

Partnering with Local  
Governments to Recruit,  
Assess and Develop  
Innovative, Collaborative,  
Authentic Leaders

# Should Your Town Office be Using AI?

Rebecca Fleury, MPA, ICMA-CM  
President, Executive Recruitment  
Vermont League of Cities and Towns  
October 8, 2025



# AGENDA

- What is AI?
- Why Local Government Should Care
- Practical Use Cases
- Real Examples
- How to Get Started
- Risks & Guardrails
- Roadmap & Takeaways
- Q&A



# Early AI

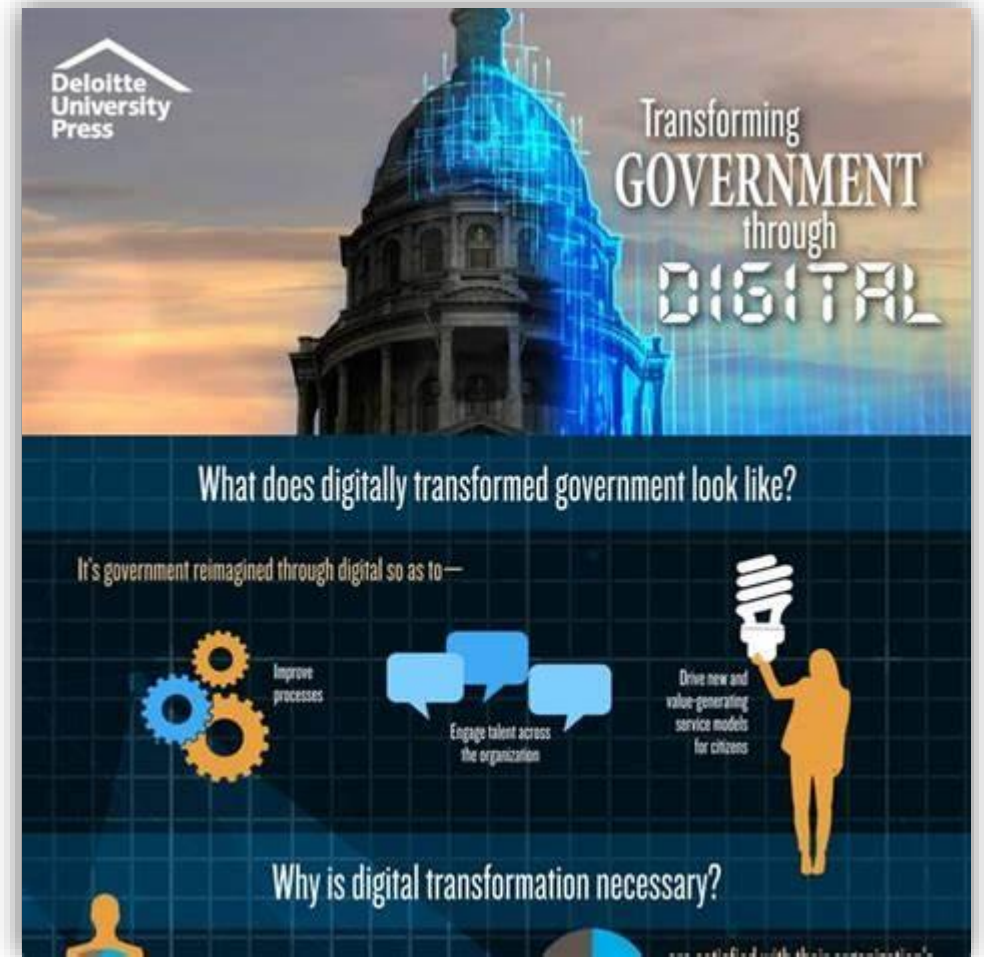


# What is AI – Plain English

- ❖ AI = Smart Computer Helper (think Alexa and Siri)
- ❖ **Artificial Intelligence (AI)**: A field of computer science that aims to create machines capable of performing tasks that typically require human intelligence, such as visual perception, speech recognition, decision-making, and language translation.
- ❖ Not to be confused with **Generative AI**: A branch of AI focused on generating new content, such as text, images, or music, by identifying patterns in training data.
- ❖ Already in daily life - Maps, Spam Filters, Voice Assistance, GPS, Spell check, Auto correct.
- ❖ Local Governments can use it to save time, cut costs and improve service.

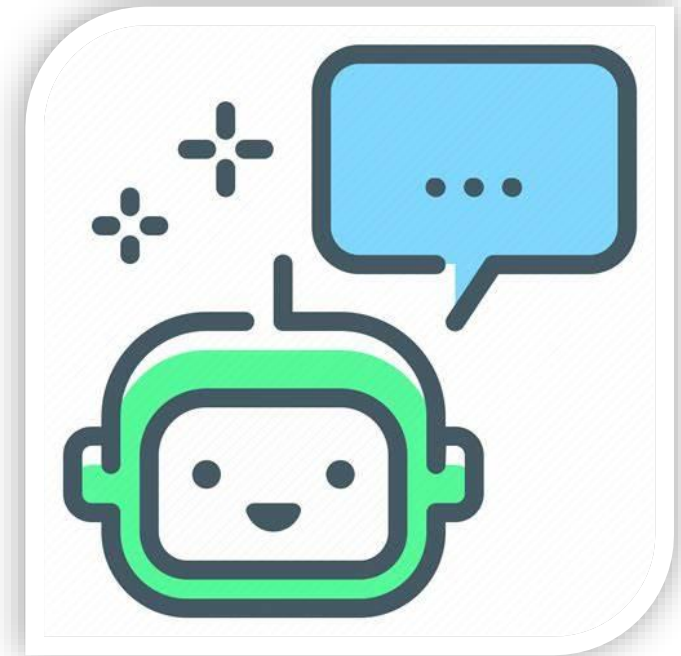
# Why Local Governments Should Care

- ❖ Residents expect fast digital service
- ❖ Staff and budgets are stretched
- ❖ AI helps automate tasks that are repetitive
- ❖ Keeps pace with modern expectations
- ❖ It's a tool to help staff, not replace them



# Everyday Use Cases

- ❖ **Citizen Help Chatbots** → Answer FAQs, AI-Assisted 311
- ❖ **Meeting Summaries & Translations**
- ❖ **Traffic & Safety** → Smart signals, crime forecasting
- ❖ **Budget & Finance** → Spot unusual expenses, forecast revenues and expenditures, identify trends
- ❖ **Public Works** → Predict potholes/water leaks
- ❖ **HR & Hiring** → Speed up screening, backgrounds, media searches, and onboarding
- ❖ **Building Safety** → Street-level imagery to map blight / abandoned structures, Proactive building-safety inspections (predictive analytics)



# Real Examples

- ❖ **Los Angeles, CA** – Smart Traffic System: AI optimizes signal timing across 4,500+ intersections.
- ❖ **New York City, NY** – Building Safety AI: Predictive models identify unsafe structures for inspection.
- ❖ **Boston, MA** – AI Citizen Chatbot: Virtual assistant answers service questions 24/7.
- ❖ **Austin, TX** – Predictive Road Maintenance: AI analyzes road images to detect early pothole risks.
- ❖ **Seattle, WA** – Energy Efficiency Analytics: AI identifies inefficiencies and supports sustainability.
- ❖ **Chicago, IL** – Health Inspection Prediction: AI forecasts likely restaurant violations.
- ❖ **GRASP Municipal Budget Chatbot (U.S. Pilot)**: 78% accurate AI answering citizen budget questions.
- ❖ **Covington, KY** – Economic Development Chat Bot to answer local ED questions.

# Getting Started – No Expertise Needed

- ❖ Put a **policy** in place and make sure all your teams understand it.
- ❖ **Start small** with chatbots or transcription tools
- ❖ Use **AI built into** Microsoft/Google products
- ❖ Ask current **vendors** what AI tools they offer
- ❖ Partner with **universities or nonprofits**
- ❖ **Train** staff to use AI confidently (no coding needed)
- ❖ **Trust but verify**





# Guardrails and Risks

- ❖ Bias & Fairness → Keep human oversight
- ❖ Transparency → Explain AI use to residents
- ❖ Privacy → Protect sensitive information
- ❖ Public Trust → Start with safe, non-controversial pilots
- ❖ Trust but Verify



*“Guardrails don’t slow progress — they make the journey safe.”*

# Roadmap – Simple Steps

- ❖ **Try It** – Pilot with chatbot or meeting notes
- ❖ **Test It** – Measure time saved and satisfaction
- ❖ **Talk About It** – Share results with staff/residents
- ❖ **Expand** at your own pace – Add 1–2 new use cases a year
- ❖ **Govern It** – Set simple AI rules and policies



# Key Takeaways

- ❖ AI = tool, not replacement
- ❖ Already working in other cities
- ❖ No technical expertise required to begin
- ❖ Start small → Learn fast → Build trust
- ❖ Trust but verify
- ❖ “ChatGPT can make mistakes. Check important info.”



# Q&A

- What's one task in your Town that AI could save time on?
- Join at **menti.com** - Use code 5550 1326



# References

- ❖ **ICMA** Local Government AI Strategy Workbook
- ❖ “Using AI in Local Government: 10 Use Cases” (**Oracle**)
- ❖ “Practical AI Insights for Local Leaders,” **Urban Institute**
- ❖ **NACo** “AI County Compass” toolkit National Association of Counties
- ❖ Local Government Association AI Case Study Bank (**UK**)
- ❖ **Govstack**: AI & Municipal Government Challenges & Best Practices
- ❖ AI Handbook for Local Government (**Michigan Municipal League**)
- ❖ **Bloomberg Cities** - strategies for spreading AI
- ❖ **GRASP**: Municipal Budget Chatbots research
- ❖ Transportation electrification & GeoAI case in **Austin, TX**

# Want to Dive Further into AI?

**The Alliance for Innovation can help! Become a member today to get access to these documents and so much more. Visit [Transformgov.org](https://transformgov.org) to learn more.**

- ☐ AFI Task Force on Generative AI Guiding Document and Recommendations
- ☐ AFI Task Force Basic Training Slides
- ☐ AFI Task Force Data Governance Policy Template
- ☐ AFI Task Force Best Practices
- ☐ AFI Task Force Resource Guides
- ☐ AFI Task Force Roles at Risk Assessment Guide

*AFI is a member organization specializing in providing strategic foresight and innovation services for local governments looking to navigate the uncertain terrain of tomorrow.*





**WANT THE LATEST IN  
LOCAL GOVERNMENT NEWS  
AND INNOVATION?**

Sign up for SGR's 10 in 10 eNewsletter - it's *FREE!*





---

Partnering with Local  
Governments to Recruit,  
Assess and Develop  
Innovative, Collaborative,  
Authentic Leaders

# THANK YOU

Rebecca Fleury, MPA, ICMA-CM  
President, Executive Recruitment

[rebeccafleury@governmentresource.com](mailto:rebeccafleury@governmentresource.com)

