



Each quarter we feature a photo of one of our members. This quarter: Delhi Township

Highlights of this Issue:

- CLG Conducts Community Engagement Workshop
- The 2024 Annual Survey is Coming Soon
- Public Records Training
- Help Recruit New Employees into Local Government!



Regular Features:

- Page 2: About Us
- Page 4: New Faces/ New Places
- Page 6: News Bits
- Page 6: Calendar

The Center for Local Government Summer 2024 Newsletter

CLG Welcomes Two New Board Members

Please join us in welcoming Noah Powers from the City of Norwood and Mike Thonnerieux from Washington Township to the Center for Local Government Board. They take over for Mike Rahall, who recently retired from Cleves, and Jack Cameron, Silverton Village Manager.

Noah Powers became Safety-Service Director for the City of Norwood in 2021. Prior to that, he was the Director of Human Resources for the City of Sharonville. He has also worked for Middletown and Butler County. Since joining CLG in 2022, Noah has ensured that Norwood is highly involved: They are in our Justified Use of Force Simulator (JUFS) consortium, have sent multiple people through the CLG Leadership Academy, and have co-facilitated training with CLG (e.g. our 2022 Civil Service training).



Noah Powers

Mike Thonnerieux became Washington Township Administrator in 2023. Prior to Washington Township Administrator, Mike served as Director of Public Administrative Services for the City of Beavercreek where he was responsible for multiple divisions including engineering, street maintenance, traffic, cemetery, buildings and ground, fleet, parks, recreation, and culture, the Beavercreek golf club, and the senior citizens center. Washington Township has also historically been a highly involved CLG member– including having a multitude of CLG Leadership Academy alumni, and being a member of the Public Works Mutual Aid Pact.



Mike Thonnerieux

Noah and Mike join other board members Amanda Zimmerlin (Clayton), Jim Lukas (Sharonville), and Vicky Earhart (Anderson Township).

Their Board service began in June, and they will be confirmed to permanent Board roles at the CLG Annual Meeting in September.



The Center for Local GOVERNMENT

4015 Executive Park Dr. Suite 226
Sharonville, OH 45241
513-741-7999

ABOUT OUR ORGANIZATION:

The Center for Local Government (CLG) located in Cincinnati, OHIO is a unique non-profit 501 (c)(3) corporation, created in 1990 as a clearinghouse for inter-governmental collaboration, training and information sharing.

BOARD OF TRUSTEES

- Amanda Zimmerlin, City of Clayton (President)
- Vicky Earhart, Anderson Township (Vice President)
- Jim Lukas, City of Sharonville (Secretary / Treasurer)
- Noah Powers (City of Norwood)
- Mike Thonnerieux (Washington Township)

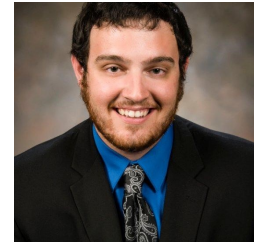
Effective Governance Through Collaboration



T.J. White,
Executive Director,
twhite@C4LG.org



Lori Stuckey,
Director of Operations,
lstuckey@C4LG.org



Cody Smith,
Assistant Director,
csmith@C4LG.org

Keep an Eye out for the 2024 CLG Annual Survey

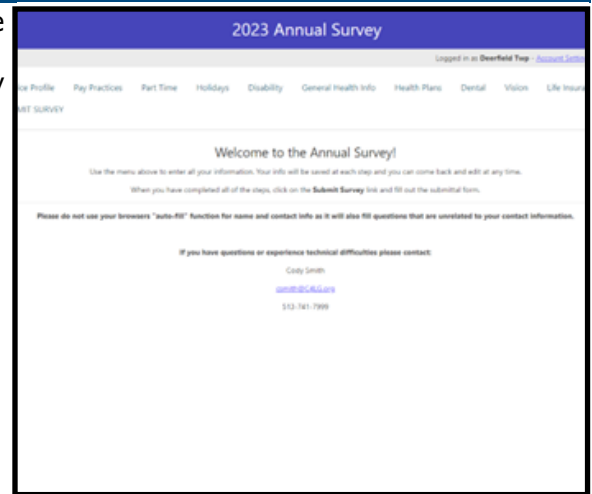
As we begin to plan for this year's Annual Survey, we would like to take the opportunity to provide more insight on the importance of the data collected, and encourage our members to complete this essential yearly study. The Annual Survey is the instrument that we use to *collect all our benefits data* that complements our pay range and salary information available in our database.

The Pay and Benefits database is one of the most widely used CLG programs offered. The survey tracks items such as health insurance information, holidays, pay practices and budgetary information, among other things. Information sharing is one of the integral pillars that CLG utilizes to facilitate collaboration among our members and your participation in programs such as the annual survey strengthens the tools that we have available to achieve this goal. Thank you!

A password and login to our Annual Survey Webpage will be sent out to each jurisdiction's CAO and pay data contact when it is time to complete the survey. Typically, these arrive in your email inboxes in late August of each year. If your jurisdiction would like someone else to receive the username and password for your jurisdiction in addition to the CAO and pay data contact, please email Cody Smith with the name and email of the person to be added to the distribution list.

It is vital that as many of our members respond and provide data as possible. If your jurisdiction filled out the survey in 2023, the information will be pre-populated and only updates will need to be made! You will not need to fill out the entirety of the survey again.

If you have any questions regarding the annual survey, please reach out to Cody Smith at Csmith@C4LG.org or in the office at (513) 741-7999. Thank you!



The Center for Local Government Annual Survey Landing Page



Center for Local Government Conducts Community Engagement Workshop: *A Review from Trainer Jeffrey Stec:*

I was honored to gather with nearly 40 of your colleagues to ponder a great question: How do we engage an apathetic or angry public? As a community engagement facilitator of 20 years, I had some thoughts; but rather than a lecture, we had a conversation for mutual discovery: After illuminating each engagement principle, I asked people to break into small groups to discuss how that insight might apply to their work. Because small groups help people feel safe and heard, people learn together.

Through a pre-meeting survey I learned that, in short, you want the public to trust your work while also taking some responsibility of their own (like attending events and hearings and reading newsletters and social media).

When we reflected on what generally causes people to "show up and step up" for a cause bigger than themselves, government needs to add to their transactional (one-way) engagement with relational engagement that creates a back-and-forth conversation that meets the public's need to be heard. I told the story of a government that tried to engage a neighborhood that was angrily complaining about the failures of the police and zoning departments. The government's presentations at special hearings and their social media posts only inflamed the situation.



We explored why such personalized attention would go rebuffed and concluded three things that were missing:

- 1) Use questions meaningful to the public: Why is it important for you to be here today? How have you lived this issue on a daily basis?
- 2) Build connections: Use small group discussion. Listen to and validate concerns in real time.
- 3) Work WITH the public: Ask the public to define the problem. Identify common goals.

The government implemented these relational engagement strategies in a local church. We had flip charts all over the room, leaders validated what they were hearing after small group dialog, and we discussed how the community might work with the administration to address these challenges. We asked for volunteers to help the administration spread the word about this emerging partnership, and 25 people showed up to work on these problems at the next meeting. This approach created an ongoing partnership that transformed the neighborhood.

We then examined how a government-community partnership could be used to address how to get residents to 1) read the communications already sent to them by government, and 2) attend events and meetings designed to give them the voice they want! Imagine what's possible if you recruited a group of leaders from community organizations (think chambers of commerce, churches, social service agencies, community coalitions, civic organizations, etc.) who are all committed to 1) promoting your communications with their members, 2) asking their followers to attend your meetings, and 3) hosting you at their own meetings to discuss issues that matter to everyone.

People support what they co-create, so if you can get community leaders to co-create your communications and engagement program, they will get their people to read your posts and show up at your meetings. You can't build this kind of community partnership by sending a blast email invitation – you need to engage these leaders, first with one-on-one conversations with individual leaders where you ask questions about what they think is possible from such a partnership. Then if they are interested, explain that all they would need to do is forward your emails and social media posts to their communities with a personal endorsement. Simple for them, and all you've done is spend pleasant lunch with someone you need to get to know better anyway.

I want to stress that relational engagement strategies don't have to be a burden. They can be simply be added to what you already do. If every time you gathered you asked residents to discuss a meaningful question in small groups -- and then validated their input and told them how it would impact your decision making -- you would quickly build the public's trust in your work. For more information, contact me at 513 235 3068 or e-mail jeffreystec@gmail.com. Thank you.



CLG and City of Sharonville to Host Government Records Training

The Center for Local Government is excited to partner with the City of Sharonville to host a training with the Ohio Attorney General's office on local government records management. This training will be held **Tuesday, August 20th at the Sharonville Convention Center, with registration beginning at 8:30am.** Our speaker will be Nathan Owens, Director of Records Management at the Ohio Attorney General's Office.

Mr. Owens provided this description of the session that he will be leading:
"Managing your office's records, whether paper or electronic, is crucial to assure your ability to find needed information, be compliant with various laws and regulations, answer public records requests in a timely manner, as well as reduce the budget burden to store such records. Attendees will learn about the importance of records management for your local agencies, how records retention schedules should be crafted, how to create a defensible record destruction process, and what retention considerations there are with electronic, e-mail, and social media records."

Please keep an eye out for the official invitation flyer with RSVP information, which will be hitting your inboxes in mid-July. If you would like to ensure that you are on the distribution list for this event, please email Cody Smith at CSmith@C4LG.org.



Nathan Owens, Director of Records Management with the Ohio Attorney General's Office

New Faces in New Places

As always, there are many new faces in new places as we enter the summer months. **Mark Schwieterman** is serving as the Interim City Manager in Vandalia. His contact information is MSchwieterman@vandaliaohio.org. Mr. Schwieterman was the long-time City Manager of Kettering.

Tim Werdmann will be starting as the new Director of Safety and Services for the City of St. Bernard on July 1st. Mr. Werdmann has served in a number of high profile positions for the City of Hamilton, most recently as Executive Director of Internal Services.

Doug Wehmeyer is serving as Interim Village Manager of Lockland. He currently serves as their Fire Chief. He can be reached at dwehmeyer@locklandoh.org. Former Lockland Village Manager **Krista Blum** has is now the Finance Director in Columbia Township. She can be reached at Krista@columbiatwp.org.

Finally, Springdale City Administrator **John Jones** is retiring! We congratulate Mr. Jones on his years of service in Springdale, Trenton, and elsewhere. Springdale is holding a retirement open house on Friday August 16th from 11:30am until 2pm at the Springdale Community Center (11999 Lawnview Ave. Springdale, OH 45246).

If there are any other new faces in new places that we missed, don't hesitate to reach out to TWhite@C4LG.org, and we will be sure to include them in the Fall Newsletter.



Springdale City Administrator John Jones

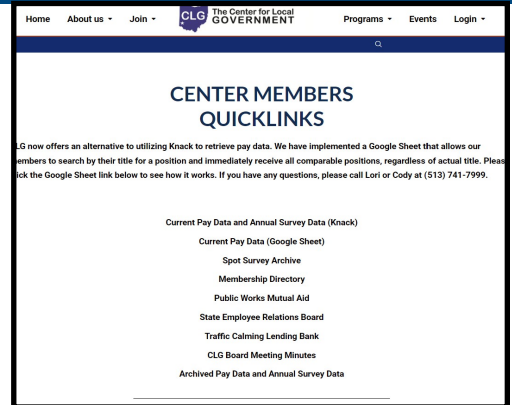


Website Resources Are Available to Center Members

Housed on the CLG webpage, the [Member Login](#) houses many valuable resources for our members! If you have not stopped by recently, we invite you to explore and utilize all the benefits of Center membership available.

In the members only section, you will find resources such as our Pay and Benefits Database (which no longer requires a separate password to access), an archive of all of our spot surveys conducted in the last 5 years, information on our Public Works Mutual Aide Pact, archived Pay and Benefits data, our Traffic Calming Lending Bank and many other useful items.

If your jurisdiction needs assistance with their username or password, please reach out to Cody Smith at Csmith@C4LG.org and he will be able to assist you with gaining access.



The Center for Local Government Member Log-in

Make a Video About your Career! Help Recruit the Next Generation

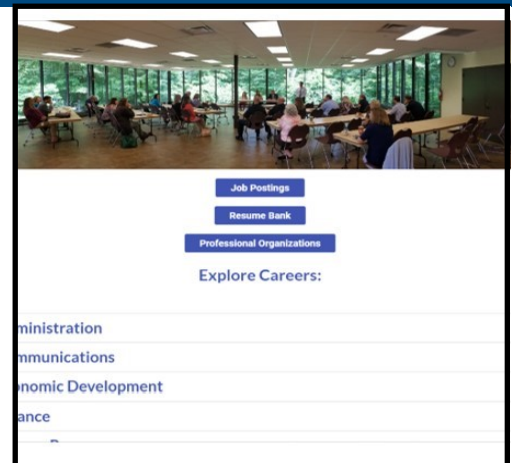
The Center for Local Government is working with jurisdictions from around the region to develop a website about why students should consider the local government profession. A major component of this website will be videos of individuals talking about their careers. We want to work with YOU to make a video about what you do every day and why this is a great profession!

Essentially- we are making 1-minute videos about *why you got into your career, how you got into your career, what you see as the benefits of your career, and what a typical day looks like.* These videos will be imbedded in in the aforementioned "local government careers" website.

The Local Government Careers website will highlight the different career specialties in local government. It will also have a jobs bank, a resume bank, and a list of mentors. This site will be available via numerous sources, including a QR code that will be printed on brochures and materials at job fairs.

If you are interested in shooting a video, contact T.J. White at TWhite@C4LG.org. We will work with you to schedule a time to come out. We will also work with you in advance to help craft your message. We expect the full process would take no more than half an hour.

We would like to extend a thank you to our partners at West Chester Township for shooting and editing these videos.



The Center for Local Government Recruitment Website is under construction

Interesting Fact: WCTV is one component of West Chester Township's public information and engagement operations., producing videos for West Chester Township, MetroParks of Butler County, Lakota Local Schools athletics and other agency partners. Programming is available to view on the WCTV app available on Roku and Amazon, as well as the Apple Store and Google Play. To learn more, reach out to Barbara Wilson at bwilson@westchesteroh.org.



News Bits

JUFS Calendar

The 2024-2025 Justified Use of Force Simulator (JUFS) Rotation has begun! Each spring, all of the JUFS equipment is brought back to CLG's office and has any maintenance and updates performed before being sent back out for their next rotations with each of our 8 participating police departments. For more information on the JUFS program, [please visit our website](#).

Membership Directory

The CLG Membership Directory is located in the Member login section of [our webpage](#). This document includes relevant contact information for each of our 67 member governments. While we try to keep the Directory as up to date as possible, we request that our members occasionally audit their pages and let us know of any changes. If you need assistance with your login information, please contact Cody Smith at CSmith@C4LG.org.

Find Us on LinkedIn

The Center for Local Government is now on LinkedIn! CLG's LinkedIn page is another way for us to connect with our members and to hear about training offerings, programmatic updates and other newsworthy notes about the operation of the Center for Local Government.

<https://www.linkedin.com/company/the-center-for-local-government/>

Upcoming Events from CLG and Partners

Developing a Police Workload Analysis, July 9, 2024, hosted by the Sharonville Police Department at Sharonville Fire Station 86 (11637 Chester Road, Cincinnati, OH). Cost is \$898. Please direct questions to Sergeant Ryan Hermes, Sharonville Police Department (RHermes@Cityofsharonville.com)

LPA Federal-Aid Contract Administration Training on the following dates: July 30 – Columbus, August 2 – Lebanon, August 7 – Akron, and August 20 – Bowling Green. [To see the flyer with more details, please click here.](#)

Government Records Training, Tuesday, August 20th at the Sharonville Convention Center, with registration beginning at 8:30am. RSVP information coming soon.

Patrol Fundamentals Legal Update, August 23, 2024, hosted by the City of Sidney, [click here for more information](#).

Navigating Difficult Employees and Coaching, October 9, 2024, 9:00am-noon, presented by MVCC at MVCC. [Please click here to see flyer with details and registration information.](#)

Legally Confident – Tactically Confident, presented by MVRMA and approved for CPT on 3 separate dates: October 11, October 21, and December 10, 2024 All trainings will be held at the Miami Valley Career Technology Center. [Click here to register.](#)

Conflict Resolution and Customer Service, October 23, 2024, 9:00am-noon, presented by MVCC at MVCC. [Please click here for more information.](#)

TCSU Training Opportunity, "Surviving Injured Engagements", October 24-25, 2024, at Oakwood PD Training room on Day one, and MCSO Training Center Range 8 on Day two. [Please click here for registration/more information.](#)

Interesting Fact: Delhi Towne Square, pictured on the front page, is nearing completion and is the largest investment in Delhi Township's history at \$70 million!