



Illinois Association of County Officials NEWS

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

SPRING 2022

www.iaconline.org

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President Elect

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Vice President

Rebecca C. McNeil - McLean County Treasurer

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Erin Cartwright Weinstein
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Immediate Past President

Mike Iwanicki - VAC of McHenry County

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IL Association of County Officials

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

www.iaconline.org

Message from our President

Bobbi Rairden
Douglas County Treasurer

We are so excited about the Spring Conference! We have a slate of phenomenal speakers lined up for you. This conference will be very informative and timely. We will have information on ARPA and the Infrastructure Bill. As always, we will have useful HR topics and IMRF. We will also be celebrating with a LUAU!! We want this to be a venue for you to unwind after a couple of full

days of training. We want you to wear your favorite shorts, flip flops, sundresses, and beach t-shirts. Whatever it is that makes you happy on the beach! We will be doing a really fun fundraiser for scholarships. Come enjoy the evening!

Plan now to attend the Fall Conference in Normal. We are planning a HUGE retirement party for all of our affiliate retirees! Right now, we have 21 retiring from my affiliate. Wow! Well-deserved and we wish them all a long and very happy retirement. Come help us celebrate them!

Register now and we will see you very soon in Springfield at the Crowne Plaza!



County Official Memorials

Please submit the names of current or former **county officials that have passed away**. The last time we were able to honor these individuals was the 2021 Spring (June) Conference. So, please forward to me anyone that has passed since then. You can forward the information to me Tamiko Kinkade at tkcps@comcast.net. We will remember them during our 2022 Spring Conference.

IACO 2022 Spring Conference:

May 11-13, 2022 (Wednesday – Friday)

Crowne Plaza Hotel, Springfield, IL



Register now at www.iaconline.org

Get Involved!

Michael Iwanicki
IACO Past President
VAC of McHenry County



Springfield here we come! Entering my final year of serving on your IACO Board of Directors, it is exciting and reassuring to recognize the talent and energy within the IACO Affiliates. This organization is truly blessed to have so many good people gathered within its ranks. I would strongly encourage you to share your talent, ideas, and energy by taking a leadership role within your Affiliate or taking an appointment to the IACO Board of Directors. I won't lie, at times it can be frustrating, but the rewards are so worth it! It is difficult to not to encourage taking on a more active role within your Affiliate without reflecting on my own experience both as an officer within the Veterans Assistance Affiliate and serving on the Board of Directors and Executive Board of IACO.

I remember being a bit nervous when I took over as Chair of the Legislative Committee within the IL Assn of County VAC's (IACVAC). Even though I was the youngest person on the Committee, the other members helped me get up to speed and introduced me to legislators sympathetic to the needs of Illinois Veterans. Regularly engaging with other VAC Superintendents in the state not only helped with identifying legislative concerns but also exposed me to different and often better ways to run programs within my own office.

A few years later, as a member of the IACVAC Board, I was asked by the President to attend a few IACO Conferences and report back. Being the only representative from my Affiliate present, I felt a bit out of place. That sense of isolation didn't last long as I was very quickly approached by several County Officials (including Nancy Krumwiede) who helped me get familiar with the workings of IACO. I also accepted an invitation to sit in with the County Board Members meeting. I was amazed with how much I learned from each of the affiliates, initially and since then. Once the Veterans became active members of IACO, I was asked by our affiliate to be the representative to the IACO Board. I'm sure you can surmise what happened from there.

For my experience, accepting opportunities from my affiliate, IACO, and other member affiliates helped me develop professionally beyond what I would have had I "stayed in my lane." If you feel you have more to offer, let the leadership within your affiliate know and actively pursue it! If you are currently serving on the IACO Board of Directors and would like a new challenge, let someone from the Executive Board know. Selection for a new Secretary / Treasurer for the IACO Executive Board is coming up fast, and that person will be sworn in with the new affiliate Presidents at the Fall Conference... will you be there?

Michael Iwanicki

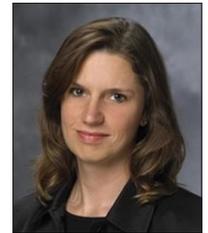
Scholarship Fund 50/50+ Raffle



This year, we are focusing the Association's emphasis toward education and our Scholarship Program. As an organization whose mission states that we are, "dedicated to maintaining and improving the quality of county government through education", it only makes sense that we would carry our belief in the importance of education through to the children and grandchildren of our membership. We are choosing to do that by investing ourselves financially into their higher education (2 year, 4 year, or trade school) and making sure that our Scholarship Fund is given high priority. This year at the Spring conference, we will be selling 50/50 raffle tickets and all of the proceeds from the raffle will be added to our scholarship fund. The winner of the 50/50 raffle will be determined through a draw down during the Thursday night Luau party and you (or your ticket) must be present to win! In addition to the grand prize, purchasing a 50/50 ticket will also enter you to win other prizes to be given out during the evening!

IACO Secretary/Treasurer

I wanted to take a few minutes to talk about what being a member of IACO has meant to me. We all work hard to become elected, bring brilliant customer service to our constituents, manage a million plus dollar budget, improve expensive technology, and thrive at employee relations. We become masters of our domain; strong characters in a never ending battle of change. We are county officials.



However, being a county official can be lonely. Who do we rely on when we need to vent about that employee who disappeared for hours, the overtime budget that we blew through, the constituent who knocked over a table and broke the computer and scanner? Each other, that's who. No matter your office, we have an enormous number of commonalities whether we are a county of five thousand or 5 million.

IACO is an opportunity for us to share in the good and the bad. We share ideas that improve our technology, help us face the most trying of employment issues, navigate unions, manage our budgets, and discover that the house bill that passed effected more of our offices than we realized. We tell our stories, learn from the advice that is given, and work together to engage and embrace change without panic. The lunches, evening festivities and the educational series are not only a great time but unite us. Our offices collaborate to keep our government running as one entity to the public.

The IACO has connected me to the inner workings of each government office. I understand not only the role and the impact of each office on the community, but on my own office. IACO has created a comradery between the individually elected office to all elected offices within 102 counties in Illinois that would not otherwise exist. We are better office holders because of IACO, and I thank them.



Illinois Association of County Officials

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

IACO Spring Conference

May 11-13, 2022 - Crowne Plaza Hotel - Springfield, Illinois

TUESDAY - MAY 10, 2022

3:00 PM – 10:00 PM **EXHIBIT BOOTH SET-UP** 1st FLOOR PLAZA G-J

5:00 PM **IACO BOARD MEETING / DINNER** Ruby Ballroom (2nd Floor)

Evening **HOSPITALITY SUITES OPEN** Hospitality suites are on the 3rd and 14th floors of the hotel.

WEDNESDAY - MAY 11, 2022

7:30 AM – 9:25 AM **CONTINENTAL BREAKFAST EXHIBIT HALL** 1st FLOOR PLAZA G-J

7:30 AM – 5:00 PM **EXHIBIT HALL OPEN** 1st FLOOR PLAZA G-J
Be sure to visit exhibitor's booths and register for door prizes to be awarded during the receptions on Wednesday and Thursday evening. Exhibitors are welcome to present door prizes at either time. Must be present to win.

8:25 AM **WELCOME / PRESIDENT'S ADDRESS** 1st FLOOR PLAZA E-F
IACO President Bobbi Rairden will address the membership during the Opening Session to provide an update on the state of the association.

8:30 AM – 9:45 AM **EDUCATIONAL SESSION** 1st FLOOR PLAZA E-F



HR STAYING COOL, CALM, COLLECTED, HEALTHY & PRODUCTIVE WHEN THE PRESSURE IS ON

Speaker: Martha N. Bryan, Bryan and Bryan Associates

Imagine what your life would be like if you could deal with all-time pressures and stressful situations in a way that makes you healthier, happier, and more effective? What would it be like to have more energetic resources for productivity and health? Would you be a better parent, boss, worker or friend? Would you enjoy your family, work, and friends more? And, would you feel more in control of your life? The ability to control your reaction to stressful situations is one of the most powerful skills you can ever develop. This program will identify the causes and effects of stress in both work and personal life. It is about identifying

ways to respond to, not react to, time pressures and demands from others. It will help you identify areas that are within your area of concern, area of impact and center of control, and it will help you find ways to alter your perspectives and perceptions for improved outcomes.

About our Speaker: Martha N. Bryan is a leading authority on the development of human potential and personal excellence. With an education background in teaching, she has taught at both high school and college levels and has held positions in both government and private industry. Her work career expands from farm laborer and cafeteria helper to positions in staff support, sales, training and personnel administration. After 20 years in public sector administration, Martha resigned to start her own consulting firm. She has a wide range of consulting experiences -- working with managers and staff at all levels of an organization. She has become a sought after speaker throughout the United States and Canada in the areas of Customer Excellence, Leadership, Communication, and Organization and Personal Excellence. Martha is a high content speaker; her programs on implementing quality, excellence, leadership, vision and strategy, self esteem, and success psychology bring about immediate changes and long-term results. She gives such practical ideas, methods, tips and techniques that participants emerge excited, enthusiastic and eager to apply her ideas in their work and personal lives. Her dynamic interactive delivery style receives excellent response from clients and participants.

9:45 AM – 10:00 **BREAK IN EXHIBIT HALL** 1st FLOOR PLAZA G-J

Be sure to visit exhibitor's booths and register for door prizes to be awarded during the receptions on Wednesday and Thursday evening. Exhibitors are welcome to present door prizes at either time. Must be present to win.

10:00 AM – 11:15 AM

EDUCATIONAL SESSION 1st FLOOR PLAZA E-F



INFRASTRUCTURE BILL - What's in it? Why do I care?

Speaker: Sarah Gimont, NACo

The Bipartisan Infrastructure Law (BIL) provides \$983 billion over five years from FY 2022 through FY 2026, including \$550 billion in new investments for all modes of transportation, water, power and energy, environmental remediation, public lands, broadband and resilience. The historic legislation is extremely significant for counties, which own and operate more roads and bridges than any other level of government and whose responsibilities range beyond transportation to public water systems, electric grids and capital construction of schools, hospitals and jails. Counties invest \$134 billion annually in the construction of infrastructure and the operation and maintenance of public works. In this session, learn how county officials can work to successfully implement BIL at the local level.

About the Speaker: Sarah is the associate legislative director for environment, energy and land use policy at the National Association of Counties (NACo). In this role, she serves as the liaison to NACo's Environment, Energy and Land Use (EELU) Policy Steering Committee and works with county officials across the nation to set organizational priorities and policies for environment, energy and land use issues that affect counties. Previously, Sarah worked to support NACo's transportation and community, economic and workforce development portfolios. Prior to joining NACo, Sarah worked as government relations coordinator at a small firm in Washington, D.C., representing local governments and other public entities on infrastructure and related issues. Sarah received her undergraduate degree in International Relations and Modern History from the University of St Andrews in Scotland and is currently a master of public administration (MPA) candidate at the George Washington University.

11:15 AM – 11:30 AM

BREAK IN EXHIBIT HALL 1st FLOOR PLAZA G-J

Be sure to visit exhibitor's booths and register for door prizes to be awarded during the receptions on Wednesday and Thursday evening. Exhibitors are welcome to present door prizes at either time. Must be present to win.

11:30 AM – 12:30 PM

SCHOLARSHIP LUNCHEON 2nd FLOOR EMERALD/DIAMOND

Student Scholarships will be awarded during this time.

12:45 PM – 1:45 PM

EDUCATIONAL SESSION 1st FLOOR PLAZA E-F



TORT LIABILITY: AN OVERVIEW FOR COUNTY OFFICIALS

Speaker: Kathleen Watson, Kane County Assistant State's Attorney, Civil Division of the Kane County State's Attorney's Office

Tort liability is the legal obligation of one party to the victim resulting from a civil wrong or injury. In Illinois, the Local Governmental and Governmental Employees Tort Immunity Act (745 ILCS 10/1-101, et seq.) provides protection to county officials from liability arising from the operation of government. But how does that protection work, and what are its limits? Kane County Assistant State's Attorney Kathleen Watson provides an overview of the Tort Immunity Act as it relates to County Officials in Illinois.

About the Speaker: Kathleen Watson joined the Civil Division of the Kane County State's Attorney's Office as an Assistant State's Attorney in 2013 after a successful career in private practice. Ms. Watson is an accomplished civil litigator with significant experience in personal injury, insurance coverage, and defense of local governments. As Assistant State's Attorney, she has successfully defended county officials and employees in both circuit and appellate courts. Ms. Watson received her baccalaureate degree from the University of Illinois and obtained her Juris Doctor (J.D.) from the University of Notre Dame Law School, where she was a recipient of the American Jurisprudence Award for Real Property.

AFTERNOON CONCURRENT SESSIONS:

2:00 PM – 3:00 PM

EDUCATIONAL SESSION 1st FLOOR PLAZA E-F

MOTIVATING & INSPIRING EMPLOYEES

Speaker: Martha N. Bryan, Bryan and Bryan Associates

For years managers have pondered strategies to increase the talents, drive, and skills of those they manage. Questions such as how to increase cooperation among departments and teams, how to effectively delegate and ensure the work is done right, how to increase work outcomes, and how to motivate employees to accomplish more than what is required have continually plagued managers. This program covers the motivation theories and identifies factors that lead to job satisfaction and dissatisfaction. It will not only clarify ways to help individuals get their needs met but will also allow them to assist in reaching the goals and objectives of the larger organization. This program provides managers with information about what it takes to move from task management to being an effective leader who empowers others for greater organization results.

2:00 PM – 3:00 PM

EDUCATIONAL SESSION 1st FLOOR PLAZA C-D

ARPA PROJECT PANEL - "I didn't know I could spend ARPA funds on that"

A networking opportunity to discuss and share relevant considerations and processes for the allocation of ARPA funds

This ARPA Forum will continue our county-wide discussions exploring how local governments throughout Illinois can use this once-in-a-generation investment of federal funds. We have engaged a panel of experienced county representatives to facilitate a range of conversations to be sure we hear from all areas of the state and county populations (urban, suburban, rural).

3:00 PM – 3:15 PM **BREAK IN EXHIBIT HALL** 1st FLOOR PLAZA G-J
 Be sure to visit exhibitor's booths and register for door prizes to be awarded during the receptions on Wednesday and Thursday evening. Exhibitors are welcome to present door prizes at either time. Must be present to win.

3:15 PM – 4:15 PM **EDUCATIONAL SESSION** 1st FLOOR PLAZA E-F
TURNING CONFLICT INTO PRODUCTIVITY (FOR BOTH EMPLOYEES & MANAGERS)
Speaker: Martha N. Bryan, Bryan and Bryan Associates
 Conflict is all around us, and most people try to avoid it. But left alone, conflict wreaks havoc on productivity, morale, motivation, and team effectiveness. This program will help you learn new ways to manage disputes and disagreements as well as the more "challenging" people in your life. These skills work well whether you are dealing with bosses, co-workers, employees, or the public.

3:15 PM – 4:15 PM **EDUCATIONAL SESSION** 1st FLOOR PLAZA C-D



ILLINOIS SERVICE MEMBER EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT PRESENTATION

Speaker: Tom Banning, Bureau Chief for Military & Veterans Rights Bureau for the Illinois Attorney General

On January 1, 2019, the Illinois Service Members Employment and Reemployment Rights Act (ISERRA) went into effect in Illinois, replacing six successor laws. ISERRA is designed to operate as a comprehensive law addressing military service related employment issues. Assistant Attorney General Thomas Banning, the author of the act is scheduled to conduct an ISERRA presentation, which addresses entitlement to military leave, concurrent compensation, differential compensation, healthcare and retirement benefits, and additional benefits for public employees. The presentation is designed for management, HR professionals, and service members.

About the Speaker: Tom Banning spent 4 years in the Marines as a member of Fleet Anti-Terrorism Security Team Atlantic and 20 years in the Illinois Army National Guard where he served as an infantry officer and as a Judge Advocate. He has served in Operation Just Cause and Operation Enduring Freedom. He is a graduate of the College of William & Mary, Southern Illinois University at Edwardsville, and St. Louis University School of Law. He now serves as the Bureau Chief for Military & Veterans Rights Bureau for the Illinois Attorney General and is the appointed ISERRA Advocate.

4:15 PM – 6:00 PM **RECEPTION IN THE EXHIBIT HALL** 1st FLOOR PLAZA G-J

Please join us in the exhibit hall for some great snacks, free beer/wine and take the time to visit with our exhibitors.

VENDOR DOOR PRIZES WILL BE AWARDED DURING THIS RECEPTION - YOU MUST BE PRESENT TO WIN

We ask that all hospitality suites remain closed during the Exhibit Hall Reception 4:15 - 6:00 PM

AFTER 6 PM **DINNER ON YOUR OWN - JOINT HOSPITALITY** 3rd Floor & 14th Floor

All registered attendees and Industry Partners are encouraged to visit the hospitality suites on the 3rd and 14th Floors of the Crowne Plaza Hotel.

THURSDAY - MAY 12TH

7:30 AM – 9:15 AM **BREAKFAST BUFFET IN THE EXHIBIT HALL** 1st FLOOR PLAZA G-J

Join us for a hot breakfast buffet.

7:30 AM – 8:45 AM **EDUCATIONAL SESSION** TBD



ILLINOIS MUNICIPAL RETIREMENT FUND BENEFIT UPDATE

Speaker: Randy Stevens, Field Services Team Leader

Join IMRF Field Representative Randy Stevens to learn about your IMRF benefits. Whether you are new to IMRF or have participated for years there is something for everyone. Learn about your retirement benefits and the popular Voluntary Additional Contributions (VAC) plan. If you are retiring this year, please complete the Member Benefits Calculation form and return it to: rstevens@imrf.org. He will prepare and mail an estimate to you. [CLICK HERE](#) for the form, or visit www.iacoonline.org and click on the link under registration.

9:00 AM **AFFILIATE ORGANIZATION SESSIONS - (Check your affiliate agenda for schedule/start time)**

The affiliate association groups are planning timely sessions for their members. Industry partners are welcome to attend affiliate meetings.

Assessors	.....	Plaza F (1st Floor)
Auditors	.....	Lincoln Boardroom (3rd Floor)
Circuit Court Clerks	.....	Sapphire Ballroom (2nd Floor)
Coroners	.....	Plaza A/B (1st Floor)
County Board & Commissioners	.....	Ruby Ballroom (1st Floor)
County Clerks/Recorders	.....	Emerald Ballroom (2nd Floor)
Treasurers	.....	Diamond Ballroom (2nd Floor)
Veterans Assistance Commissions	.....	Plaza C/D (1st Floor)

11:30 PM – 1:00 PM **FREE LUNCH - Exhibit Hall** 1st FLOOR PLAZA G-J
Grab your lunch and take it back to your affiliate meeting room to eat, or you can eat your lunch in Exhibit Hall.

2:30PM – 3:30 PM **AFTERNOON BREAK** 1st Floor and 2nd Floor
We will have a beverage station in the foyer on each level for an afternoon break.

6:00 PM – 9:00 PM **PRESIDENT’S RECEPTION** 2nd FLOOR DIAMOND/EMERALD



LUAU

On Thursday evening, the IACO President, Bobbi Rairden, invites you to escape to the beach for a LUAU themed reception. Put on your best Hawaiian vacation attire and head to the 2nd floor for dinner, drinks, and themed activities. Whether you enjoy sipping a beachy cocktail and enjoying the scenery, or competing for the title of best hula-hooper, you are sure to enjoy yourself. We will also have a limbo contest, a photo booth, and opportunities for you to put your fun to good work for the IACO Scholarship fund. Vendor door prizes will be awarded during the Luau as well as prizes for best dressed, so plan accordingly! The winner of the 50/50 raffle will be announced during the reception. You must be present to win all prizes.

FRIDAY, MAY 13, 2022

8:00 AM – 9:00 AM **LEGISLATIVE BREAKFAST SESSION** 2nd Floor DIAMOND BALLROOM

(Breakfast will be available beginning at 7:30 AM.)

The IACO Legislative Committee has invited legislators to join us to discuss the spring legislative session and take questions from the conference attendees. Invitees include members of both the House and Senate, of both political parties, and from jurisdictions around the state.

Spring Conference Sponsors:

(as of 4-14-2022)

Platinum Sponsors:



Gold Sponsors:

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Harris & Harris

US Imaging

Silver Sponsors:

5/3 Fifth Third Bank

Ameren IL Energy Efficiency Programs

Bruce Harris & Associates

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Goodin Associates

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Journal Technologies

Kofile

Nextlink Internet

PFM Asset Management

PMA Financial Network

Sidwell

Snedeker Risk Management

Vanguard Appraisals

VR Systems

OFFICIAL IACO 2022 SPRING CONFERENCE REGISTRATION FORM

May 11-13, 2022 (Wed – Fri) Crowne Plaza, South Dirksey Parkway, Springfield, 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.

Wednesday:

FREE Lunch: Yes No Unsure

Thursday:

FREE Lunch: Yes No Unsure

Luau: Yes No Unsure

Friday:

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:

Reservations can be made at the Crowne Plaza Springfield at: <https://bit.ly/36lria9>. Follow the steps to create your hotel reservations on-line. 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 217.529.7777 and ask for guest room reservations. The hotel will provide you with a confirmation number when you make your reservation. **Rate: \$99/per night plus tax.** Self-Parking is complimentary for those staying at the hotel.

Reservation cut-off date: **(EXTENDED TO MIDNIGHT MAY 2, 2022)**

Hotel cancellation/no-show policy: Reservations made and not canceled 24 Hours prior to the 1st day of check-in will be billed for the first night's room and tax and the remaining nights reserved will be canceled.

PLEASE DO NOT RESERVE MORE HOTEL ROOMS THAN NEEDED! In the past, individuals have made reservations and canceled them after the cut-off date. IACO loses access to those rooms for conference attendees and will be penalized for this through attrition. PLEASE only reserve the rooms you know you need!

IF YOU HAVE PROBLEMS MAKING A RESERVATION (or are told they're sold out), contact Autumn Devos at: autumncpsolutions@gmail.com

Conference cancellation policy: Conference registrations made and not cancelled will be billed. Cancellations must be made in writing on or before May 1st 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 at the address listed below or e-mail to tkcps@comcast.net.

Payment Information: The Conference Registration Fee is **\$220**, but register before May 1 and receive the Early Bird Rate of **\$205**.

Early Bird After May 1

- | | | |
|---|--------------|-------|
| <input type="checkbox"/> Full Conference Registration | | |
| County Official/Deputy | \$205 | \$220 |
| <input type="checkbox"/> WEDNESDAY Only (Official/Deputy)* | \$120 | \$135 |
| <input type="checkbox"/> THURSDAY Only (Official/Deputy)* | \$120 | \$135 |
| <input type="checkbox"/> Spouse/Guest or Retired Official** | \$120 | \$135 |

Spouse Name: _____

Total enclosed: _____

- Enclosed is a check for my registration
- Please apply the funds paid for the 2020 Spring Conference
- 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 (Wed. or Thurs.), 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