

# Center for Local Government



## July 2024 – July 2025 Annual Report



**“Effective governance through collaboration”**



**The CLG Membership Area is home to many beautiful parks. Top: Winton Woods, Bottom: Sharon Woods**

# Your Membership Is Appreciated



Thank you for reading the July 2024 to July 2025 Center for Local Government Annual Report. The Center continues to grow, adding 3 new member communities in the last 12 months. These communities are the Great Parks of Hamilton County, Riverside, and South Lebanon, bringing our membership total to 70 governments across southwest Ohio.

As we continue midway through 2025, we are proud to say that our services and programs continue to grow and expand. Since last year's report, we have added to our forum series, expanded the number of police departments in the Justified Use of Force Simulator (JUFS) program, and maintained a healthy training curriculum.

Lastly, we would like introduce and welcome the Center's new Executive Director, Drew Tilow. Bringing over 15 years of public and private sector experience, and over 20 years of board experience, we believe he's a great fit for the organization and our mission. We are grateful for Mike Rahall stepping in as our interim Executive Director during the transition process, and wish him well.

Thank you again for reading our Annual Report. We look forward to working with you again for another year, and feel free to reach out and say hello to our new Executive Director.

- CLG Staff

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## STAFF

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## BOARD OF TRUSTEES 2024 / 2025

Noah Powers, Norwood (President)

Mike Thonnerieux, Washington Twp. (Vice President)

Jim Lukas, Sharonville (Secretary / Treasurer)

Amanda Zimmerlin, Clayton

Vicky Earhart, Anderson Twp.

Mike Rahall (Board member emeritus)

Jack Cameron, Silverton (Board member emeritus)

**Center Fact: CLG has 2 counties, 32 cities, 18 townships, 15 villages, 2 park districts, and 1 fire district in it's membership network**



# Developing Professionals and Leaders:

## Center Continues Partnership with Xavier University



Xavier University's partnership with the Center for Local Government continues to grow and thrive, bringing valuable educational and developmental opportunities to our member governments and their employees.

In June 2025, we partnered with Xavier University's Adult and Professional Education (APEX) program, led by Director Brenda Costa and Director of Recruitment Kasey Ashton, to host a workshop on hiring and retention strategies.

Xavier University also plays a key role in our Leadership Academy, helping us offer critical professional development classes as a part of our Leadership Academy curriculum. The Xavier Leadership Center (XLC) delivers expert-led sessions on a variety of topics, and helps local leaders grow their skills. During the Leadership Academy Class of 2025, participants were able to engage with one of three sessions: Effective Communications, Change Leadership, and Building Trust.

Lastly, our ongoing partnership with Xavier University and XLC helps provide member governments and their employees with discounted tuition rates. These rates are for a wide range of over 40 educational and professional development programs. As a result of our partnership, we have helped expand access to high quality training and education that supports organizational success and career growth to **nearly 20 of our members**.

Participating Members: Cheviot, Cleves, Delhi Township, Fairfax, Fairfield, Glendale, Greenhills, Hamilton County, Indian Hill, Lebanon, Miami Township (Clermont), Milford, Monroe, Mt. Healthy, North College Hill, Norwood, Sharonville, Springboro, Sycamore Township, Washington Township, and West Chester Township.



# Developing Professionals and Leaders:

## Leadership Academy and Training Programs



### **Center for Local Government Leadership Academy In It's 12th Year**

The Center's Leadership Academy continues to be a strong flagship program. When the 2025 class graduates this fall, there will be nearly 260 CLG Leadership Academy alumni representing almost 60 governments across the region.

Leadership Academy classes include Local Government 101, a Xavier University Leadership Center class, Effective Communications, Human Resources Management, Finance & Budgeting, and Land Use & Economic Development. The program runs from March until August, with classes once a month. The classes are structured to ensure that individuals transitioning into a Department Head role will possess the necessary knowledge and skills to lead their departments effectively.



We would like to thank our Leadership Academy partners, the Miami Valley Risk Management Association (MVRMA), and the Xavier University Leadership Center for helping make the Academy possible. Finally, we would also like to thank all of our instructors, who have over 100 years of combined experience in local government.

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### **Center Focuses on More Training Opportunities**

Every year, we hold a variety of training opportunities for our member jurisdictions based on feedback from outreach visits. In addition to our ad-hoc trainings, we have two Human Resources Luncheons, two Administrative Professionals Luncheons, and two Chief Administrative Officer forums every year.

Some examples of trainings we have had in the past year include a 513Relief Bus Demonstration, Cybersecurity Training, Emergency Management Training, and a webinar with Work for America. Additionally, we have added a Payroll Resources Forum, which will be held twice a year moving forward.

We also are proud to have partnerships with the Miami Valley Risk Management Association (MVRMA) and the Miami Valley Communications Council (MVCC). Center members are eligible to attend their training sessions, and their members are eligible to attend our sessions.



# Working Together:

## Shared Services Programs Continue to Grow



### **CLG Benefits Pool Remains Stable**

The Center for Local Government Benefits Pool (CLGBP) is a self-insured health insurance pool with 21 participating governments, covering over 600 employees and 1,000 total lives. As part of the Jefferson Health Plan, the pool benefits from added stability, access to ancillary services (e.g. wellness, EAP, etc.), and stop-loss coverage. The broker for the pool is HUB International.

The pool is governed by a Board consisting of a representative from each participating government. An Executive Board is elected from the larger Board. The 2024-25 CLGBP Executive Board includes Scot Lahrmer (President, Amberley Village), Brian Uhl (Vice President, Springdale), and Jack Cameron (Secretary / Treasurer, Silverton).

Financially, the pool remains stable with a strong cash reserve and favorable renewal averages of **4.5% over 12 years and 4.4% over 5 years**. We thank the CLGBP Board, the CLGBP Executive Board and HUB for their continued efforts to keep the pool strong. To learn if your government is a good candidate for the pool, contact Brandon Christin at [brandon.christin@hubinternational.com](mailto:brandon.christin@hubinternational.com).

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### **The Judgmental Use of Force Consortium Adds Two New Members**

The Judgmental Use of Force System (JUFS) consortium is a police training program that helps police officers improve their "Shoot/Don't Shoot" decisions. Using an interactive video simulator programmed with hundreds of scenarios drawn from real cases, trainers and trainees with a realistic environment that lets them react, observe and analyze the results of their actions.

**The consortium welcomed the Lockland Police Department at the end of 2024, and the Cheviot Police Department in early 2025.** With Lockland and Cheviot, there are now **9 police departments** sharing two justified use of force training simulator platforms on a rotational basis. Current participants include Amberley Village, Cheviot, Lockland, Mason, Norwood, Reading, Sharonville, St. Bernard, and Wyoming.

The main platform is a fully immersive 360 degree Street Smarts VR Simulator, which went into service in 2022. Our secondary platform is a screen based system from TI Training. If you would like more information, please contact Ziah Huett at [ZHuett@C4LG.org](mailto:ZHuett@C4LG.org).

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### **Public Works Mutual Aid Pact Remains Strong**

The Center's Public Works Mutual Aid Pact remains strong with 38 participating governments. This agreement allows communities to share equipment and personnel during emergencies, such as natural disasters, while also providing clear guidelines on liability. Participation is voluntary, and decided on a case by case basis. To keep records current, CLG will be sending update requests to participating governments by the end of September. To learn more, contact Drew Tilow at [DTilow@C4LG.org](mailto:DTilow@C4LG.org).

# Working Together:

## Shared Services Programs Continue to Grow



We are proud to offer a number of shared services programs that governments can join at any time. Learn more here:

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### **Treasury Asset Management Consortium** **Providing Services to Member Communities**

For the past 13 years, the Treasury Asset Management Consortium has provided a collaborative approach to professional portfolio management for local governments. This initiative involves two investment firms, SJS Investment Consulting and Redtree Investments, which were selected through an RFP conducted by CLG Finance Directors. Currently, 18 CLG member governments are participating in this program. To learn more about the program and participating firms, visit: [Treasury Asset Management Collaboration – C4LG.ORG](#).



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### **Facility Electricity Consortium**

The CLG Electricity Consortium is a joint purchasing opportunity for government owned facilities and street lights. **11 governments utilize this program.** Our broker is AGE Energy, and our most recent bid was in early 2023. IGS Energy won the supplier bid, with a final contract price of \$0.06245/kWh for 36 months.

Although this bidding cycle is complete, there are still opportunities for governments to participate. If you are interested, AGE Energy can conduct a bid on your behalf that will expire at the same time as the current consortium contract at current market prices. Your community would then be able to participate in the full group bid at the contract expiration in 2026. If you want to learn more, contact Drew Tilow at [DTilow@C4LG.org](mailto:DTilow@C4LG.org), or Jordan Haarmann at [jordan.h@agellc.com](mailto:jordan.h@agellc.com).

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### **Southwest Ohio Regional Refuse (SWORRE) Consortium Bid**

The SWORRE Consortium published a bid for waste and recycling collection for Fairfax, Greenhills, Loveland, Mt. Healthy, and Springdale (Cincinnati Group 1) in mid-April 2025.

As of the date of publication for this Annual Report, the participating governments in this group are reviewing the pricing received through the bid process. Additionally, the governments are reviewing contract language revisions by the vendor who submitted a response. The start date of the contract is March 1st, 2026.

For more information regarding this program, please visit: [Waste and Recycling Consortium – C4LG.ORG](#).



# Knowledge Sharing: Data, Practices, and Ideas



## Pay Data and Annual Survey

**The Annual Survey monitors various benefits such as holidays, PTO, insurance rates, and pay increases, along with data on budgets, general services, and taxation.** Additionally, we conduct year-round surveys to track pay ranges for over 100 positions commonly found in local government. The database for both surveys is accessible in the member log-in section of the CLG website. Currently, 40 governments have annual survey data available on our website, and 47 governments have pay data available.



The next Annual Survey is scheduled for September 2025, and we encourage everyone to participate. If your community completed the survey in 2024, your previous answers will be auto-filled, and you only need to update any new information. For more details on how to streamline your Annual Survey experience, please contact CLG Assistant Director Ziah Huett at [ZHuett@C4LG.org](mailto:ZHuett@C4LG.org).

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## CLG's Spot Survey Program and Code Bank Continue to Grow

The Spot Survey program allows members to request online surveys on any local government related topics, ranging from water rate consultants and recreational employee discounts, to drone ownership and operation policies.

In 2024, 50 spot surveys were completed on behalf of our members. As of August 2025, another 15 have been conducted. A 4 year archive of spot survey results is available in the CLG website member log-in, and a 22 year archive of spot survey results is available upon request.

The Code Bank is a repository of policies gathered from Spot Surveys, and allows governments to download policies from other governments. In the past year, over 25 individual policies from 33 governments have been added to the Code Bank. The Code Bank can be found at [Code Bank – C4LG.ORG](https://C4LG.ORG).

Spot Surveys are one of CLG's oldest services, dating back to the early 1990's. If there is any policy you would like to benchmark from your peer jurisdictions, contact Ziah Huett at [ZHuett@C4LG.org](mailto:ZHuett@C4LG.org).

# Building a Stronger Center: Growth In Membership and Stable Finances



As we move into late 2025 and early 2026, we are happy to report that our membership is growing, our finances are strong, and that we are continuing to function as an important hub for local governments across the region:

## **Membership Continues to Grow at the Center**

3 new member governments have joined the Center in 2025 so far, building upon the 4 new governments that joined in 2024. With an **all-time high of 70 member governments, the Center continues to grow.** Due to this continued growth, **we have not had to raise membership dues since 2007.**

Thank you to our new 2025 members: Great Parks of Hamilton County, Riverside, and South Lebanon. We look forward to working with you this year and beyond!

To learn more about our members, please visit: [Center Members – C4LG.ORG](https://www.c4lg.org/center-members).



## **People looking for local government jobs come to the Center for Local Government**

Our job postings page continues to attract attention and inquiries from job seekers throughout the region and our membership network. **In the past year, we listed 115 open positions from public agencies across the area, which garnered 17,000 page hits according to our web analytics.**

In 2023, we introduced a resume bank for students and individuals looking to make a lateral move. We encourage you to explore both pages on our website. If you wish to post a position, please contact Lori Stuckey at [LStuckey@C4LG.org](mailto:LStuckey@C4LG.org). Center member governments can post for free, while non-member governments can post for a \$25 fee .

In addition to job postings, we are actively developing recruitment strategies to assist local governments. If you are interested in speaking to students about careers in local government, please reach out to Ziah Huett at [ZHuett@C4LG.org](mailto:ZHuett@C4LG.org).





# Building a Stronger Center: 2024-2028 Strategic Plan



We are proud to be implementing our Strategic Plan for the years 2024 through 2028. This plan is centered around five major organizational values identified through survey research, interviews with CLG stakeholders, analysis of our current programs and services, and discussions with our Board of Directors:

1. The Center for Local Government is the **premier hub of information** for local governments.
2. The Center for Local Government is a **catalyst for local government collaboration** in the Southwest Ohio region.
3. The Center for Local Government **serves the interests of professional local government management** & administration.
4. The Center for Local Government **enhances & supports the local government profession**.
5. The Center for Local Government is a **leader in connecting governments in the Cincinnati and Dayton regions**.

We have identified 11 major objectives that we will continue to work toward over the next five years:

1. Foster participation in information sharing services.
2. Enhance engagement between the Center and it's members.
3. Ensure that the Center's technology is on par with the current standard in local government.
4. Identify new opportunities for local government collaboration.
5. Enhance current program and service offerings.
6. Focus resources on the profession of local government management.
7. Utilize the Center's connections and relationships to help members.
8. Elevate local government as a premier career choice.
9. Assist local government employees in their professional development.
10. Foster connections between local governments in our 10-county service area.
11. Ensure that all member governments see value in Center membership.

We will provide annual reports on our progress in achieving these objectives. The full 2024-2028 Strategic Plan can be found here: [CLG Strategic Plan – C4LG.ORG](#).

# 2024 Financials



THE CENTER FOR LOCAL GOVERNMENT

(A Non-Profit Organization)

SUPPLEMENTAL DETAIL OF REVENUE and EXPENSES WITHOUT DONOR RESTRICTIONS

For The Year Ended December 31, 2024

REVENUE	UNDESIGNATED	JUFS	QUASI- ENDOWMENT	TOTAL
Membership Dues	\$ 223,025	\$ 10,440	\$ -	\$ 233,465
Program Income	\$ 42,894	\$ -	\$ -	\$ 42,894
Grants	\$ 5,000	\$ -	\$ -	\$ 5,000
Investment Return - Net	\$ 190	\$ 48	\$ 21,096	\$ 21,334
Net Assets Released from Restriction	\$ -	\$ -	\$ -	\$ -
<b>TOTAL REVENUE</b>	<b>\$ 271,109</b>	<b>\$ 10,488</b>	<b>\$ 21,096</b>	<b>\$ 302,693</b>
<b>EXPENSES</b>				
Personnel Expenses				
Compensation / Salaries	\$ 157,883	\$ -	\$ -	\$ 157,883
Employee Benefits	\$ 17,303	\$ -	\$ -	\$ 17,303
Payroll Taxes	\$ 12,458	\$ -	\$ -	\$ 12,458
Training	\$ 1,174	\$ -	\$ -	\$ 1,174
<b>Total Personnel Expenses</b>	<b>\$ 188,818</b>			<b>\$ 188,818</b>
Operating Expenses				
Annual Meeting Expense	\$ 3,417	\$ -	\$ -	\$ 3,417
Center Marketing	\$ 1,588	\$ -	\$ -	\$ 1,588
Dues & Subscriptions	\$ 2,175	\$ -	\$ -	\$ 2,175
Filing Fees	\$ 200	\$ -	\$ -	\$ 200
Insurance	\$ 5,025	\$ -	\$ -	\$ 5,025
IT and Website Expenses	\$ 1,706	\$ -	\$ -	\$ 1,706
Mileage and Parking	\$ 692	\$ -	\$ -	\$ 692
Miscellaneous Expenses	\$ 158	\$ -	\$ -	\$ 158
Office Supplies	\$ 1,623	\$ -	\$ -	\$ 1,623
Payroll Service Fees	\$ 3,028	\$ -	\$ -	\$ 3,028
Postage & Delivery	\$ 68	\$ -	\$ -	\$ 68
Professional Fees- Account- ing	\$ 2,450	\$ -	\$ -	\$ 2,450
Rent	\$ 14,280	\$ -	\$ -	\$ 14,280
Software Services	\$ 2,473	\$ -	\$ -	\$ 2,473
Telephone & Internet	\$ 2,988	\$ -	\$ -	\$ 2,988
<b>Total Operating Expenses</b>	<b>\$ 41,871</b>			<b>\$ 41,871</b>

# 2024 Financials



THE CENTER FOR LOCAL GOVERNMENT

(A Non-Profit Organization)

SUPPLEMENTAL DETAIL OF REVENUE and EXPENSES WITHOUT DONOR RESTRICTIONS

For The Year Ended December 31, 2024

	<u>UNDESIGNATED</u>	<u>JUFS</u>	<u>QUASI- ENDOWMENT</u>	<u>TOTAL</u>
Program Expenses				
JUFS	\$ -	\$ -	\$ -	\$ -
Leadership Academy Expenses	\$ 22,611	\$ -	\$ -	\$ 22,611
Other Program Expenses	\$ 4,161	\$ -	\$ -	\$ 4,161
Total Program Expenses	\$ 26,772	\$ -	\$ -	\$ 26,772
Depreciation Expense	\$ -	\$ 13,337	\$ -	\$ 13,337
TOTAL EXPENSES	\$ 257,461	\$ 13,337		\$ 270,798
CHANGE IN NET ASSETS	\$ (13,648)	\$ (2,849)	\$ 21,096	\$ 31,895