

Salary Increased and Deadline Extended - Looking for a Few More Great Candidates. Screening Applications as They Arrive.

— POSITION AVAILABLE —

CITY ATTORNEY

Apply ASAP but no later than October 4, 2024

Moline, Illinois is a classic midwestern city nestled between the Mississippi and the Rock Rivers. It is known for its strong work ethic, and sense of community as well as being one of the best places to live in Illinois. In fact, the city’s motto is “Moline - A Great Place to Live.” Moline prioritizes its residents’ quality of life by investing in their community; providing good schools, encouraging recreational and local entertainment, and caring for the environment and the area’s beautiful scenery. Moline is full of people who value hard work, and treasure each other – they will give you the shirt off their back. It is a community ripe with opportunity and where community members support each other.

The Quad Cities, of which Moline is part, is characterized by thriving commerce. Including Davenport, Moline, Rock Island, East Moline and Bettendorf – yes, five cities now compose the region – the area is home to a number of Fortune 500 companies including John Deere, Arconic, Kraft Heinz, Sterilite Corporation, Nestle Purina, and Sears Manufacturing.

Interstates 74, 80 and 88, rail service, and waterways provide the ideal environment for businesses and residents to thrive. Boat

cruises, offering dinner and music, accompany the gentle hum of riverboats and are a great way to create memories and a deeper connection to the area.

The adjacent Rock Island Arsenal is home to the headquarters of the U.S. First Army and the Army's Center for Excellence for Additive Manufacturing. Dating back to 1816, this is the nation's largest arsenal that also hosts a national cemetery, and a museum telling its story and highlighting its manufacturing history.

Immediately south of Arsenal Island is Sylvan Island where residents fish, walk nature trails, and picnic with gorgeous views of the Mississippi River. The Great River Trail runs for 65 miles along the river's south bank and is a favorite of bikers and walkers. Winding through local wildlife, the trail offers a glimpse of many of the local landscape's beautiful features.

As a city that deeply cares about its residents, Moline prioritizes quality of life and creating a fun, friendly, and comfortable environment. Downtown one can enjoy live music in the charming Historic Block Courtyard and Bass Street Courtyard. These are perfect spots for an evening with talented local musicians and relaxation. For those with a taste for unique flavors and whirling music, Friday Night at Mercado on Fifth features vibrant Latin music, delicious food trucks, and unique local vendors. The event takes place every Friday night from the end of May through the end of September. Another local highlight is the John Deere Pavilion, vintage tractors, construction equipment, and other company products are on display as well as interactive exhibits.

Moline is also home to a local brewery and several taprooms. Most establishments offer frequent live music, games, and other exciting events. A favorite local hangout is Analog Arcade and Pizza. It is a great place to enjoy good food while stepping back in time to play one of many classic arcade games and each costs only twenty-five cents. For those who like to shop, the Moline Centre is a collection of locally owned, unique stores that contain everything from trendy fashion to artisanal goods.

The Vibrant Arena at the MARK sits on the Mississippi River. This 12,000 seat venue hosts concerts, musicals, sports games, and many other events. Performers are both local and from all around the world. Upcoming events include Disney on Ice's

Frozen and En Canto as well as Cirque du Soliel. Aside from the MARK, the city is rich in entertainment venues, including The Music Guild, Spotlight Theater, Comedy Sports, and the Black Box Theater, where you will find captivating dramas (most recently, *To Kill a Mockingbird*), comedy, and other performances featuring local talent. The City is also host to the Quad City Ballet Company and home of the Sound Conservatory and prides itself as an entertainment center.

Moline has over 600 acres of local parks that ensure residents have space to be active, enjoy time with friends, and build a stronger community. Some of these parks have amenities such as tennis, pickle ball, a new water park, boat launches, fishing areas, flower gardens, play equipment, and walking trails. The city's Parks and Recreation Department organizes youth activities ranging from soccer to t-ball, craft classes, flag football, softball, summer camps, garden classes, and yoga. For adults, there are also options such as cornhole and a coed softball league.

Moline is a wonderful place to purchase a home. According to Niche, 90% of the city's residents feel somewhat to very safe. Better yet, home prices are quite reasonable. Nice homes typically sell for between \$200,000 and \$300,000. Of course, you can pay more and get more. For example, a beautiful 5,300 square foot home on three quarters of an acre is currently listed at \$460,000.

Residents are surrounded by opportunities for an excellent education. The Moline-Coal Valley School District No. 40 serves students from kindergarten through 12th grade across 15 schools, with a total enrollment of 7,189. Serving a diverse population (over sixty languages are spoken by students), it caters to the community's needs and cares deeply about the quality of the education it provides. Hamilton and Franklin Elementary Schools are state-of-the-art with modern amenities like media centers and innovative classroom designs. The Bartlett Performing Arts Center opened in 2019 and enhances Moline High School's arts opportunities. If you would prefer a private school, there are several excellent options.

Many colleges and institutions are located in the area and nearby. Augustana College is a private, nonprofit institution offering a range of programs. Western Illinois University has a campus in Moline and offers a broad array of academic opportunities. Black

Hawk College, a public institution, enrolls 1,186 undergraduates and is known for its Liberal Arts and Humanities, Natural Sciences, and Nursing Assistant programs. Other notable campuses are well within driving distance and include St. Ambrose College in Davenport, Iowa, the University of Iowa in Iowa City (60 miles), the University of Wisconsin (170 miles), Northwestern University in Evanston (175 miles), IL, and University of Chicago (165 miles), University of Illinois in Champaign-Urbana (185 miles), and Iowa State University in Ames (190 miles).

For sports fans, the Quad Cities area is home to three professional teams. The Quad City Storm is located in Moline and competes in the Southern Professional Hockey League. Also in Moline are the Quad City Steamwheelers, part of the Indoor Football League. Across the river in Davenport, IA is the River Bandits which is a High-A minor league baseball team affiliated with the Kansas City Royals. The River Bandits play in Modern Woodmen Park, which was voted in a USA Today Poll as the Best Minor League Ballpark in America.

If the Quad Cities are not enough, residents can easily get to the big city lights of Chicago, IL. Just 165 miles to the east, it features a full range of museums (Science and Industry, Field Museum of Natural History, the Art Institute, the Adler Planetarium, and the Shedd Aquarium to name a few), numerous professional sports teams (the MLB's Cubs and White Sox, NBA's Bulls, NHL's Black Hawks, and the NFL's Bears as well the Fire and the Red Stars, men's and women's soccer), the Chicago Symphony Orchestra, innumerable theaters, and a wide variety of ethnic venues and neighborhoods. And that does not even begin to address the available restaurants, pubs and other dining and entertainment venues.

Travel to see the rest of the country, not to mention the world, is easy. Interstates I-74, I-80, and I-88 all pass through or within a few miles of the city. The Quad Cities International Airport is a 10 minute drive away and offers flights on Allegiant, American, Delta and United to Atlanta, Charlotte, Chicago, Dallas, Denver, Las Vegas and Phoenix, among others. To the east 170 miles are Chicago O'Hare International (ninth busiest airport in the world) and Chicago Midway (30th busiest in the United States). General Wayne A. Downing Peoria International Airport is approximately 90 miles southeast and is another option.

All in all, Moline is not just as its motto says, "A great place to live," it is also a great place to work and raise a family. It is an affordable, clean and safe city with hard working residents who care about their neighbors. If you are an experienced attorney with local government experience, please dust off your resume and apply to be our next City Attorney.

HISTORY

The Quad Cities area was home to multiple Indigenous cultures for thousands of years. The Mississippi River was vital for transportation, fishing, and other essential activities. In the early 1700s, the Sauk and Meskwaki tribes established permanent settlements in the region. With the arrival of European-American settlers in the early 1800s, however, conflicts arose as settlers encroached on Native American lands. This tension came to a head in the Black Hawk War of 1832, after which the Native American tribes were forced to leave the area.

In 1837, a dam was constructed to connect the southern bank of the Mississippi River to Arsenal Island, serving as both an access road and a source of waterpower for milling operations. The area soon began to attract industry, and in 1843, John Deere, the inventor of the self-scouring steel plow, relocated his company to the area. As Deere's factories expanded, so did Moline, which became a crucial city within Illinois, contributing significantly to the state's industrial and economic landscape.

Industry was also responsible for the city's name. Moline is derived from the French word "moulin," meaning "mill town." The city was founded in 1848 and officially incorporated under Illinois state law in 1872.

DEMOGRAPHICS

See Table I on page 4 for Moline Demographics.

CLIMATE

Average summer high temperatures tend to be in the low to mid-80's, with average lows in the low 60's. In winter, average temperatures generally range between highs in the low 30's and lows in the teens. Spring brings frequent rain, occasional last-



Figure 1: Location of Moline, IL

minute snowstorms, and floods (due to the city’s proximity to the Mississippi River). Fall is generally mild and comfortable.

Annually, Moline receives an average of 38 inches of rain and about 31 inches of snow. As with much of the Midwest, tornadoes may occur but are highly focused geographically, irregular, and uncommon.

GEOGRAPHY

Moline’s area spans 16.66 square miles, with 16.43 square miles of land and 0.23 square miles of water. It is located in Rock Island County, within the Quad Cities metropolitan area (384,300), approximately 175 miles west of Chicago. See Figure 1 for more information concerning the city’s location.

Natural landmarks define the region, including the Mississippi River and Rock River. The city is characterized by deep ravines that create natural neighborhoods. Moline is also adjacent to Rock Island, adding to its unique geographical features.

COMMERCE

Moline has numerous large employers covering a wide range of industries which tends to provide economic stability for the city.

Table 2: St .Moline Demographics

Distribution by Race		Distribution by Age	
White	67.3%	0 to 15	19.4%
White Hispanic	6.3%	15 to 25	10.8%
Black	9.3%	25 to 45	27.2%
Asian	0.3%	45 to 65	23.2%
Other Hispanic	10.6%	65 to 85	17.0%
Two or More	8.5%	Over 85	2.4%
Total	100.0%		
Estimated Population: 42,452			

Educational Achievements (25 & Over) and Other Statistics	
High School or Higher	89.5%
Bachelor’s Degree or Higher	28.5%
Median Age—Moline	38.8
Median Age—U.S.	38.5
Median Household Income—Moline	\$68,553
Median Household Income—U.S.	\$74,580
Poverty Rate	12.1%

Source: DataUSA.com

While industry has long been a key driver of local commerce, employment, health care, education and retail have become increasingly significant factors. Moline residents are proud of the work they do and the contribution it makes to their community. See Table II for Moline Principal Employers.

THE GOVERNMENT

The city operates under a Council/Administrator form of government, where the Mayor and City Council appoint a full-time City Administrator to oversee day-to-day operations. The City Council consists of nine members, including the Mayor, with representatives from seven wards and one at-large member. The council members serve four-year terms, with elections being staggered and occur in April of odd numbered years. The 2025 election will include the Mayor, and representatives from Wards

2, 4, and 6. The elected officials work well together and respect the staff.

The Mayor and Council appoint the City Administrator who oversees the entire city government with the exception of the Library Department and the Parks and Recreation Department. Those are overseen by boards appointed by the Mayor and City Council. Numerous other boards and commissions provide advice and have varying degrees of authority. For more information, see Figure 2 below.

The city is well managed and forward looking. It has an excellent strategic plan as well as an accompanying action plan and specific, well defined, measurable objectives. It is updated annually in the budget and at appropriate times during the year.

For Fiscal Year 2024, the city total budget is approximately \$144.8 million, of which capital projects compose \$20.4 million and enterprise funds \$23.8 million. When internal service funds, transfers out and ARPA funds are subtracted, the net expenditure budget is \$115.9 million. The city has 415 budgeted positions with the largest number in Police (93) and Fire (67) followed by Public Works (49), Water (38) and Library (29). The city has four unions: American Federation of State, County and Municipal Employees (AFSCME), the International Association of Fire Fighters (IAFF), the Fraternal Order of Police (FOP) and

Table 2: Principal Employers, Moline, Illinois

Employer	Industry	Employees
UnityPoint Health	Medical	2,700
Deere & Company	Manufacturing	2,000
Moline-Coal Valley School District	Education	1,060
Black Hawk College	Education	609
Tax Slayer Center	Entertainment	500
Walmart Supercenter	Retail	450
City of Moline	Municipal	415
Hy-Vee	Retail - Grocery	300
Kone Elevator	Manufacturing	200
Menards	Retail – Home Improvement	200

Source: Moline, IL 2023 CAFR

the United Auto Workers (UAW - representing Library employees). See Figure 2: City of Moline Organization Chart.

THE DEPARTMENT

The City Attorney oversees the city’s legal function and ensures that all organizational activities comply with local, state, and federal regulations and adhere to accepted standards and practices. This effort includes responding to legal advice requests, supervising the legal division staff, and preparing or reviewing potential council actions, agendas, and contracts. The individual attends City Council meetings, oversees the prosecution of ordinance violators, and supervises the investigation and enforcement of city codes as well as collaborating with outside counsel.

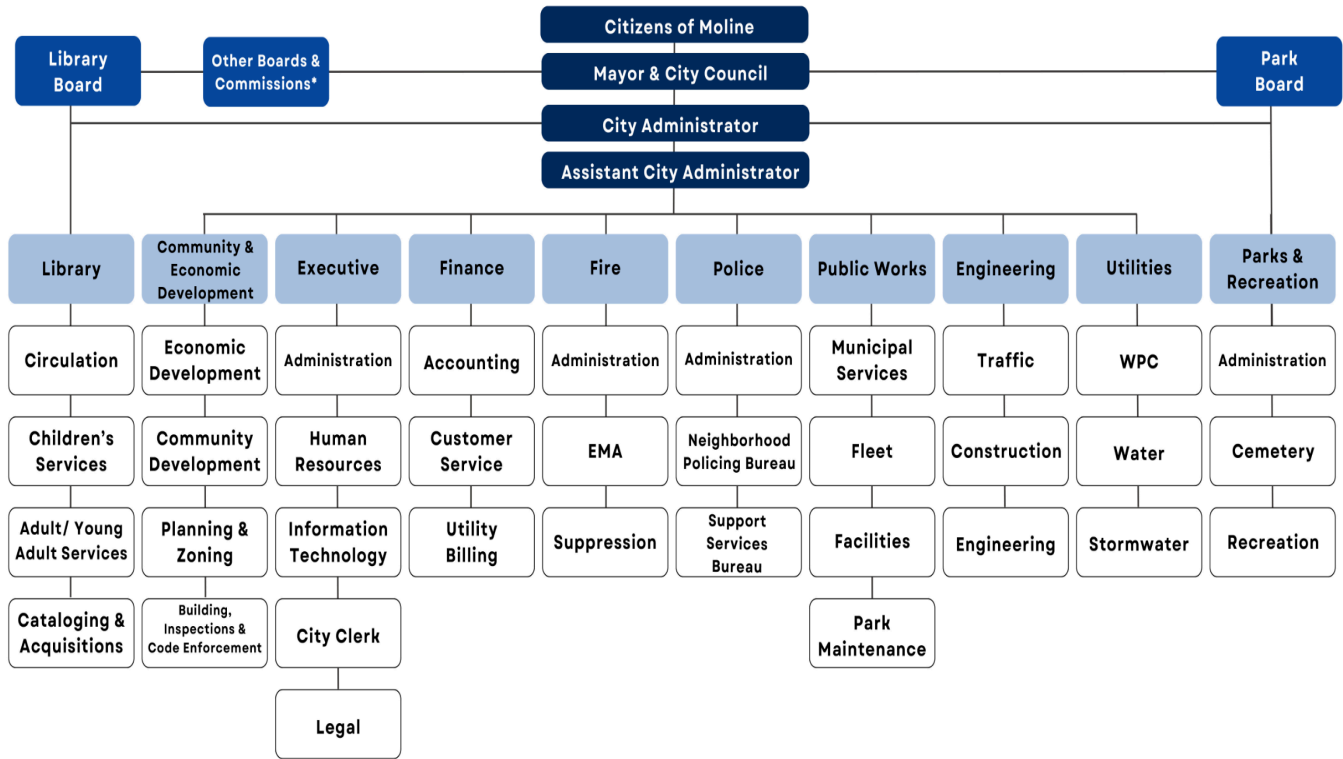
The role also includes providing advice to the City Administrator on customer service, community relations, and policy matters. Other functions include overseeing the legal aspect of the administration of city policies and labor contracts, and assisting in strategic planning and special projects. Management duties for the oversight of subordinate employees including hiring, firing, suspending, promoting, and disciplining employees, as well as handling employee grievances.

The office has an FY budget of \$715,000 and three positions: the City Attorney, a paralegal, and a legal services specialist. The latter two positions are currently staffed with two experienced and highly skilled employees .

THE CHALLENGES AND OPPORTUNITIES

The city has utilized a private firm to provide legal services for several years, after the function was privatized under a previous administration. The cost and need for prompt, sometimes immediate, responses have prompted the city to determine that an in-house City Attorney will better complement the city’s current and future legal needs.

FIGURE 2: MOLINE ORGANIZATIONAL CHART



Other Boards and Commissions

- | | | | |
|--|--------------------------------------|------------------------------------|-------------------------------|
| Citizen’s Advisory Council on Urban Policy | Foreign Fire Tax Board | Moline Housing Authority Board | Public Art Commission |
| Consolidated Public Safety Committee | Historic Preservation Commission | Neighborhood Partnership Committee | Revolving Loan Fund Committee |
| Budget Board | Human Right Commission | Plan Commission | Special Service Area 5 |
| Facade Improvement Committee | Keep Moline Beautiful Commission | Police Pension Board | Special Service Area 6 |
| Fire & Police Commission | Moline Centre Main Street Commission | Project Management Team | Traffic Engineering Committee |
| Fire Pension Board | | | Youth Commission |

The first and more significant challenge will be to manage the sometimes-overwhelming workload. Part of that challenge will be to work with the City Administrator to delineate what legal services should be performed in-house and which should remain with the private firm. The City Attorney will be expected to be very responsive and that will determine to a considerable degree what responsibilities the office assumes. Fortunately, the existing office staff members are both very competent. It will be necessary to develop a strong working relationship with them and to utilize their talents. It may also be necessary to add an additional in-house attorney in the future.

The City Attorney will also need to build strong relationships with the City Directors, staff, Mayor, and City Council members while being collaborative with private legal counsel. A tactful

delivery of legal information will be essential. The position of City Attorney is apolitical, and is expected to play a key role in assisting the city in achieving the strategic goals adopted by the Council.

IDEAL CANDIDATE

The City is seeking an individual who will be a partner, supporter and trusted advisor to the City Administrator, Council and staff. The selected candidate will exhibit independent judgement, as well as having the highest level of professionalism, integrity, ethics, and dedication. They will work diligently to protect the legal interests and assets of the City while seeking the most effective and legally permissible solution to a problem, even if it involves some risk.



The City Attorney will be an outstanding leader and manager who understands politics but will not get involved in them. They will be extremely responsive and knowledgeable, generally already knowing the answers to questions before they are posed. When they do not know the answer, the individual will so indicate and, after appropriate research, provide the answer promptly.

The City Attorney will review issues with an open mind and, when applying the law, actively seek ways to "get the City where it wants to go." The emphasis will consist of being a facilitative attorney – rather than a prescriptive attorney – and someone who will work with the City Administrator, Council, and staff to accomplish their goals within the law. The successful candidate will always point to solutions.



The individual will be an exceptional manager who is just as comfortable in their role as a manager and advising others on management issues as they are practicing law. The ideal candidate will be fair and have experience with budgets, strategic planning, establishing priorities, and managing multiple projects simultaneously. They will ensure staff have the necessary resources to effectively perform their job duties. The ideal candidate will be a mentor, focusing on staff development. Recognizing the importance of working together, the individual will build a strong, proactive and dynamic team within the office.

Communication and interpersonal skills will be exceptionally important as the City Attorney will need to communicate with individuals from all walks of life and in a variety of settings. The individual will be open and approachable. Good listening skills are critical, as is the ability to build consensus both inside and outside the organization. Working cooperatively will also

be important. Having a good sense of humor will be a plus. At the same time, they will work with a sense of urgency to meet the fast paced environment and ambitious strategic plan as set forth by the city council.

The position requires a Juris Doctor (J.D.) degree and licensure to practice law in Illinois. Ten years or a combination of increasingly responsible experience and education in the practice of law is desired. The ideal candidate will have experience in zoning, planning, employee issues, contracts, ordinance review and preparation, and land use. Having trial experience is also highly desirable.

THE MOST RECENT CITY ATTORNEY

The City has been utilizing private law firm services for its legal needs for several years. While the quality of the service has been exceptional, the cost and need for quicker responses has prompted the decision to return to having an in-house City Attorney.

COMPENSATION

The salary will range from \$123,000 to \$175,000 and will depend on qualifications. The City is willing to start the right candidate at or near the top of the range. Benefits are excellent.

RESIDENCY

The City would prefer the City Attorney to reside within the city limits, but it is not required. That said, it is hard to understand why they would want to live anywhere else.

INTERNAL CANDIDATES

There are no internal candidates.

OTHER IMPORTANT INFORMATION & CONFIDENTIALITY

The City of Moline is an Equal Opportunity Employer and strongly encourages women, minorities and Veterans to apply. The State of Illinois Privacy and Confidentiality Laws will apply.

HOW TO APPLY

E-mail your cover letter and resume to Recruit39@cb-asso.com by October 4th. Please note that we intend to screen resumes as they arrive, and will be passing well-qualified candidates along to the City for consideration. Hence, if you are interested and want to have the best shot, please apply sooner rather than later. Questions should be directed to Steve Sorrell at (513) 317-0678 or Scott Krim at (801) 628-8364.

THE PROCESS

Applications will be screened between September 20th and October 28th. Finalists will be selected on October 29th. A reception and interviews will be held on November 8th. A selection will be made shortly thereafter.

ADDITIONAL INFORMATION

For additional information about Moline, IL, visit:

www.moline.il.us

www.moline.il.us/804/Attractions

quadcitieschamber.com