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Cedar Hill has made a conscious decision to preserve natural and open spaces in parallel with growth and economic development. The City's Vision Statement, which was adopted by the City Council reads: "We envision Cedar Hill as a premier city that retains its distinctive character; where families and businesses flourish in a safe and clean environment." "Growing Green" is an active part of the City's efforts to preserve our environment.



GOALS OF GROWING GREEN PROGRAM

- Preservation of natural beauty and open space
- Maximize return on investment while implementing sustainable strategies
- Optimize energy and reduce emissions within governmental operations
- Educate community on environmental leadership

TRIPLE BOTTOM LINE - ROI BASED ON THREE AREAS

- Social
- Economic
- Environmental

SOLAR PV SYSTEM

- 152.64 kW solar system on roof of Government Center
- 480 solar panels generate 210,000 kWh annually, enough to power 12.5 homes for a year
- \$21,000 Annual savings

WIND TURBINE

- 4.335 Kw vertical access wind turbine
- No air pollutants/greenhouse gases
- Complement Solar Project as hybrid solution to cost of electricity

ELECTRIC VEHICLES AND EV CHARGING STATIONS

- Two city-owned, all-electric Nissan LEAF vehicles
 - Produces zero tailpipe exhaust
- 2011 Installation of four EV charging stations
 - Two for City and ISD use
 - Two for public use



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Douglas County, CO Mental Health Initiative

MISSION

In response to several tragic mental health related

incidents, the Douglas County Mental Health Initiative unites 40 community partners to address unmet mental health needs, connect people to mental health services, and prevent those in need from falling through the cracks of the mental health system.

SOLUTION

The Community Response Teams are unique

co-responder partnerships supported by the Board of Douglas County Commissioners, Law Enforcement, Fire/EMS, and Mental Health Providers.

2018 & BEYOND

CRT co-responder teams will be

available in all of Douglas County through the addition of law enforcement partners. An integrated mental health system with a no-fail, case management network is also being developed. Case management software to provide care coordination has also been added.

Douglas County
& the Douglas
County
Sheriff's
Office



Castle Rock
Police and Fire
& Rescue Departments

COMMUNITY RESPONSE TEAMS (CRT)

MAY 8, 2017 – APRIL 30, 2018

Of the **1,001**
encounters:

410 = active 911 calls for service

591 = follow-ups and referrals

72 = field medical clearance by Fire/EMS

60% of 911 calls
treated in place;
16% direct mental
health placement

163 people were
referred for case
management with **75%**
successful engagement

142 Emergency
Department
& **53** Jail
Diversions

599 Patrol Officers
released back
into service

127 Fire Employees
66 Fire Vehicles released
back into service

Estimated Cost Avoidance for
Fire/EMS, ED's, and Detention:

\$1,703,605

South Metro
Fire Rescue
Authority



Mental
Health Clinicians
& Case Managers

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Martin Luther King, Jr. Day of Service

Flossmoor turns a day off into a day ON every year on Martin Luther King, Jr. Day. Organized by Flossmoor's Community Relations Commission and supported by local non-profit organizations that sponsor service projects throughout the community and surrounding areas, more than 700 people participated in the day of service in 2018. The events for all ages range from an all-day event for homeless men at a local shelter site to a cleanup event at a forest preserve to a used crayon recycling program.

Bringing People Together

The Flossmoor Community Relations Commission looks for opportunities to bring residents together and the Village uses its connections with the park district and school districts to increase the reach of its events. In 2017, the Community Relations Commission hosted a new resident mixer at a local restaurant that more than 40 new residents attended, providing them with an opportunity to meet each other as well as the mayor and trustees, the superintendent of the local elementary school district and the high school principal. The Village also hosted its first-ever National Night Out, turned a regularly scheduled movie in the park into a back-to-school celebration, and energized the community to "chalk the walk" by writing encouraging messages on the sidewalks throughout town for the first day of school.

Our Diversity Tells Its Own Story

During Flossmoor's 2017 rebranding project, it became clear that despite all of the things that made Flossmoor unique – its beautiful homes, proximity and easy connection to Chicago and great schools – it's the people that live here that make it special. As part of its communications materials, the Village seeks opportunities to contract with local photographers to feature photos of its own residents, rather than using stock art. The Village makes an effort to show residents of diverse backgrounds in its newsletter, on its website and on social media. In 2018, the Village celebrated Black History Month by asking residents and local elected officials to share their own stories, making a celebration of Black History Month not just about the past, but about the history being made today.



Photo courtesy of Mary Compton/H-F Chronicle



Find More in Flossmoor. Intentionally inclusive...

Living in Flossmoor, you can feel connected to and involved in something very special — the heart and soul of a small-town steeped in history and energized by diversity and inclusiveness in all its forms. In Flossmoor, being inclusive is a very intentional series of actions — both large and small — every year.



FLOSSMOOR
Welcoming. Beautiful. Connected.

Instagram: @flossmoorvillage
Facebook: @FlossmoorIL

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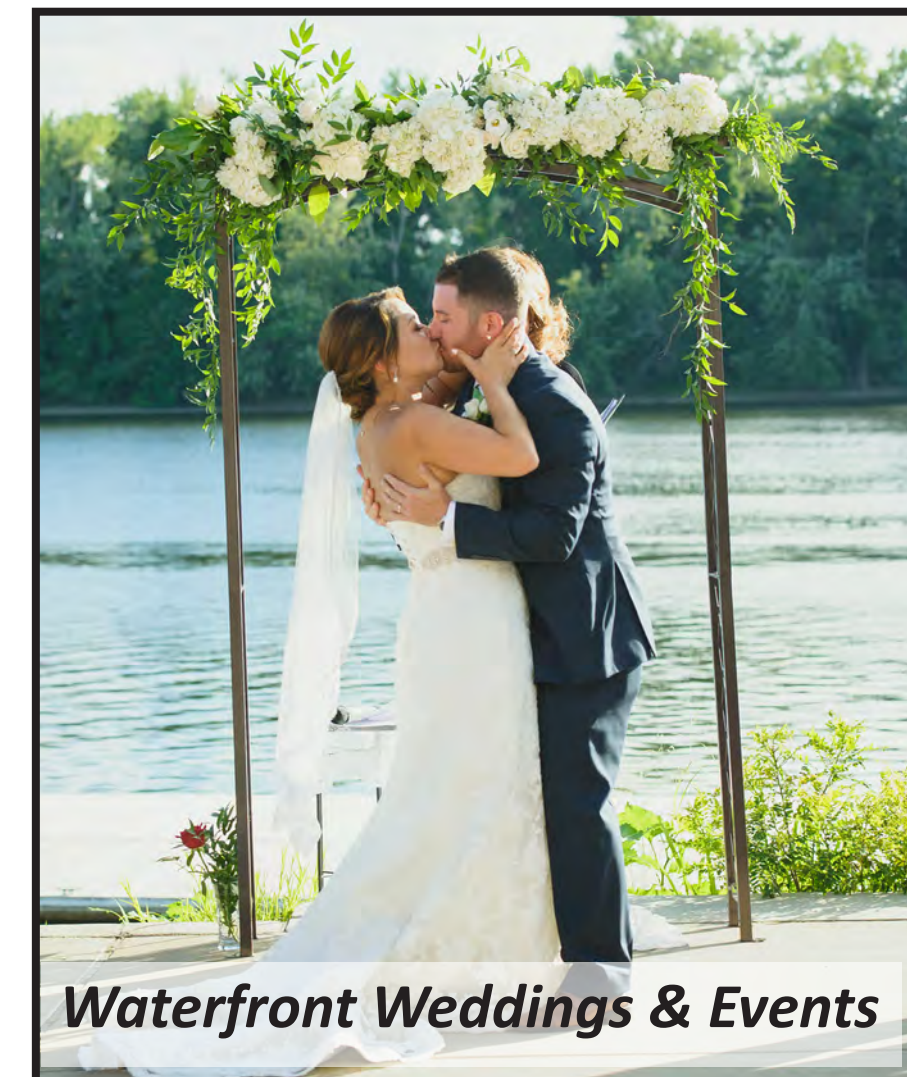
Before



Glastonbury Riverfront Park

Vision, Community Partnerships, Persistence, Results.

*Glastonbury Riverfront Park is the result of a longstanding **vision** to bring river access to the Glastonbury community. For 30+ years, the Town of Glastonbury established strategic **partnerships** with private & public organizations, local & state entities, and the local **community** to acquire the land, support, and funding to make this incredible park a reality. Through numerous land acquisitions, brownfield site remediation, and a highly **engaged citizenry**, Glastonbury Riverfront Park now serves as a hub for recreation and social gathering. The Nationally Accredited Senior/Community Center offers diverse programming for all interests/abilities, the waterfront banquet hall in the Boathouse has become a popular destination for weddings, events, and private parties, and residents of all ages frequent the park for a diverse variety of **passive and active recreation** year-round. The project is a true transformation story, made possible through **community partnerships and advocacy**.*



Waterfront Weddings & Events



Kayaking, paddleboarding, and boating



Lighted Baseball Field & Basketball Court



Ice Skating Rink



Children's Playground

After. A True Transformation



Seniors at Wii Bowling League



Crew Launch & Exercise Room

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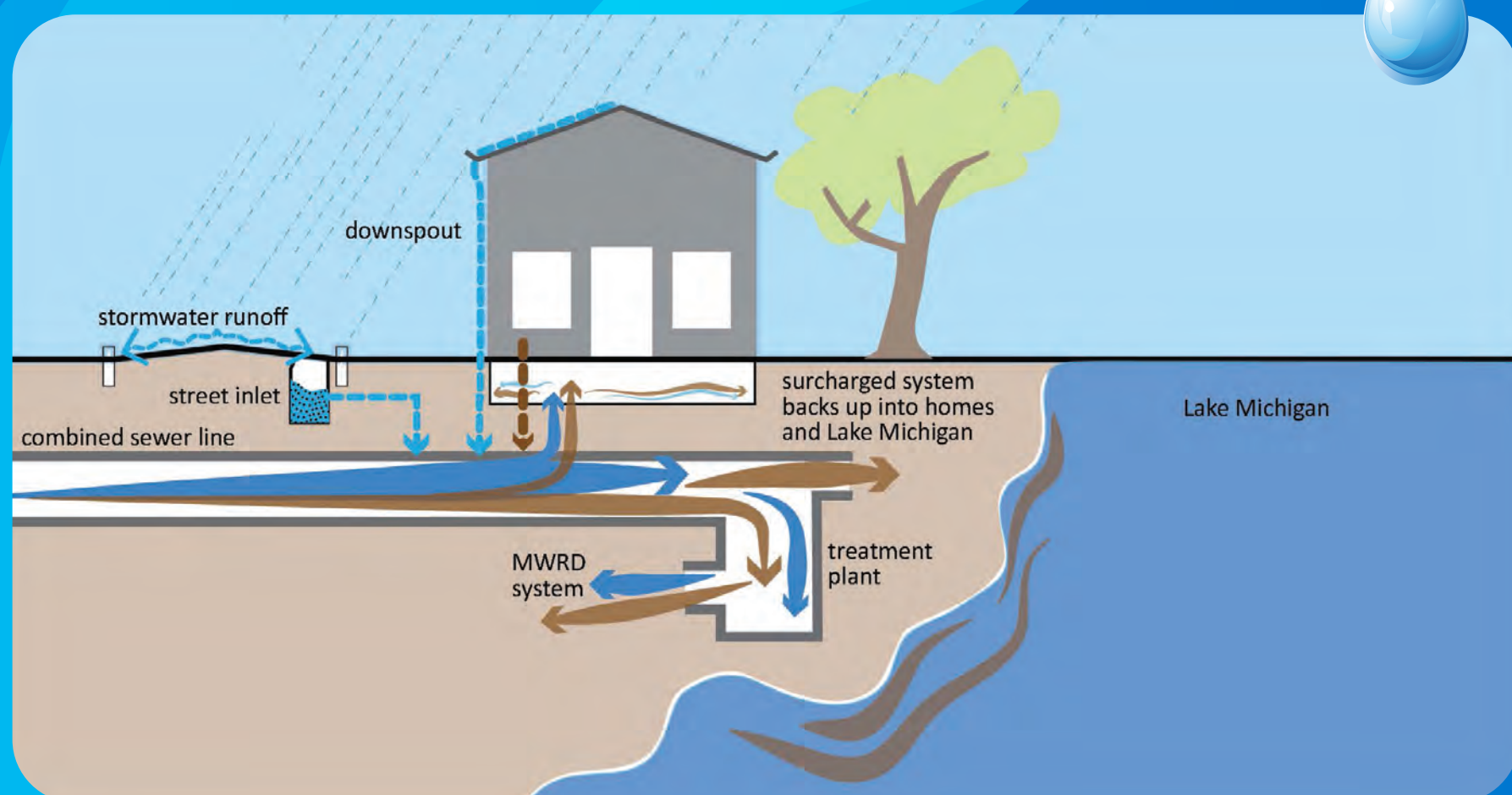
WHAT IS GREEN INFRASTRUCTURE?

“Green infrastructure” is a stormwater management approach that reduces flooding, improves groundwater recharge, and protects the health of Lake Michigan. Green infrastructure can be implemented in new development or in retrofits, and is appropriate for any type of landscape. Green infrastructure includes bioretention, permeable pavement, rainwater harvesting systems, and green roofs. These techniques help to mitigate flooding and remove stormwater pollutants that come from cars, streets paved with petroleum-based materials, fertilizers, pesticides and herbicides used on lawns.

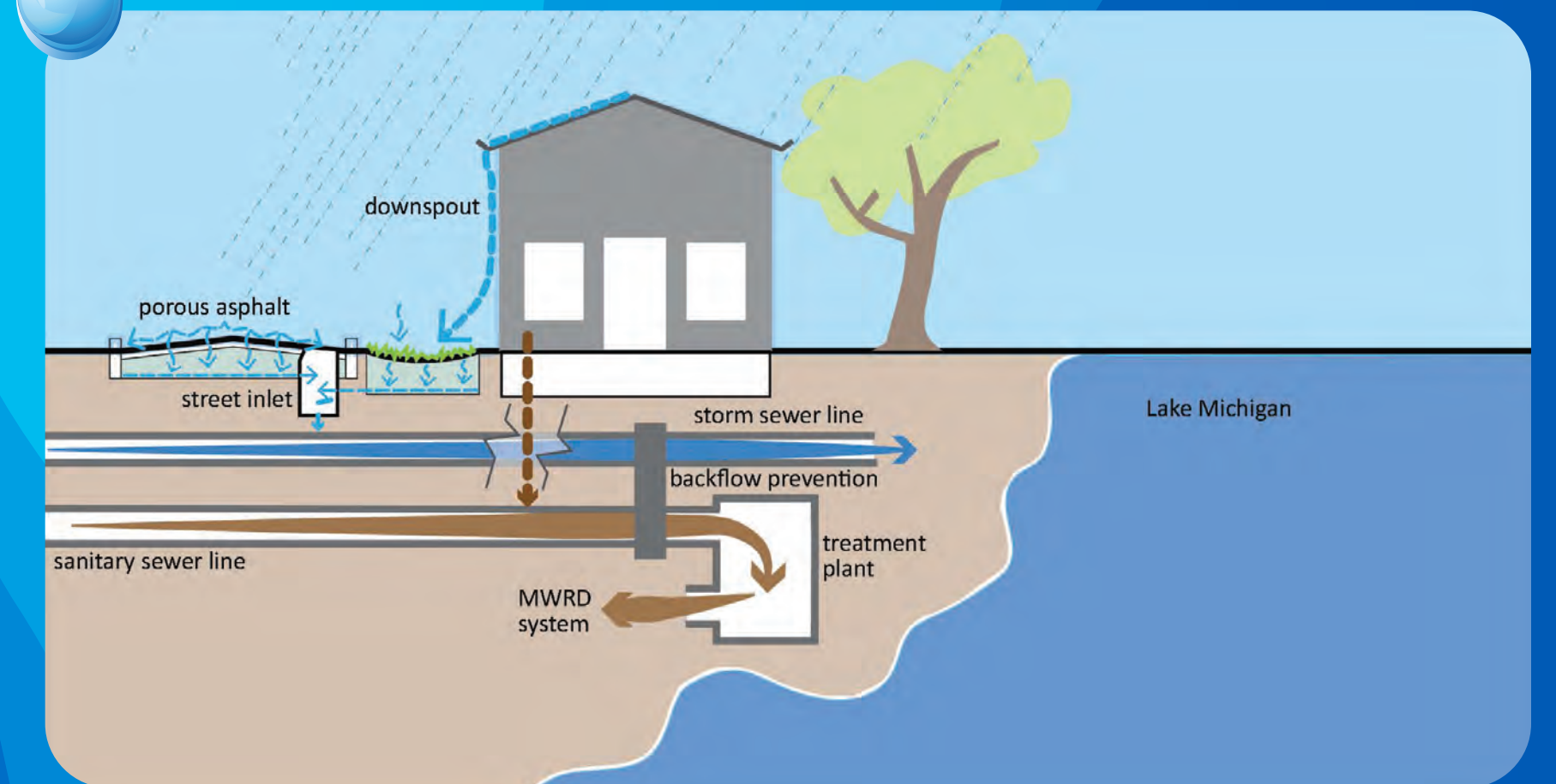
Flooding plagued Kenilworth for decades and the problem has only worsened over time as new development occurred. The relatively flat topography and clay soils certainly did not help the problem. Village leaders needed to find a solution that would eliminate sewer surcharges to basements and Lake Michigan. It was time to resolve the problem.

Constructing a separate storm sewer was a start, but the water needed to go somewhere. Simply dumping raw storm water into Lake Michigan was not an option. It is not good for the environment and the Lake serves as the source of drinking water for millions of people. A new approach to storm water management was needed.

CURRENT SYSTEM



PROPOSED SYSTEM

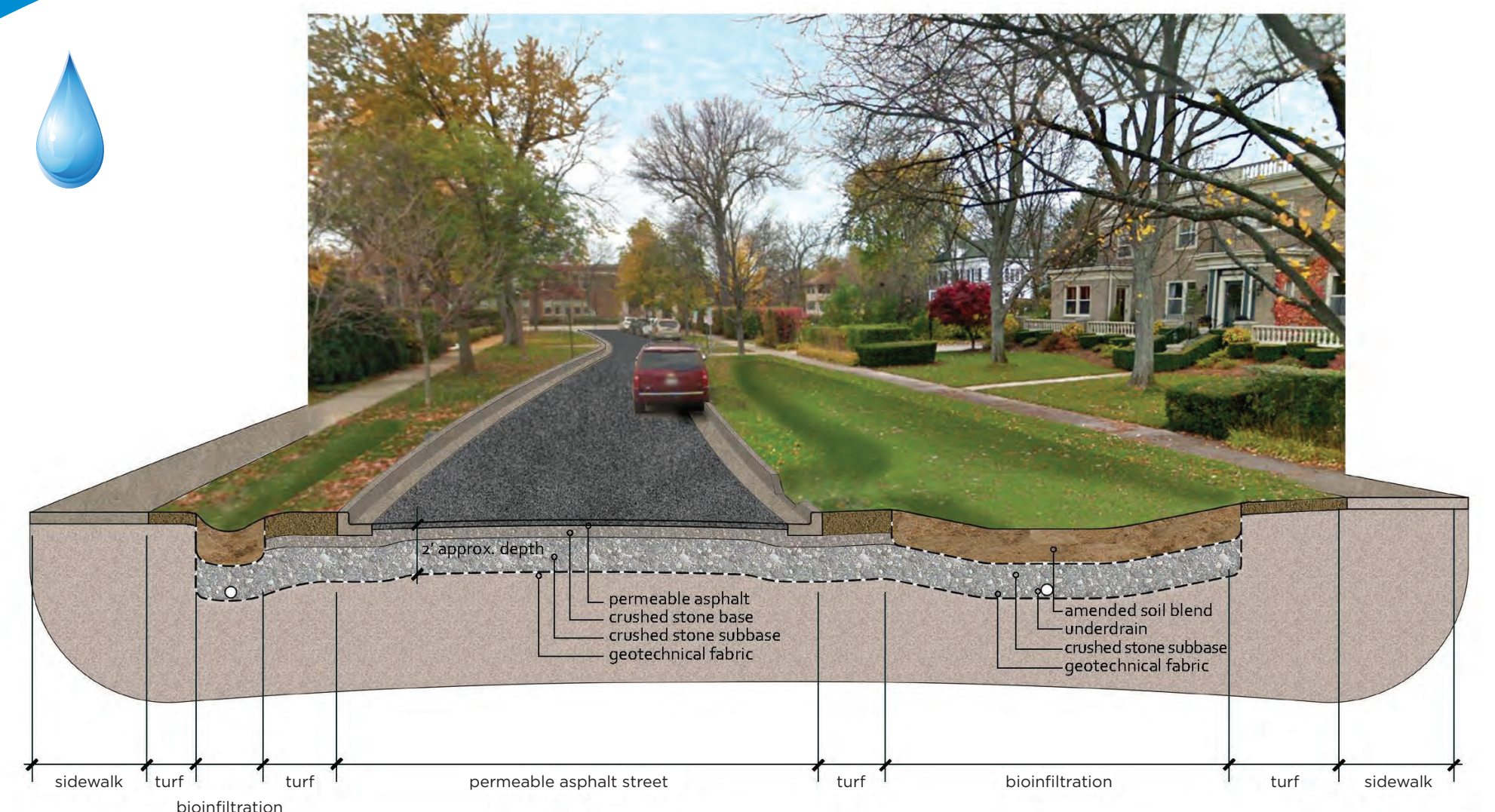


The Village elected to employ multiple green infrastructure approaches to address the problem. Select streets were reconstructed with porous roadways, a 24" deep road base that also served as temporary detention, and porous parkways to manage the "first flush" of storm water. The new Green Streets system, designed to address a 100-year storm event, was put to the test before construction was complete. Then and now, the new approach has eliminated flooding and even brought reduced flooding to neighboring streets. Plans are now underway for additional Village streets to become "Green Streets."

HOW GREEN STREETS WORK



Lake Michigan after heavy rain event



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“A WAY OUT” PROGRAM 2018



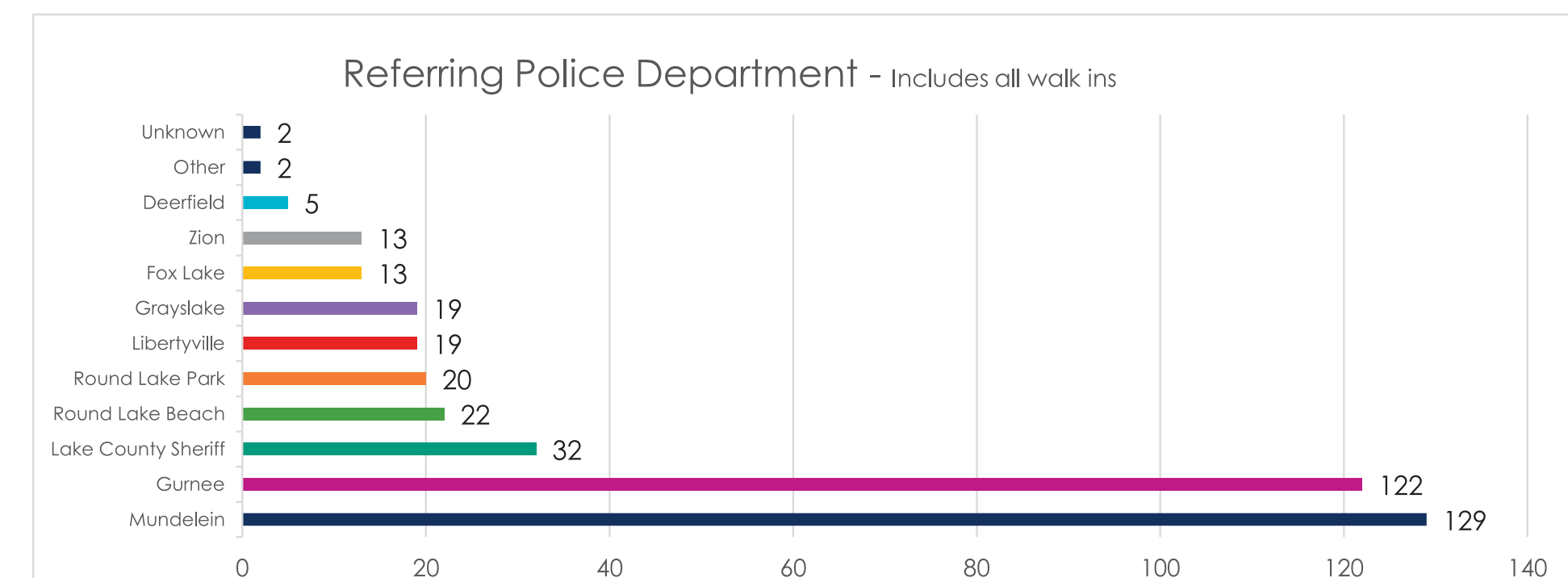
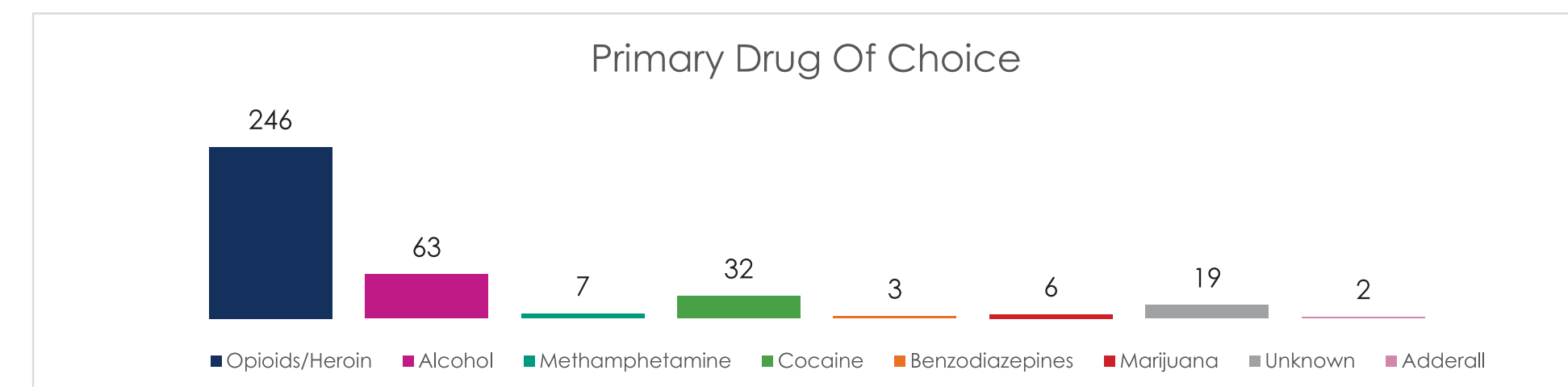
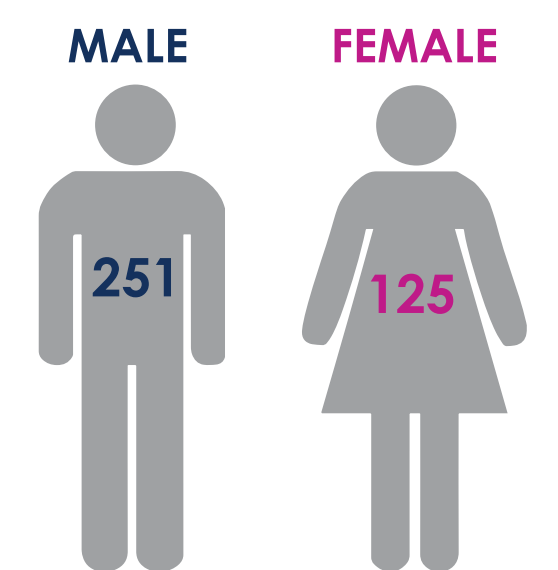
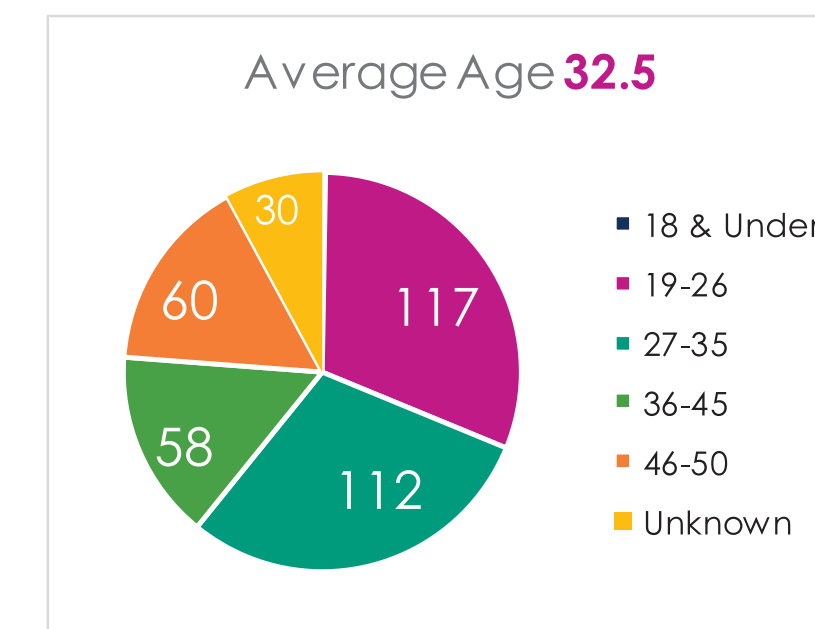
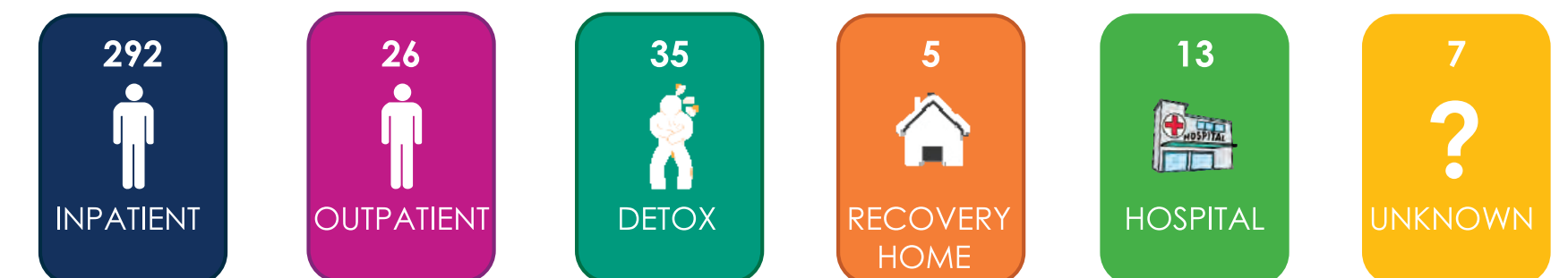
“Addiction is a disease. ‘A Way Out’ treats it like one. We want to help people struggling with substance abuse, not arrest them.”
Eric Guenther, Police Chief, Mundelein Police Department

“A Way Out” is a Lake County, Illinois Law Enforcement Assisted Diversion pilot program, designed to fast-track those who need treatment, to substance abuse programs and services. This program is available 24 hours a day, 7 days a week at participating police departments across Lake County and ensures no criminal charges will be sought for those that may be in possession of narcotics or paraphernalia, as long as assistance is sought out by the prospective program participant.

A WAY OUT

AVAILABLE 24 HOURS A DAY, 7 DAYS A WEEK AT PARTICIPATING POLICE DEPARTMENTS.

“A WAY OUT” PROGRAM – BY THE NUMBERS



“A Way Out” is a program developed by the Lake County Opioid Initiative to create additional treatment access points, reduce crime, reduce substance-related harms, reframe the role law enforcement plays in community safety, and unite the community. For too long, substance use has been stigmatized and dealt with as a criminal issue. Substance use is a public health problem that needs to be addressed as such. Lake County Opioid Initiative is committed to developing innovative ways to create positive change in our community as it regards substance use and mental health.

Overview

- Approximately 78% of AWO's total placement is to residential treatment programs. The average age of the participant is 32.5 years old.
- The “A Way Out” program is set-up so that participants will NOT be criminally charged. There is no need to fear arrest or prosecution for seeking participation in this program.
- If a person in need is unable to pay for treatment due to lack of insurance or financial resources, they will not be turned away from participation. Program partners are able to accommodate a variety of circumstances and accept different insurance plans.
- Fast track users to substance abuse programs and services.
- “What has made ‘A Way Out’ so successful in the ongoing collaboration between Lake County partners. The decision to enter treatment is perhaps one of the most difficult for a person struggling with a substance abuse disorder. ‘A Way Out’ provides a direct path to help as a person who takes that first step, and the program provides support navigating challenges that can become a barrier to accessing treatment.”

Karen Wolownik Albert, Executive Director Gateway Foundaton, Lake Villa

- “This program is a prime example of what can be accomplished when leaders from the public and private sectors work together to bring real solutions to an issue that effects our entire community.”

Michael Nerheim, Lake County States Attorney

Thirteen police departments currently participate in the program:

- Deerfield
- Fox Lake
- Grayslake
- Gurnee
- Lake County Sheriff's Office
- Lake Forest
- Lake Zurich
- Libertyville
- Mundelein
- Round Lake Beach
- Round Lake Park
- Waukegan
- Zion

Since the program's inception–June 1, 2016–the participating police departments have helped 432 individuals access treatment. The total number of individuals helped into a treatment provider by year are:

- 60 individuals in 2016
- 209 individuals in 2017
- 96 individuals up to May 2018

“A Way Out” is setup so participants will not be criminally charged. There is no need to fear arrest or prosecution for seeking participation in this program.

1. Locate a participating police department at AWAYOUTLC.ORG
2. Walk in the main doors.
3. Tell the front desk attendant you want to participate in “A WAY OUT” program.

“A WAY OUT” CELEBRATES 2 YEAR ANNIVERSARY WITH MORE THAN 400 PARTICIPANTS!

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*Community Partnership Award
Population < 10,000*

Irv & Mary Sather Skylark Skate Park City of New Richmond, WI

Photos courtesy of Tom Lindfors/RiverTown Multimedia

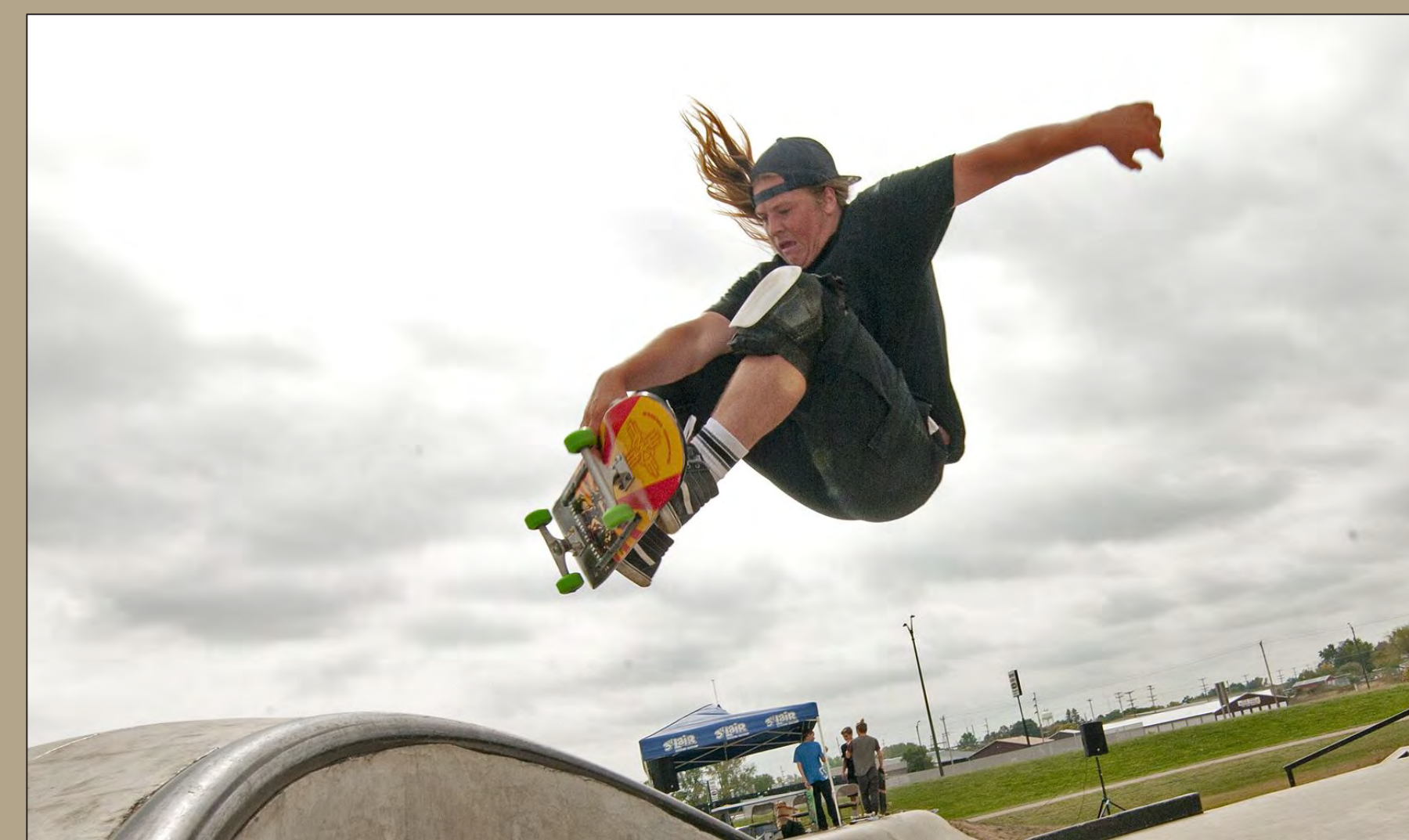


CHALLENGE

For more than a decade, local youth expressed an interest in creating a skateboard and BMX facility. Youth had to either build ramps in their driveways at home, or drive nearly an hour across the state border to find a nice quality facility. A NIMBY (not in my backyard) mentality and negative stereotype that wrongly associates skaters with illicit behavior unfortunately make it challenging for many skate parks to find a location or financial support.

PROGRAM IMPLEMENTATION

Longtime residents and local historians Irv and Mary Sather offered new life to the idea when they pledged \$40,000 to jumpstart the project. They felt it was important to support youth who were pursuing an individual sport, and that local skaters were always very polite and respectful, and should be supported rather than treated as outcasts. City staff members traveled to other skate parks in the region, spoke with other public works departments with skate parks, and researched design and build companies to find a reputable business that could come to Wisconsin to construct a quality skate park which could also withstand Wisconsin winters. City staff assisted with grant writing, and a citizen friends group took on the role of meeting with businesses, requesting donations, and organizing fundraising events. City staff oversaw fund management, a competitive request for proposals (RFP) process, and communication in the local newspaper and social media. Construction started in July of 2016 and concluded in September of 2016. Besides in-kind labor and the donation of park land, no taxpayer dollars were used on the project and over \$132,000 was raised in less than one year. Additional amenities such as benches, landscaping, bicycle repair station, etc. were donated to help complete the site.



OUTCOMES

Since opening in the fall of 2016, the skate park has been one of the city's most popular parks and attracts youth and adults from all ages and from up to one-hundred miles away. The poured in place concrete skate park is about 7,500 square feet in size and is considered by many skaters to be one of the nicest skating facilities in Northwest Wisconsin. It's not uncommon to see a young girl on a scooter, teenagers on bikes, and young adults on skateboards all using the facility simultaneously and without conflict, and the more advanced skaters tend to look after the beginners. There has been no vandalism or graffiti at the skate park, and the facility has improved the image of skateboarders and BMX riders in the community and made the sport more socially acceptable. Many youth who might not have a positive outlet in their life now have a safe, positive place to spend time.

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Community Health & Safety
Population < 10,000

Active Shooter Training Program City of New Richmond, WI

Photos courtesy of Tom Lindfors and Jordan Willi/RiverTown Multimedia



CHALLENGE

Communities across the United States have experienced grief and tragedy of mass shootings at schools, places of worship, movie theaters, businesses, concerts, and more. While small communities might hope “something like that would never happen here,” unfortunately in today’s society, a mass shooting can occur anywhere. With this in mind, the New Richmond Police Department has spearheaded an effort to adopt a whole community approach to preparing for an active shooter situation.



PROGRAM IMPLEMENTATION

Each of the 16 sworn law enforcement officers in the New Richmond Police Department (NRPD) were certified in Advanced Law Enforcement Rapid Response Training (ALERT) through Texas State University. Since 2013, ALERT has been the national standard through which the FBI trains their agents, and is considered to be the best research-based active shooter response training in the nation. The NRPD is one of the first agencies to require this training for all of its law enforcement officers. The training is free, but requires 16 hours of training for each officer, plus 40 hours of training for the Chief of Police to become an instructor. The NRPD has offered a Civilian Response to Active Shooter Events (CRASE) course at no cost to the public for the past three years. The course was built on the Avoid, Deny, Defend (ADD) strategy developed by ALERT in 2004 and provides strategies, guidance, and a proven plan for surviving an active shooter event. Chief of Police Craig Yehlik is a certified CRASE instructor and has offered the training on his own personal time, with the belief that an educated community is a safer community. Additionally, the NRPD has worked closely with the School District of New Richmond over the past three years to prepare a safety response plan using a safety procedure called ALICE (Alert, Lockdown, Inform, Counter, and Evacuate). ALICE teaches individuals to participate in their own survival, while leading others to safety, during an active shooter situation. The School District’s building principals, assistant principals, athletic director, and administrator received training in May of 2015, and training was provided for all staff members in October of 2015. Age-appropriate curriculum and drills were presented to all students in the spring of 2016.

OUTCOMES

More than 250 citizens have completed the CRASE training, and all current school district staff have completed the ALICE training. While the New Richmond community hasn’t experienced an active shooter event, there is greater confidence among citizens by which they feel empowered to take action during a crisis situation. The positive relationship between the school district, police department, business community, and other organizations has grown from these training programs to inspire and grow additional community-oriented policing programs. No municipality or law enforcement agency can properly train a community alone; it requires cooperation and a tremendous group effort from several stakeholders beyond just law enforcement.



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Local Economic Revitalization Tax Assistance (LERTA) Program

WHAT IS LERTA?

The Municipality's LERTA program utilizes a 10-year graduated real estate tax abatement schedule to encourage investment and revitalization in Norristown, Pennsylvania.

COLLABORATION AT ITS FINEST

In a partnership with all three local taxing agencies, Norristown Area School District, Montgomery County Board of Commissions & Norristown Municipality, qualifying LERTA applicants are only required to pay an incrementally increasing portion of the tax increase that would result from a higher assessment value from the developed property.

ENCOURAGING INVESTMENT & REDEVELOPMENT

By introducing the tax increase gradually (10% annually over the course of ten years), developers are afforded the opportunity to meet desired profit margins and encouraged by the collaboration to capitalize on initial project savings for future investment in town—as was the case with Luxor, which developed Luxor II the following year! **LERTA also promotes temporary and permanent jobs and other rateables that did not previously exist!**

LERTA Success Story: Luxor Lifestyle Apartments

\$27 Million
Investment

\$3.5 Million
Total RE Tax Revenue over 10
Years with LERTA
Development

\$1,410,470 Jan. 2018
Assessed Value

\$174,140
Total RE Tax Revenue over
10 years without LERTA
Development

\$375,870 Jan. 2017
Assessed Value



Norristown
where you belong
Montgomery County, Pennsylvania
610.272.0422
www.norristown.org

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YOU

“Our Future is Together!”

A grant-funded welcoming program created through a collaboration of the City of Oakley, Oakley schools, businesses, congregations, community-based organizations, and Oakley residents. You, Me, We = Oakley! creates opportunities for our diverse residents to come together and better understand one another, appreciate each others' stories, and recognize their common desire to build a stronger, safer and more vibrant community.

Following the inclusion model set forth by the Welcoming America initiative, we strive to build relationships and trust between recent immigrants and long-term residents—all in an effort to help create a community that welcomes recent immigrants and where all feel welcome.

Welcoming Pledge

As a member of the Oakley community, I formally pledge to follow the You, Me, We Oakley Welcoming Principles to make the City of Oakley a more welcoming community that respects the intrinsic dignity of all people. The Welcoming Principles I intend to practice, in community with others, acknowledge the following:

1. I have a shared responsibility to treat ALL my neighbors with dignity and respect that they deserve as a member of our community.
2. I reject the use of exclusionary or de-humanizing language; this includes recognizing and understanding how stereotypes harm our community.
3. I will challenge common myths and stereotypes that only serve to divide our community.
4. I will treat others the way I would like to be treated.
5. I will try to put myself in someone else's shoes in order to understand their point of view.
6. I will develop an understanding of cultures other than my own.
7. I will not judge, nor discriminate, others without first attempting to get to know them and their story.
8. I, as a member of the Oakley community, will acknowledge that everyone has unique qualities which contribute to our community and make this the beautiful City it is today.
9. I commit to ensuring that any community activities that I am involved in will be inclusive and inviting to all community members.
10. I will make sure to keep an open mind and an open heart in order to be accepting of all who visit, live, work and play in the great City of Oakley.

By following these principles, I will strive to create a better Oakley, by sharing the responsibility to be respectful, neighborly and welcoming to all who reside in our community.

ME

WE

youmeweoakley.org



OAKLEY
CALIFORNIA

2018

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OLATHE PERFORMS

OLATHE.CLEARPOINTSTRATEGY.COM

Interactive Performance Management Dashboard for Citizens

Olathe Performs was developed through collaboration between City employees, City Council and residents. It provides the community a clear way to see City progress through frequent updates in key focus areas and strengthens communication of City accountability.



DEVELOPMENT



SURVEY CITIZENS

The City of Olathe began citizen satisfaction surveys in 2000 and reported results annually and online through our Annual Performance Report.

IDENTIFY NEEDS

In 2015, through tracking of emerging trends and updated criteria from ICMA, Resource Management identified the need for an interactive performance dashboard that would share information with citizens more frequently.

RESEARCH AND ANALYZE

Resource Management analyzed best practices, interviewed stakeholders and conducted front-end research on 16 municipalities.

UNDERSTAND FEEDBACK

We created a matrix of findings and sought feedback from the City Manager, City Council, department directors, Performance Management User Group and citizens to determine the most relevant focus areas.

DEVELOP TOOL

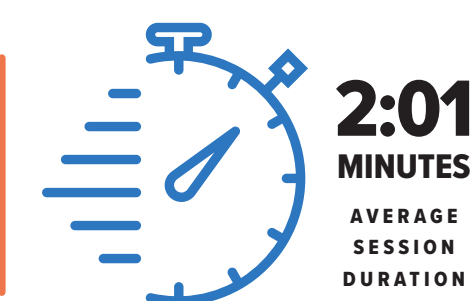
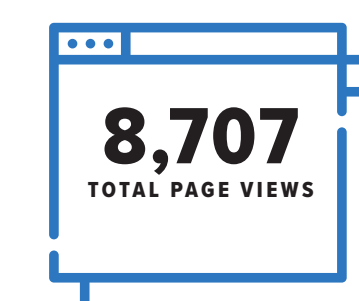
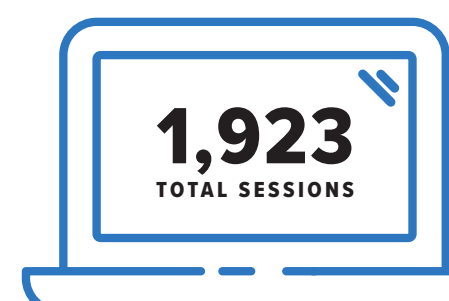
Based on our feedback, Resource Management worked closely with our Communications team and our dashboard vendor, ClearPoint Strategy, to develop a final product — Olathe Performs — that would benefit our citizens, be easily maintained and offer data transparency.

LAUNCH & RESULTS

- We launched Olathe Performs in 2017.
- The dashboard provides citizens with information on seven key focus areas and performance and measurement data that supports each focus area
- The City Council is pleased with our level of citizen engagement and transparency.
- Employees are more aware of progress toward City targets than ever before.
- The platform garners positive awareness for the City: public relations, peer recognition and strong viewership.

2017 STATS

AT-A-GLANCE

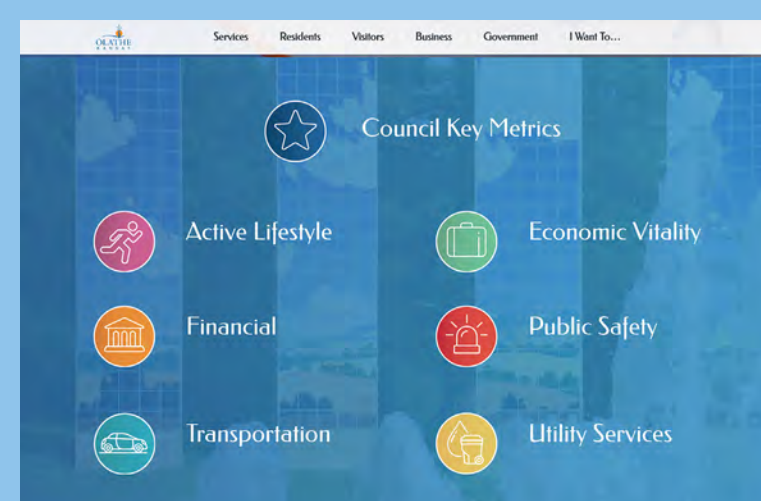


THREE MOST POPULAR PAGE VIEWS: COUNCIL KEY METRICS, PUBLIC SAFETY & ACTIVE LIFESTYLE

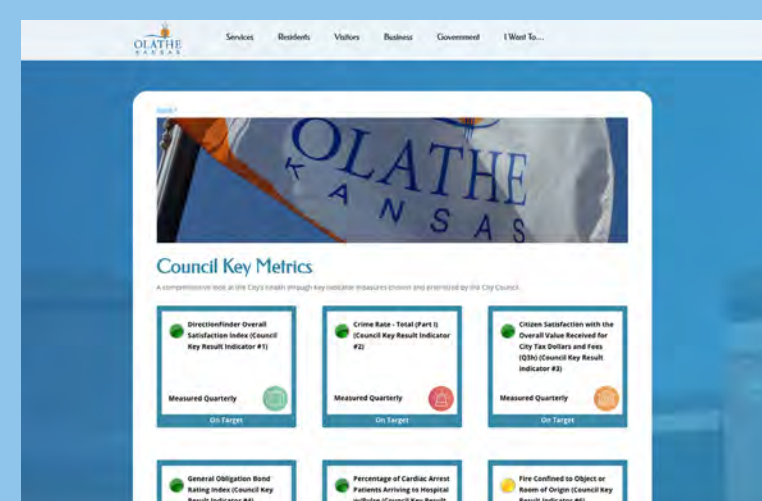
FOCUS AREAS



Performance Management User Group



Olathe Performs Dashboard



Key Result Indicators



Key Result Indicator Data

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GREEN

Stormwater Infrastructure

Benefits of GSI

Efficient use of land

Landscaping does double duty

Stormwater is cleaned before reaching streams

GSI Treatments

Rain Gardens

Planters in Streets

Permeable Pavement

Cisterns

Green Roofs

Community Partners

WakeUp Wake County

Home Builders Association of Raleigh-Wake County



City of Raleigh
Engineering Services Department
Stormwater Management Division



Rain garden at Raleigh Union Station

These 'green' practices are great landscaping options. They also capture, absorb, and clean stormwater runoff preventing pollution from flowing directly to a storm drain or waterway. Developers also use land more efficiently.

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— City of San Antonio —

EQUITY STRATEGY

PLAN

The City of San Antonio's Equity Strategy works towards three outcomes:

City services will make the greatest impact toward San Antonio's vision of prosperity; the City will actively foster a mission-driven culture, aligning with our core values of Teamwork, Innovation, Integrity and Professionalism; and the community will increasingly trust that the City is responsive and accountable. The City is committed to advancing diversity as part of its larger commitment to advancing our community's vision. The Equity Strategy allows staff to better measure, evaluate, and communicate our impact towards improving the quality of life for residents.

APPROACH

The Equity Impact Assessment is a set of guiding questions that helps staff develop policies and services that are accountable to communities' needs and priorities, with specific consideration for historical institutional barriers. Additionally, the Equity Impact Assessment requires staff to analyze data disaggregated by race, gender, age, and Council District to ensure their outreach reflects the diversity of San Antonio. This year, 100 City employees across eight departments participated in over 18 hours of training and workshops to apply an Equity Impact Assessment to seven high-impact initiatives.

100 EMPLOYEES



18 HOURS OF WORKSHOPS



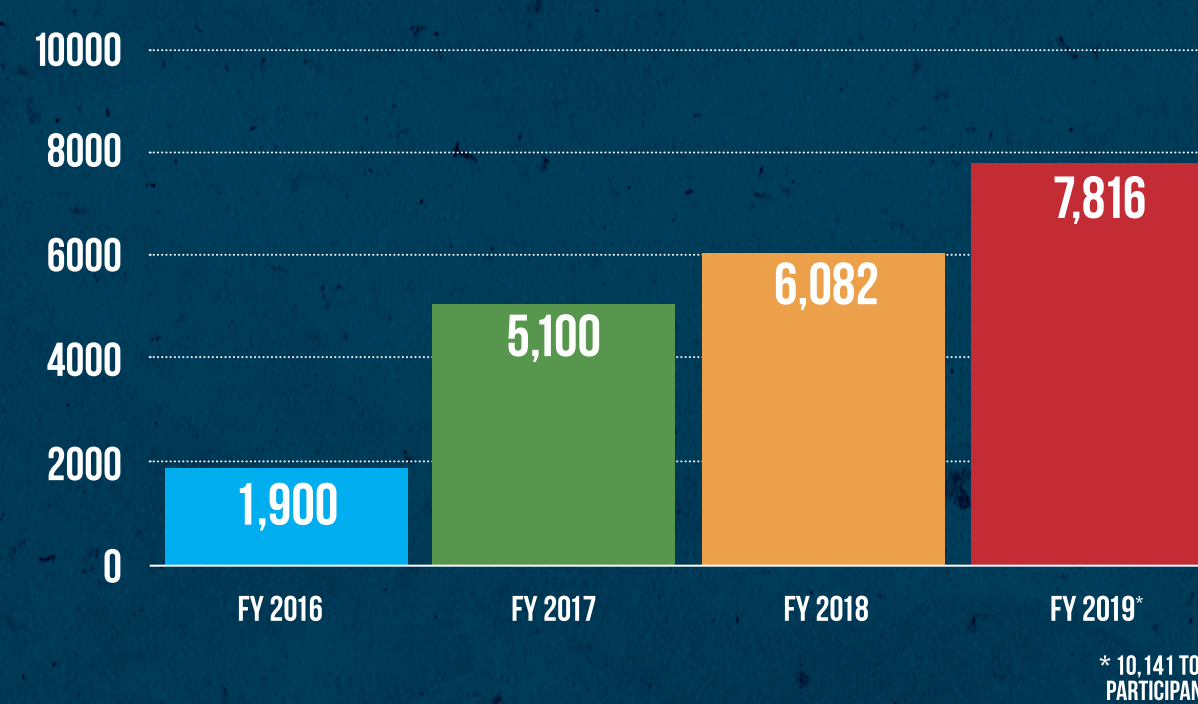
SEVEN HIGH-IMPACT INITIATIVES

APPLICATION

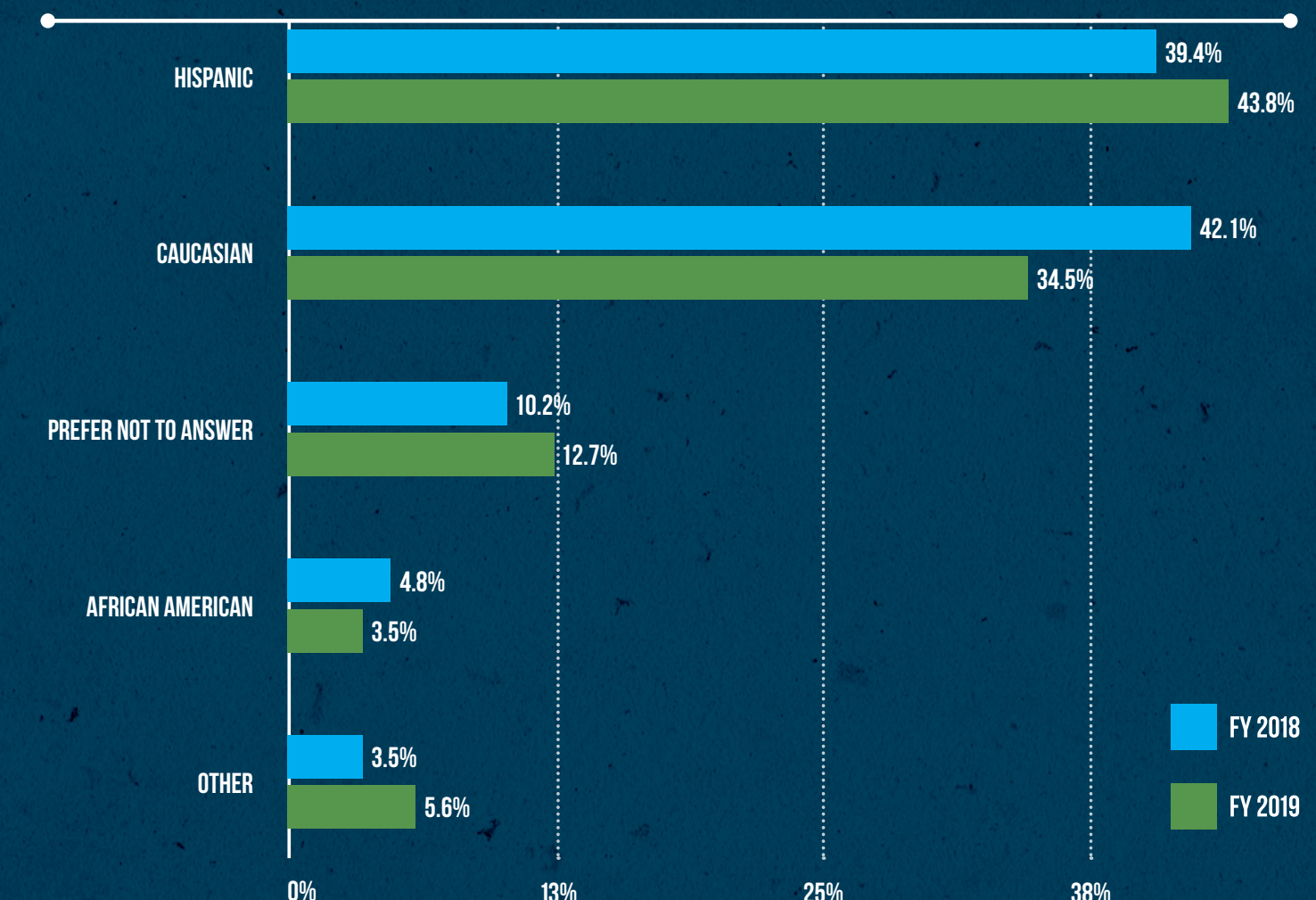
SASpeakUp is the annual initiative to gather community input to develop the City's \$2.7 billion budget. While reviewing demographic data from 2016 and 2017, staff found that respondents did not reflect our population by race, gender, age, or Council District. In fact, engagement was lowest in communities of color, low-income communities, and among young people. After applying the assessment, staff shifted strategies for this year, attending events that reached residents who were historically under-represented in SASpeakUp.

Speak Up
SAN ANTONIO

SASPEAKUP PARTICIPANTS



RACE/ETHNICITY FY 2019 VS FY 2018



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2018
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Employment opportunities
for more than **200**
participants for six weeks,
20 hours per week.



Partnerships
with **3**
higher
education
institutions.



WE

2018
Received awards from:
International City/County
Management Association (ICMA)
United States Society
of Public Administrators
National League of Cities (NLC)



Over
120
partnerships.



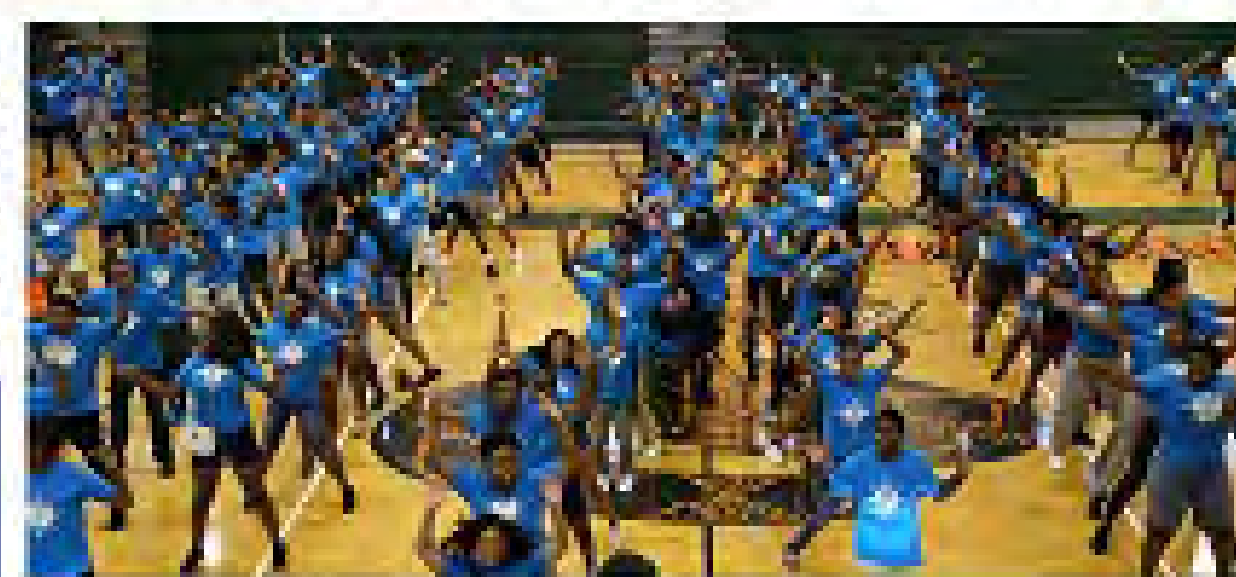
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