recent litigation trends and develops and steps employers can take to minimize risk; and
- Learn the latest regarding evolving obligations of employers with respect to COVID-19.

**CPE:** About 1.0 hours

**Field of Study:** Business Law – Technical

**Level:** Update

**12:20 PM**

**CLOSING REMARKS**

*Betty Zigras, Finance Director, Village of Olympia Fields and Vice President, IGFOA South Metro Chapter*

**12:20 - 1:00 PM**

**NETWORKING LUNCH**

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### **BIOS**

**Andrew D. Brown** is the Director of Finance for the Forest Preserve District of DuPage County, Illinois, serving in this capacity since November of 2021. He has over 16 years of Governmental Accounting experience serving the Town of Cicero, Buffalo Grove, and Tinley Park prior to his current role. Andrew has a BA in Accounting from Western Michigan University (2005) and completed his Masters in Professional Accounting at Elmhurst College (2010).

He has served the IGFOA in many capacities since 2007, currently he participates on the professional education committee for leadership and development, board liaison to the Diversity, Equity and Inclusion Task Force, and executive board member.

**Arica Finney.** With 12 years of professional experience in construction and architecture, Arica is a passionate, servant leader that heads municipal Client Services for CORE Construction in Chicagoland. Exposed to construction at a young age, with her father being a union carpenter, Arica values strong design that supports the function of its users, while maintaining fiscal responsibility to the community.

**Matt Fritz** has been the longest tenured Village Administrator of Coal City since his appointment two mayors ago in January of 2008. Prior to that appointment, Mr. Fritz served as the Assistant Town Manager in Munster, Indiana for 6 years following his initial assignment in local public management as the Administrative Intern in Skokie. Matt earned an MPA from NIU after earning undergraduate degrees in Political Science and Economics which pale in comparison to meeting his life partner while attending North Central College. Together, the two have created a home for 6 in Coal City, which includes three boys and one girl.

**David (Dave) Moore.** Dave focuses his practice on defending public and private employers in employment litigation and disputes throughout the country. On a daily basis, Dave also assists employers with respect to terminations, leaves of absence and accommodations, wage and hour issues, biometric and privacy issues, handbooks and policies, and management training. Dave serves as outside employment law counsel to numerous units of local government, as well as private sector clients in various industries.

Laner Muchin Ltd. concentrates exclusively in the representation of employers in labor relations, employment litigation, employee benefits and business immigration matters. The firm provides legal services to clients from coast to coast.

**Kathleen F. Rush** has over 30 years experience as a local government management professional including Woodridge, Riverside, Illinois. She is known for her extensive professional network. From 2009 until 2017, Ms. Rush served as the Village Administrator in Woodridge, a progressive, vibrant, diverse community in south central DuPage County. During her tenure in Woodridge, Ms. Rush was responsible for an approximate \$44.5 million budget and 126 full-time employees.

Ms. Rush served as the Village Manager In Riverside, Illinois (a national historic landmark) from 1998 to 2009. Riverside is a unique, small town with a high demand for resident service and attention to historic preservation. Designed by Frederick Law Olmsted, designer of Central Park, NY, the Village of Riverside presented a unique set of challenges and projects. The community is known for its significant amount of open space, distinctive zoning and curvilinear streets. The community retains its historic character that essentially has been unchanged since 1879. The community is part of the National Park Service inventory of designated landmarks.

Prior to serving in the Manager's role in Riverside, Ms. Rush did serve as the Assistant Village Administrator in Woodridge.

Ms. Rush holds a Bachelor of Science degree in Political Science and a graduate degree in Public Administration from Northern Illinois University. She has served in various leadership roles in professional and civic associations including serving as President of the Illinois City/County Manager's Association, President of the Illinois Municipal Management Assistants Association, and Chairperson of the Intergovernmental Risk Management Agency. She was selected as the ASPA Administrator of the Year in 2014. In 2017, she was awarded the Bob Morris Lifetime Achievement award from ILCMA.

**Scott Shamberg** was Vice President of Azavar Government Solutions, until this week when Mr. Shamberg started a new position with KPMG as Manager. State and Local Government. Mr. Shamberg had been with Azavar Government Solutions for almost twelve years and worked his way up through the company. He has a background in municipal management with a Master's in Public Administration (MPA) and has worked for Elk Grove Village in the village manager's office and the City of Highland Park in economic development. Mr. Shamberg led the development of Azavar's sales tax review program and has spearheaded audits on natural gas, electric, cable, telecom, water and other revenue streams, returning millions of dollars to municipalities. Mr. Shamberg is a frequent presenter to various municipal organizations throughout Illinois on topics related to local government revenues.

**Christine Torres** is a Partner with Crowe LLP that specializes in external audits for governmental and not-for-profit entities. Ms. Torres has over 22 years' experience with government, higher education, transportation, school district, state agency and not-for-profit audits. In addition to the financial audits, she has experience with compliance audits that have followed Government Auditing Standards and the Uniform Grant Guidance, other attestation engagements and consulting projects.

Ms. Torres is active with the Illinois Government Finance Officers Association (IGFOA) and participates in the Technical Accounting Review Committee which is a committee of the IGFOA. The committee monitors and comments on activities and rulings of the Governmental Accounting Standards Board (GASB) and provides testimony on GASB standards and educates the IGFOA membership on those standards. In addition, she is a member of the Association of School Business Officials Report Review Committee. As a member of this committee, she reviews Comprehensive Annual Financial Reports and determines if all criteria have been met for the Districts to be awarded the Certificate. Additionally, she participates on the Illinois CPA Governmental Executive Committee and the Illinois Office of the Comptroller's Local Government Advisory Board.