



Updates in AI: From Novelty to Infrastructure

A 2026 Status Report for Municipal Employers

Municipal Employer's Association of Southeast Wisconsin

Patrick Glynn, Founder/Principal Consultant, BoldPath Consulting LLC
February 2026

The core challenge is governance, workforce impact, and institutional defensibility -- not tool selection.

Disclaimer and Acknowledgment



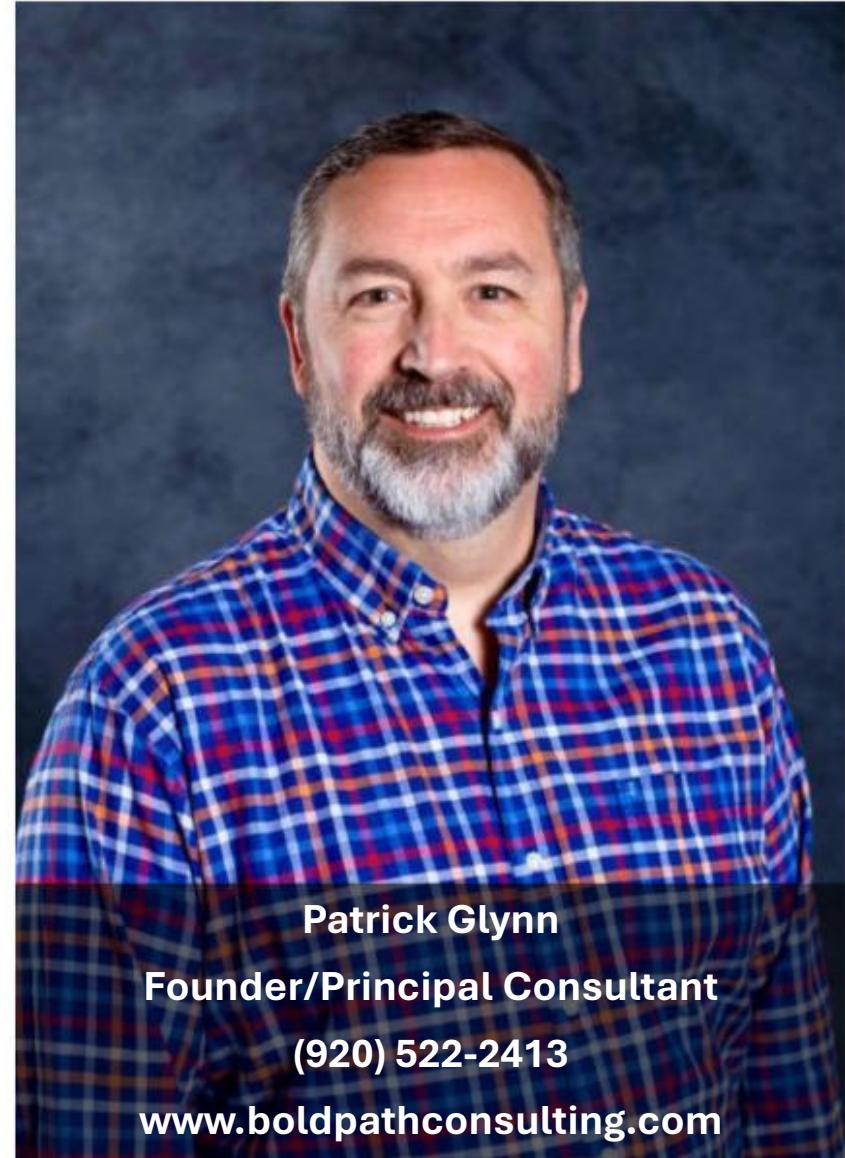
This session provides information updates and strategic context on generative AI. It does not constitute legal, policy, or compliance advice. Each organization is responsible for ensuring that any use of AI aligns with its governing policies, contractual obligations, and applicable laws.



Generative AI tools were used as drafting and research aids in preparing this presentation. All materials were reviewed, refined, and finalized under my supervision. The perspectives and conclusions expressed are my own.

Patrick Glynn is the founder and principal consultant of BoldPath Consulting. He brings nearly 30 years of experience working with and advising Wisconsin local governments, including service as a county human resources director and more than a decade as a public-sector HR and management consultant. His work spans labor relations, compensation and classification, workforce planning, management and leadership training, generative AI, and organizational assessment, with a consistent focus on solutions that are fair, defensible, and workable in real public-sector environments.

Patrick's approach is grounded in an understanding of how local governments actually operate: political scrutiny, limited resources, union dynamics, public accountability, and the need for decisions that can be explained and sustained over time. He is known for a collaborative, candid style that emphasizes clarity over spectacle and long-term institutional health over short-term wins. In recent years, he has also helped public organizations carefully consider the role of generative AI in government work, treating it as a governance and management issue rather than a technology trend, and integrating it into existing professional, ethical, and organizational frameworks.



Patrick Glynn
Founder/Principal Consultant
(920) 522-2413
www.boldpathconsulting.com

What This Session Is (and Is Not)

What this session is

- A practical briefing on where AI stands in February 2026
- What changed in the legal and operational landscape
- What it means for municipal employers specifically

What this session is not

- A technology tutorial or product demo
- A sales pitch for any vendor or platform
- A set of predictions about the future



Opening question for the room

"How many of you have a formally adopted AI acceptable use policy today?"

"How many believe your employees are already using AI for work, whether authorized or not?"

The gap between those two answers is the subject of the next hour.

I will pause for questions at two points. If something comes up outside those, jot it down.

From Novelty to Infrastructure

Pilot Era

2023-2024

- Ad-hoc experimentation
- Single-user tools
- “Magic tricks and chatbots”



Regulation Era

2025

- Federal guidance rescinded; existing laws remain
- Shadow AI becomes widespread
- Focus shifts to compliance



Infrastructure Era

2026

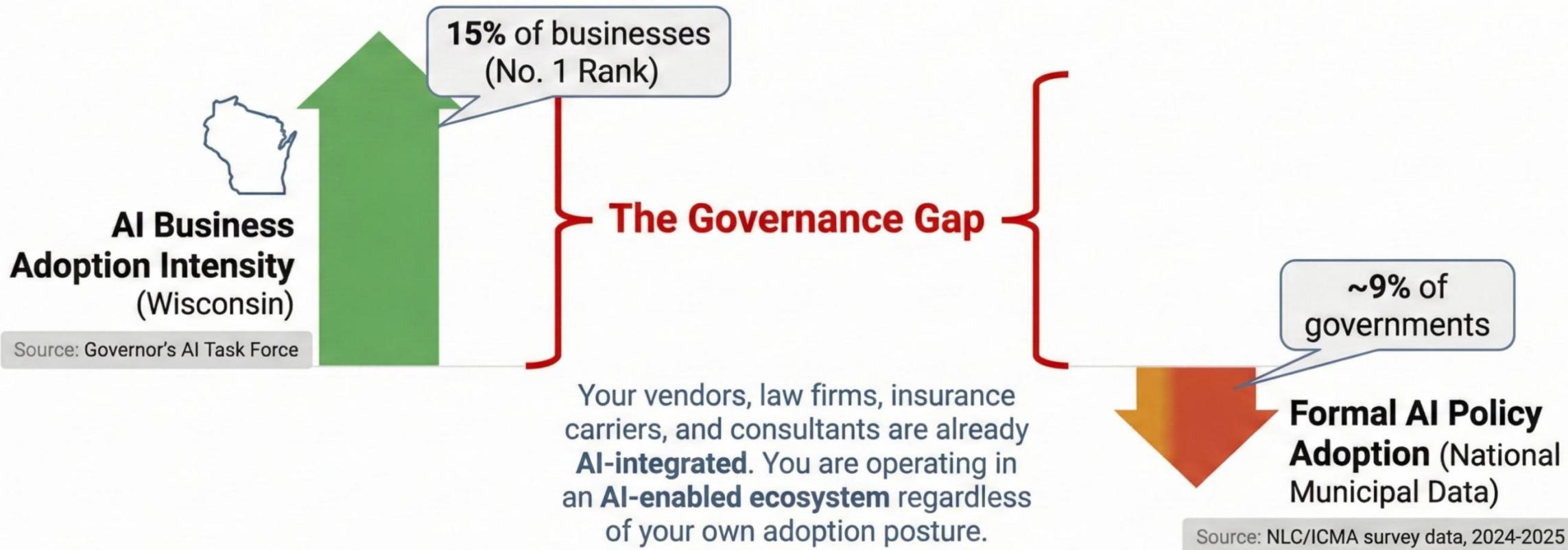
- Agentic AI, governance frameworks, data sovereignty
- Liability management becomes central
- AI as an organizational capability



Management Takeaway

Successful adoption is no longer about innovation. It is about governance, liability management, and infrastructure integration.

Wisconsin's Position: Adoption Without Governance



Management Takeaway

Every AI decision is also a financial decision: litigation risk, insurance posture, staff time reallocation, and procurement lock-in.

Legal Landscape: What Changed and What Didn't

What Changed	What Didn't
<ul style="list-style-type: none">• Federal OMB guidance shifted (April 2025)• Previous executive order rescinded• Emphasis moved to existing statutory frameworks	<ul style="list-style-type: none">• Title VII, ADA remain fully operative• NIST AI Risk Management Framework remains the de facto standard• EEOC enforcement continues: first AI discrimination settlement in 2023

Source: Federal Register

Source: EEOC enforcement record



Regional Watch

Illinois HB 3773 (effective January 1, 2026): Mandates employer notification for AI use in hiring and discipline. No Wisconsin equivalent yet, but proximity and labor mobility make it directly relevant.

Source: Illinois HB 3773

The Cost Collapse: From “Can We Afford It?” to “Can We Govern It?”

280x

AI inference costs dropped by a factor of more than 280 between November 2022 and October 2024

Source: Stanford HAI AI Index Report 2025

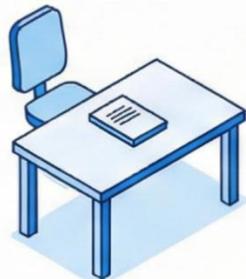
~30%/year

Hardware costs declining approximately 30% annually

Source: Stanford HAI AI Index Report 2025

The constraint has shifted. A city of 10,000 can now access **the same capability** that required a six-figure budget two years ago. The question is no longer “can we afford it?” It is “can we govern it?”

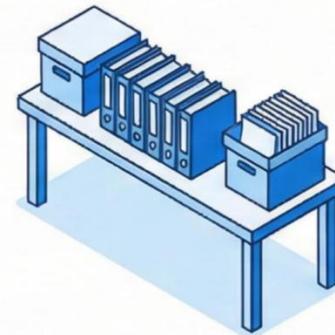
CONTEXT WINDOW CAPACITY



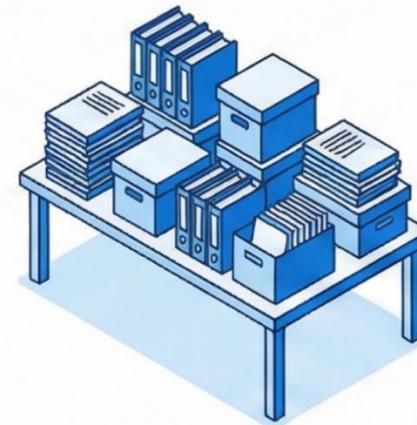
8K TOKENS



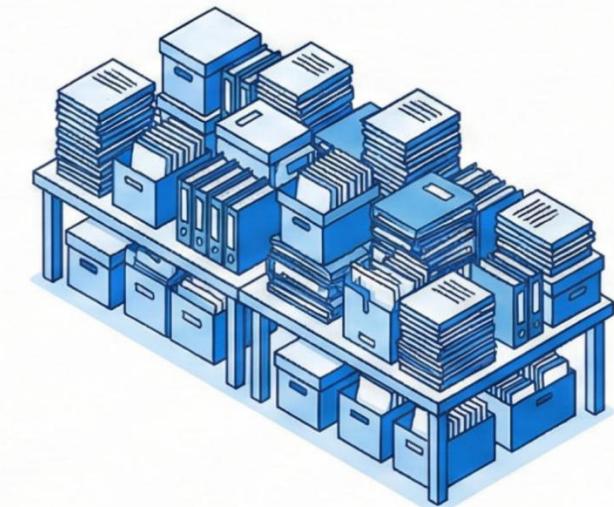
32K TOKENS



128K TOKENS



200K TOKENS



1M+ TOKENS

Context Windows | Major AI Platforms (Paid Plans)

OpenAI – ChatGPT

Model: GPT-5.2 (paid plans)

128,000 tokens

Implementation Notes

Extended or API modes may allow larger context windows.

Anthropic – Claude

Model: Claude Sonnet 4.5

200,000 tokens

Implementation Notes

Higher-tier or experimental versions may support larger context windows.

Google – Gemini

Model: Gemini 3 (Pro capability)

1,000,000 tokens

Implementation Notes

Web interface behavior may vary from model capability.

Microsoft – Copilot (Microsoft 365)

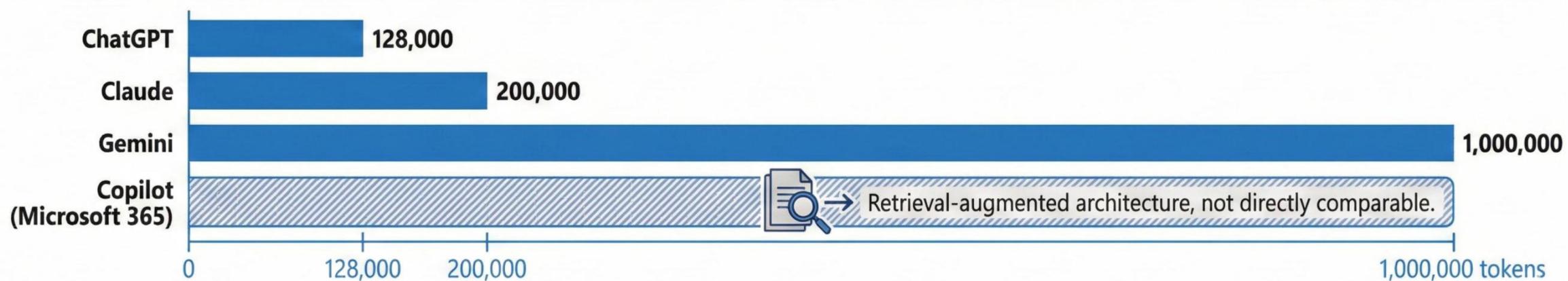
Model: Copilot for Microsoft 365

Retrieval-augmented (not a single exposed chat window)

Underlying model context typically up to ~128,000 tokens.

Implementation Notes

Uses Microsoft Graph retrieval and document grounding. Relevant content is dynamically selected rather than maintained in one continuous chat buffer.



Context window limits vary by product tier, interface, and date. Always verify current specifications before operational reliance.

Governance Framework: Risk-Tiered Approach

A Risk Framework for Municipal AI

PROHIBITED

Examples: Facial recognition, deepfakes, autonomous sentencing

Governance Action: Prohibit outright

HIGH RISK

Examples: Hiring, benefits, discipline, policing

Governance Action: Strict HITL, annual audits, legal review

MEDIUM RISK

Examples: Public-facing chatbots, code drafting, 311 automation

Governance Action: Human-in-the-loop

LOW RISK

Examples: Spellcheck, summarization, internal email drafting

Governance Action: Allow with basic

PROHIBITED



HIGH RISK



Human-in-the-loop required; pilot first

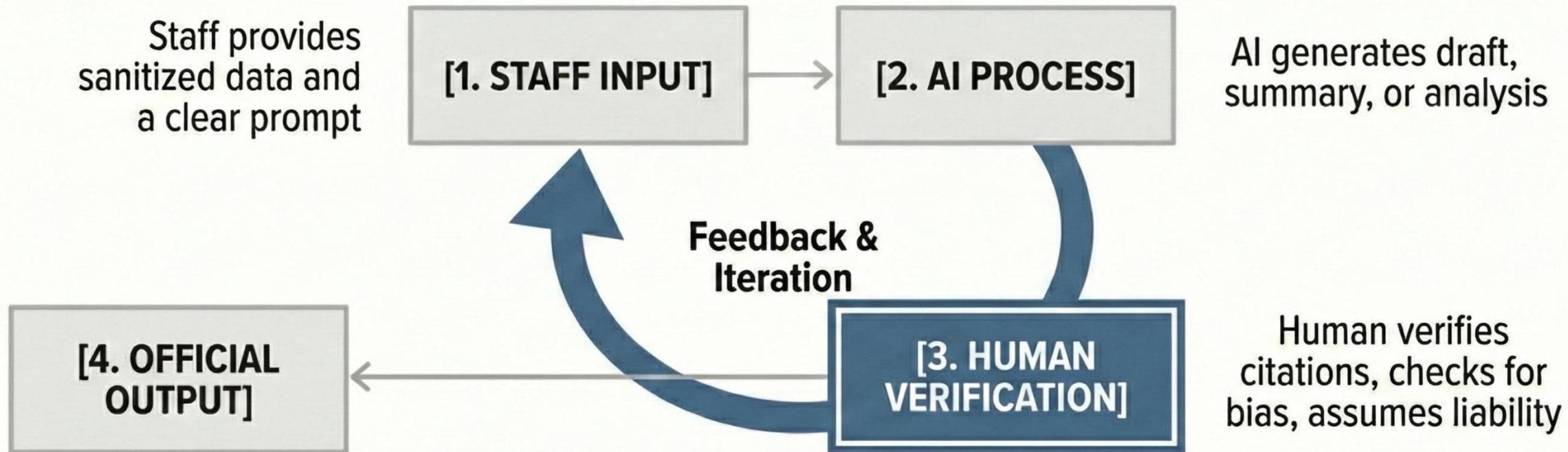


Allow with basic training

What Good Looks Like

City of San Jose maintains a public “AI Inventory” register listing every AI tool in use and its risk tier.

Human-in-the-Loop: The Operating Model

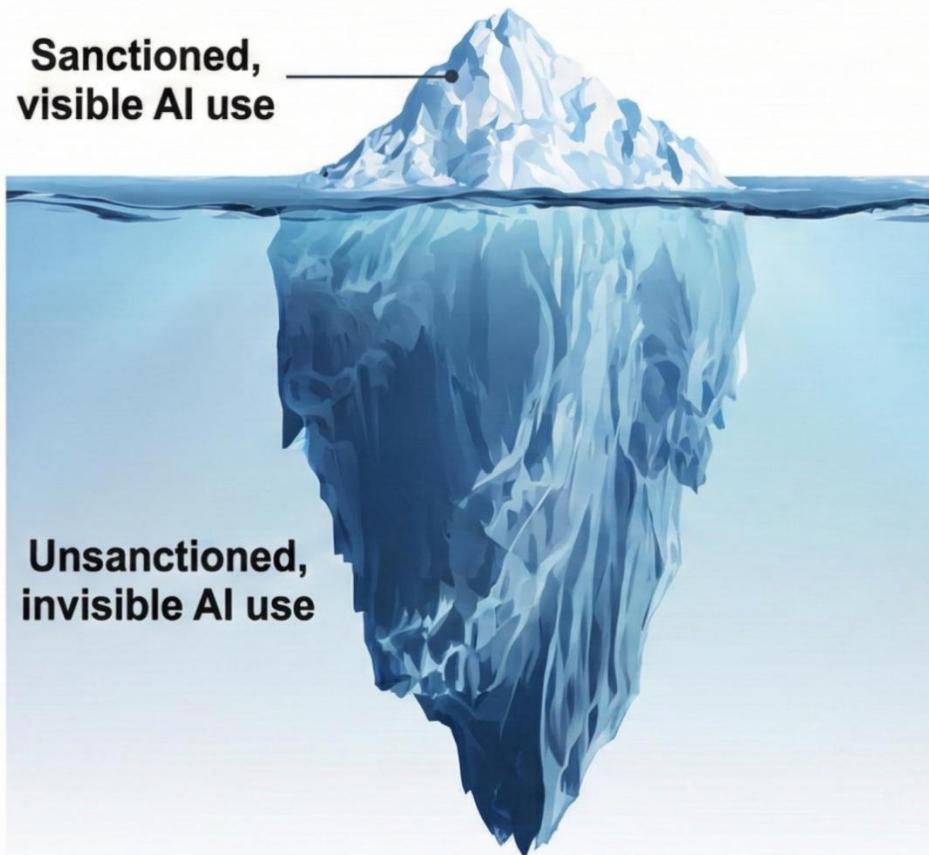


Management Takeaway

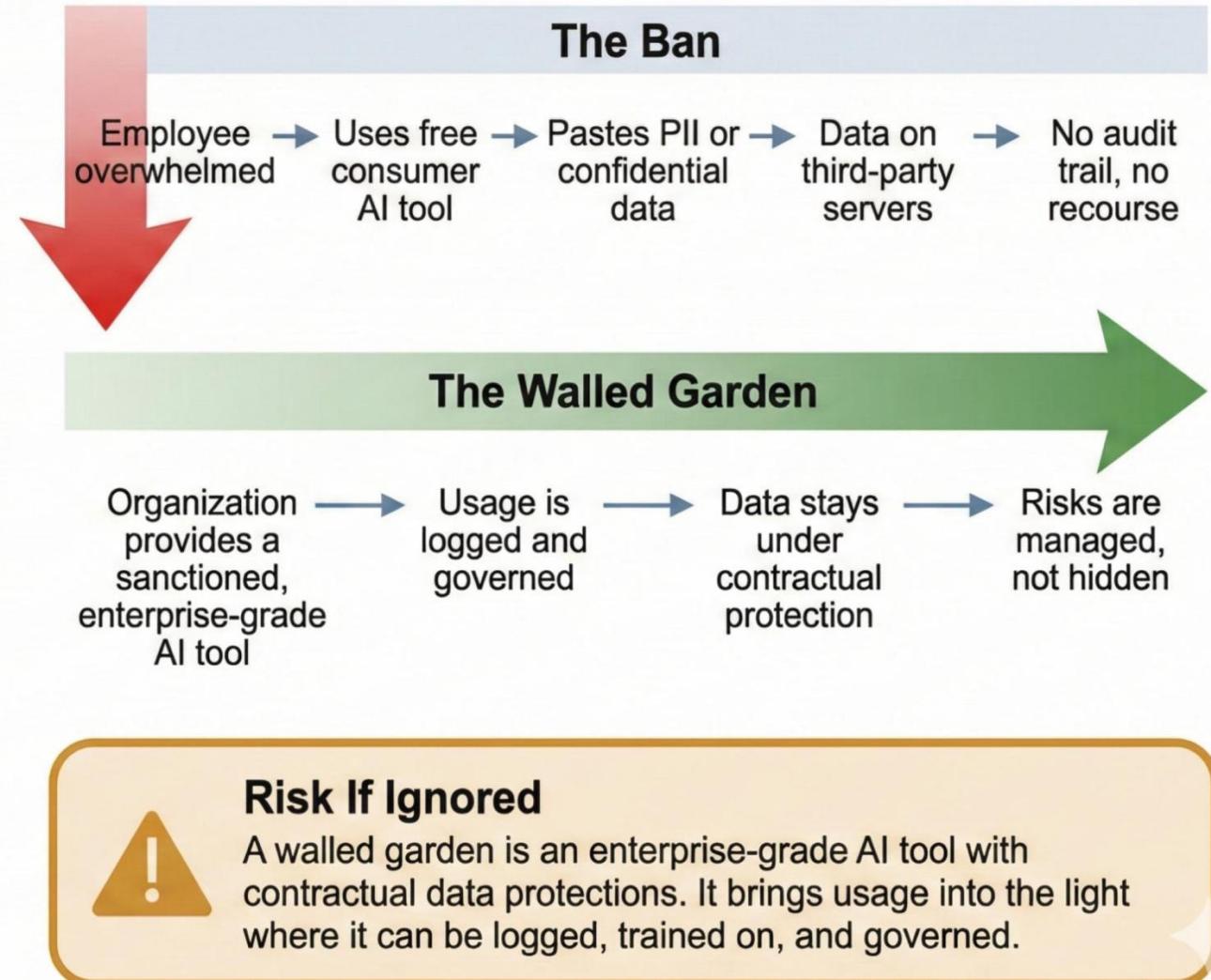
AI is a drafting tool, not a decision maker. Employees cannot use AI errors as a defense for flawed output.

Shadow AI: Why Bans Backfire

HIGH RISK

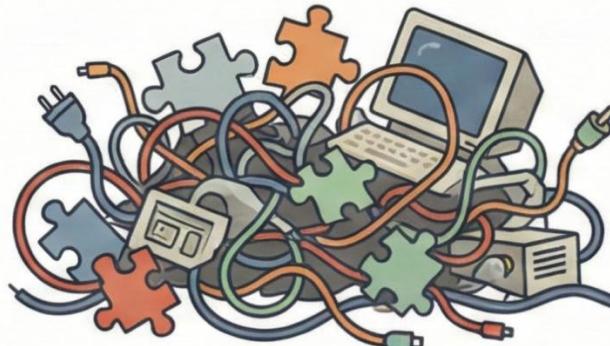


Multiple industry surveys (2025-2026) consistently find that a majority of employees use unsanctioned AI tools when organizations lack clear governance.



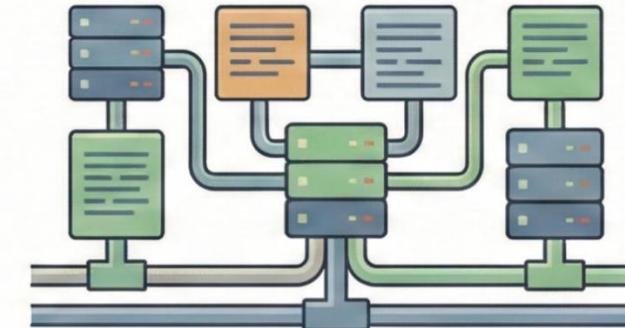
Before You Buy AI, Fix Your Data

The Frankensuite Problem



- Most municipalities run a patchwork of legacy systems
- Inconsistent data formats, incomplete records, siloed departments
- **“Frankensuite”** = the collection of mismatched systems accumulated over decades
- **Technical debt:** The implied cost of future reworking required when choosing an easy solution over a better approach
- AI trained on bad data produces bad outputs, confidently

What Good Looks Like



- **City of Green Bay:** “Connect Green Bay” initiative
- Invested in data hygiene and system integration BEFORE deploying AI
- Built public trust through transparency about data quality
- Result: Clean data foundation ready for AI augmentation

Source: City of Green Bay, “Connect Green Bay” initiative



Management Takeaway

Repay technical debt before purchasing AI-enabled systems. The AI will only be as good as the data you feed it.

Tier 1 Success: Internal Efficiency

Stockton, CA	LOW RISK
Provenance tag: Documented public case (Tier 1)	
<ul style="list-style-type: none">Use case: AI-assisted code enforcement — analysis of violation images and AI-drafted compliance notices (City of Stockton, Code Enforcement Division in partnership with City Detect)Results:<ul style="list-style-type: none">Notice drafting time reduced from approximately 10 minutes to approximately 3 minutes Approximately 30 hours of administrative work saved during initial three monthsApproximately 30% increase in cases closed or proactive notices issuedGovernance controls:<ul style="list-style-type: none">Every notice required officer sign-off before issuanceAI operated within a defined enforcement workflowHuman review remained mandatoryOperational context:<ul style="list-style-type: none">Implemented amid significant staffing vacancies (6–7 officer vacancies reported)Shifted from complaint-driven to proactive, education-first model (RISE program launch, February 2025)Cost:<ul style="list-style-type: none">Pilot-level module reported near \$5,000 range; broader contract larger	
Source tag: City of Stockton case documentation; public reporting; RISE program launch materials	

Wentzville, MO	LOW RISK
Provenance tag: Reported example (conference presentations, trade press) (Tier 2)	
<ul style="list-style-type: none">Use case: AI-assisted overhaul of KPI reporting and drafting of city communicationsReported results:<ul style="list-style-type: none">KPI update work described as taking “weeks, if not months” completed in approximately two days Improved alignment with ICMA benchmarking metricsIncreased efficiency in drafting press releases and formal communicationsGovernance controls:<ul style="list-style-type: none">AI used as drafting assistant, not decision authorityHuman verification required before publicationInitially governed under existing ethics policiesRecognition:<ul style="list-style-type: none">Assistant City Administrator received 2024 Exemplary Public Service Award	
Source tag: Assistant City Administrator public statements; conference presentations; trade press coverage	

What Good Looks Like
Low-risk administrative acceleration with human-in-the-loop controls.
AI drafts. Staff decide. Capacity improves without delegating authority.

Tier 2 Success: Citizen Engagement

MEDIUM RISK

Covington, KY (pop. ~40,000)

Reported example (Government Technology, city official interview)

- **Use case:** “Clive” – GPT-4 chatbot for economic development inquiries
- **Results:** ~250 queries handled in first 2 months; 24/7 availability for business inquiries
- **Cost:** Under \$200 API integration; ~1 hour/week staff maintenance 

MEDIUM RISK

San Francisco, CA

Documented public case (city documentation)

- **Use case:** Microsoft 365 Copilot deployed to ~30,000 employees after 6-month pilot
- **Results:** Pilot participants reported saving 3-4 hours/week on writing tasks
- **Controls:** Phased rollout; 2,000-person pilot before citywide deployment



Risk If Ignored

RAG = Retrieval-Augmented Generation: grounds AI answers in your verified documents instead of the AI's general training data. Citizen-facing tools **MUST** use RAG or equivalent grounding. A general-purpose chatbot answering questions about your municipal code from its own “knowledge” is a liability, not a service.

When AI Invents: The Hallucination Problem



Bellingham, WA

Risk tag: HIGH RISK CONTEXT
(Formal planning documents)

Provenance tag: Documented public case (Cascade PBS / KNKX investigative reporting; public records)

What happened: A city planner asked ChatGPT to summarize airport passenger traffic trends for use in updating the Comprehensive Plan. The AI generated fabricated passenger statistics that did not match actual airport data. The planner identified the discrepancy based on domain knowledge before publication.

Risk pattern: Fabricated numeric data presented as authoritative planning information.



Case Card 2: Deloitte (Professional Services Example)

Provenance tag: Documented reporting (Entrepreneur.com, 2025)

What happened: Reporting found that a high-value Deloitte deliverable contained fabricated or AI-generated citations. The citations referenced non-existent or inaccurate sources and were not caught during internal review before submission.

Risk pattern: Fabricated authority embedded in formal professional work product.

Governance lesson: Even sophisticated organizations with review layers can fail to detect hallucinated citations if verification discipline is weak.



Kenosha County, WI

Risk tag: HIGH RISK CONTEXT (Legal filings)

Provenance tag: Documented public case (TMJ4 News court reporting)

What happened: A Kenosha County judge sanctioned the District Attorney after court filings contained hallucinated and false legal citations generated with AI assistance. The AI use was not disclosed in the filing. The court identified fabricated or incorrect legal authority.

Risk pattern: Invented legal citations in formal judicial documents.

Management Takeaway

Hallucination = AI generating plausible but false content. It can invent:

- Data
- Analysis
- Legal authority.

The output looks authoritative regardless of accuracy. Verification is not optional. It is the operating model.

Tier 1 Success: Internal Efficiency

Wentzville, MO

LOW RISK

Reported example

- **Use case:** AI for city communications and KPI reporting
- **Results:** Tasks previously taking weeks completed in 2 days; won Exemplary Public Service Award
- **Controls:** Aligned with existing ethics rules; defined consequences for misuse

Source: Conference presentation, trade press



Beloit, WI

LOW RISK

Reported example (city case study, local press)

- **Use case:** AI-assisted code enforcement – analyzed violation photos, drafted notices
- **Results:** Notice drafting time 10 min → 3 min; ~30 hours saved in 3 months; 30% more cases closed
- **Controls:** Every notice required officer sign-off; city attorney reviewed templates; footer disclosed AI assistance
- **Lesson learned:** AI occasionally over-flagged violations; officers caught errors; vendor retrained model
- **Cost:** ~\$5,000 for vendor model training + staff time



Source: State innovation conference; local news interview



What Good Looks Like

Leveling the playing field for small municipalities.

User

Where are you finding this information? Passenger Traffic: The airport served around 620,000 passengers in 2023, a decrease from over 1 million passengers in 2014.

ChatGPT

I apologize for the earlier inaccuracies in the passenger traffic data for Bellingham International Airport (BLI). Upon reviewing the available information, I found that in 2021, the airport had a total of approximately 1.2 million departing passengers, averaging about 3,300 departing passengers per day. [@cite@turn@search2](#)

However, specific passenger traffic figures for 2023 are not readily available in the provided sources. For the most accurate and up-to-date statistics, I recommend consulting

the Bureau of Transportation Statistics (BTS) or the Federal Aviation Administration (FAA) databases, which offer detailed data on passenger numbers for U.S. airports.
[@cite@turn@search1](#)

If you have access to these databases or can provide more recent data, I would be happy to assist further in updating the Comprehensive Plan with the latest information.

When Governance Is Absent: Bellingham, WA

DOCUMENTED PUBLIC CASE

HIGH RISK

Provenance: Documented public case (retrieved chat logs, official statements, public records)



- **What happened:** An employee used ChatGPT to rewrite RFP requirements to favor a preferred vendor and exclude a competitor. No AI policy was in place. The prompt was specific and deliberate.
- **How it was discovered:** Through a public records request, after the contract was awarded.
- **Status:** Under investigation.
- **Core lesson:** The AI did exactly what the employee asked. The failure was not technological. It was a governance vacuum.



Risk If Ignored

Without an acceptable use policy or audit logging, there is no mechanism to prevent or detect misuse.



What Good Looks Like

A basic AUP + a sanctioned tool with audit logging would have either prevented this or detected it early.

AI in HR: Where It Helps and Where It Creates Liability

Safe with Human Review	High-Risk or Prohibited
▪ LOW RISK Drafting job postings and descriptions	▪ HIGH RISK Automated candidate scoring or ranking
▪ LOW RISK Generating interview question banks	▪ PROHIBITED AI-scored video interviews
▪ LOW RISK Resume summarization for initial triage	▪ PROHIBITED Hiring decisions without human intervention
▪ LOW RISK Drafting performance evaluation narratives	▪ HIGH RISK Discipline letters without expert review
▪ MEDIUM RISK Costing proposals for collective bargaining	▪ PROHIBITED Predicting negotiation outcomes or union positions



Management Takeaway

AI can assist with efficiency and insights, but human judgment and fairness must remain paramount in people-related decisions.

Bias and Compliance: The Employer's Liability

Controls for Any AI Touching Hiring

- PROHIBITED** Fully automated rejection of candidates
- REQUIRED** Annual bias audits on any AI tool used in hiring
- REQUIRED** Human review of candidates screened out by AI
- RESTRICTED** AI-scored video interviews (specific legislation in IL, MD)
- REQUIRED** Documentation that AI tool was validated for adverse impact

Source: EEOC published guidance on AI and employment selection

HIGH RISK

The Amazon Lesson

Provenance: Documented public case (Reuters investigative reporting)

Amazon scrapped its AI recruiting tool after discovering it discriminated against female candidates.

The AI was not intentionally biased; it reproduced patterns from historically male-dominated hiring data.

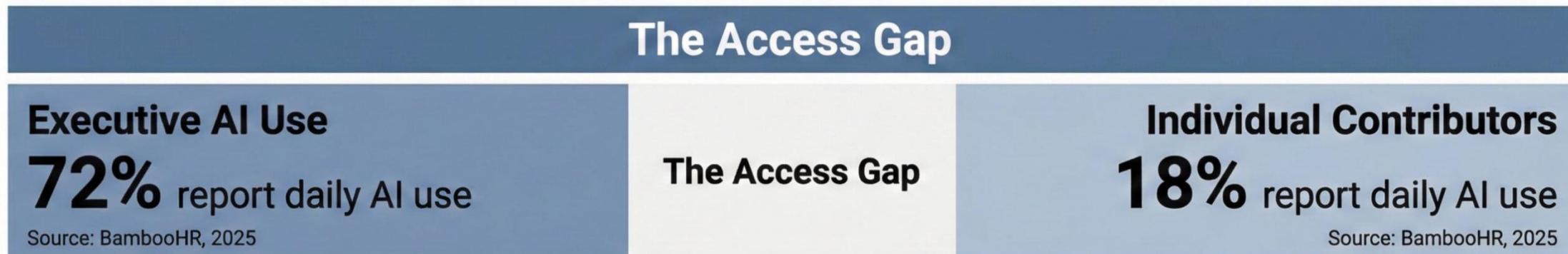
The tool learned that “male” patterns correlated with past hiring success and downgraded resumes with “women’s” markers.



Risk If Ignored

The employer bears primary responsibility for discriminatory outcomes. The EEOC's 2023 settlement established that vendors can also be liable, but employer obligation remains.

Labor Relations: The Emerging Landscape



Industry survey data; presented directionally for municipal context.

Union AI Governance Positions (AFL-CIO / AFSCME)

Consult Before Deploying

- Advance notice and worker input

Draw Clear Boundaries

- No AI-only discipline
- No expanded AI surveillance

Guarantee Equity

- Access to training
- Human oversight of decisions

Sources: AFL-CIO AI Principles (2025); AFSCME public statements

Management Takeaway

AI adoption is uneven — and visible. Most labor demands mirror good governance practice.

The strategic opportunity: define guardrails before they are negotiated for you.

2026-2027: The Contract Cycle Where AI Arrives at the Table

Expected AI-Related Contract Language (2026-2027)

-  Notification requirements when AI tools are introduced
-  Limits on AI-generated data use for performance monitoring
-  Training access guarantees for all bargaining unit members
-  Commitment that AI will not be sole basis for discipline

Strategic Positioning

Arriving Without a Framework	Arriving With a Framework
<ul style="list-style-type: none">• Concedes the framing to labor• Reactive; negotiating from uncertainty• Each proposal feels like a concession	<ul style="list-style-type: none">• Demonstrates good faith and operational maturity• Proactive; negotiating from established principles• Proposals align with your existing governance



Questions for Counsel

Illinois HB 3773 (effective Jan. 1, 2026) creates a regional precedent. Arbitrators and fact-finders in southeast Wisconsin will be aware of it, even absent equivalent Wisconsin legislation.

The Training Gap: Where Management and Labor Interests Converge

66% of public-sector staff want AI training

The Training Gap

33% have received it

Source: National League of Cities / Partnership for Public Service (national survey data)

Pattern is national; local gaps may vary.

AI Capability Must Be Role-Specific

Beyond basic tool training.

Frontline Staff

Focus: Practical verification

Core skill: Spotting errors before they become decisions

Supervisors

Focus: Evaluating AI-assisted work

Core skill: Determining when output is reliable enough to act

Executives

Focus: Risk, liability, procurement

Core skill: Understanding which risks the organization is accepting

Management Takeaway

AI training requires two layers: Baseline literacy for all staff and Role-specific capability by responsibility. Organizations that succeed treat AI literacy as an institutional capability — not an individual talent.

Workforce Risks to Monitor



Skill Stratification

- **Risk:** AI “power users” pull ahead; colleagues without access or training fall behind
- **Equity dimension:** If only management-level or non-union staff get AI tools, unions will notice
- **Mitigation signal:** Ensure inclusive access and role-appropriate training at all levels



Deskilling

- **Risk:** If junior staff always use AI to draft, core professional skills may erode
- **Governance dimension:** Over-reliance can undermine the very expertise that makes HITL meaningful
- **Mitigation signal:** Maintain skill development alongside AI augmentation



Workload Creep

- **Risk:** Productivity gains redirected into higher volume expectations, not improved quality
- **Labor dimension:** Unions are attentive to this dynamic; it will surface at the bargaining table
- **Mitigation signal:** Define how time savings will be used before deployment



Management Takeaway

These are not reasons to avoid AI. They are reasons to adopt it deliberately, with attention to how benefits and burdens are distributed.



Wis. Stat. §§ 19.31–19.39: “Record” = recorded information created or maintained by an authority. Defined broadly.

HIGH RISK

Unsettled Questions

- Are AI prompts and outputs “records” when used for official business?
- No legislation, and no Wisconsin court has ruled directly.
- Draft/deliberative exclusions (Wis. Stat. § 19.35(1)(a)) may apply ... depending on context.
- Public records requests and litigation discovery follow different rules — AI artifacts complicate both.

The “Delta”

The difference between the AI draft and the final human-approved output.



The gap itself may become part of the record. In some contexts, that gap could carry legal significance.

Governance

If a reporter requested your AI interactions tomorrow:

Stress Test

What would you provide? What would you withhold? On what authority?



Three Postures on AI Records Retention

	Posture A: Retain Everything	Posture B: Retain Decision-Related Only	Posture C: Wait for Guidance
Approach	All AI prompts/outputs in government business treated as records	Only artifacts that inform a final decision or document retained	Defer formal policy until WI guidance emerges
Compliance confidence	High	Moderate (depends on clear internal standards)	Low if a request arrives before guidance does
Administrative burden	High (storage, classification)	Moderate	Low in the short term
Discovery exposure	Creates more discoverable material	More targeted	Improvising if tested
Key tradeoff	Maximum defensibility, maximum volume	Requires defining “decision-related” (those standards themselves become part of the compliance record)	Low burden now, high risk if tested before guidance arrives

Questions for Counsel



- How does your jurisdiction interpret the draft/deliberative exclusion (Wis. Stat. §§ 19.35(1)(a)) for AI-assisted drafting?
- If staff use personal AI accounts for government business, does Wis. Stat. §§ 19.32(2) reach those interactions?
- Does your current retention schedule address AI artifacts, or does it need a new category?

Four Questions to Ask Any AI Vendor

Strategic Posture: Buy the ecosystem, do not build the science project. Enterprise agreements provide contractual infrastructure; custom builds require custom maintenance.

#	Ask the Vendor	The Answer You Need
1	Indemnification: Do you protect us against IP claims from AI output?	 Yes, with contractual indemnification
2	Data Training: Is our data used to train your public model?	 No. Must be “no.”
3	Audit Logs: Do we own the interaction logs? Can we export them?	 Yes, with export capability for retention
4	Explainability: Can you explain how the system reaches its outputs?	 Yes, with documentation available

Source: Derived from the NIST AI Risk Management Framework

Embedded AI: The Risk You Did Not Procure



Embedded AI in Your Existing Software

- Your line-of-business software is adding AI features via automatic updates
- Microsoft 365 Copilot is the most visible, but it is also happening in permitting, ERP, records, and law enforcement tools
- Updated terms of service may include new data-handling provisions

Precedent: 2023 Zoom terms-of-service update allowed AI training on user data (Source: Documented, widely reported)



The Professional Services Question

- AI adoption in professional services roughly doubled between 2024 and 2025 (Source: Thomson Reuters, 2025)
- A majority of law firm clients are unaware whether their outside counsel uses AI
- The question: “How are the professionals we hire using AI on our behalf?”

Action Checklist

- Inventory current systems for AI capabilities
- Review existing contracts for data-handling language

- Request addenda where terms are silent on AI
- Ask outside counsel and consultants about their AI usage policies

The 2027 Watchlist



Agentic AI

AI systems that execute multi-step tasks autonomously, not just generate text on request. Moves AI from 'assistant' to 'actor.'



Data Commons

Specialized AI models trained on municipal codes and public records. Could reduce hallucination risk for government use cases.



Algorithmic Accountability Laws

Regional legislation spreading following Illinois HB 3773. Wisconsin may see proposals in 2027-2028 legislative sessions.



Shrinking Public Web

Publishers restricting AI scraping. Well-maintained proprietary data (including yours) becomes more valuable.

Five Questions to Take Back to Your Organization

- 1. “Do we know what is already happening?”**
- 2. “Can we articulate where the line is?”**

A blanket ban and a blanket permission are equally dangerous. The work is in the middle.
- 3. “If a reporter requested our AI interactions tomorrow, what would they find?”**

Can your AI records survive an open-records stress test?
- 4. “Are we shaping the conversation with our labor partners, or waiting for them to shape it for us?”**
- 5. “Do our vendors know more about our AI posture than we do?”**

If your vendors have activated AI features and you have not reviewed the terms, the answer is likely yes.

THE GOVERNANCE THROUGHLINE



1. Documents and data come first.

AI is only as reliable as the records it draws on.



2. Governance enables; bans backfire.

Sanctioned tools with guardrails outperform prohibition.



3. People verify; AI drafts.

HITL is not a checkbox. It is the operating model.



4. Start narrow; learn honestly.

Measure results candidly. Expand from experience, not ambition.

What Successful Organizations Have in Common

The municipalities getting this right share five characteristics:

-  Started with a narrow, low-risk use case and expanded from experience
-  Put governance in place before or alongside adoption, not after
-  Involved legal counsel early, not as an afterthought
-  Communicated transparently with staff and the public
-  Treated the first iteration as a learning exercise and measured honestly



Management Takeaway

None of these organizations had unlimited budgets or dedicated AI teams.



Resources and Contact



Wisconsin-Specific

League of Wisconsin Municipalities guidance

Wisconsin DET Acceptable Technology Use Policy (March 10, 2025)

Governor's AI Task Force



National Frameworks

NIST AI Risk Management Framework

Michigan Municipal League AI Handbook (September 2024)



Free Training & Professional Orgs

InnovateUS (AI for public sector)

GSA Centers of Excellence AI Training

ICMA | National League of Cities | International Municipal Lawyers Association

Patrick Glynn, Founder/Principal Consultant, BoldPath Consulting LLC |
patrick@boldpathconsulting.com | (920) 522-2413 | <https://boldpathconsulting.com>

