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Glink

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## THE FIRM AND ITS ATTORNEYS

ANCEL, GLINK, DIAMOND, BUSH, DICIANNI & KRAFTHOFER, P.C. was founded more than 75 years ago. As one of the preeminent local government law firms in Illinois, our firm has a tradition of excellence and innovation. ANCEL GLINK has adhered to the principle of providing the quality of work normally associated with the largest firms within a small firm environment. Our goal is to offer our clients effective and comprehensive representation at a reasonable cost. Our legal services and strategies match our clients' needs and resources. Although a substantial portion of our practice is in the Chicago Metropolitan Area (Cook County and the "collar" counties), we represent and advise clients statewide, often serving as special counsel in assisting local attorneys with complex matters. The firm recently opened an office in Bloomington to better service our clients in central Illinois.

The attorneys at ANCEL GLINK bring to our clients diverse educational and occupational backgrounds. Attorneys have joined ANCEL GLINK from the fields of government, education, business and insurance. Others have served as members of governmental boards and administrators, hearing officers, court arbitrators, and law clerks for both trial and appellate courts. Several of our attorneys have taught at universities and law schools in the Chicago area. Nearly all of our attorneys have participated as presenters in continuing legal education programs on a variety of subjects and in programs designed to educate local government officials. Our attorneys regularly lecture on each area of law practiced by the firm, and the firm periodically sponsors full day seminars on new developments affecting local government officials and practitioners. The firm is a certified provider of continuing legal education for attorneys.

Our lawyers have chaired the local government committees of both the Chicago and Illinois State Bar Associations, and have served in various capacities for the Illinois Municipal League, the Illinois Association of School Boards, and the Illinois Association of Park Districts. ANCEL GLINK enjoys the highest rating, "AV," given by Martindale Hubbell and is listed by the A.M. Best Company in its Directory of Recommended Insurance Attorneys. ANCEL GLINK is a member of the International Network of Boutique Law Firms, a very selective, nationally recognized organization established to identify the premier lawyers for each category of legal services in each major market. We serve as the attorneys whose practice is the representation of local governmental bodies.

We believe that attorneys for governmental entities must demystify legal language and concepts so that local officials understand the reasoning and consequences behind the options presented to them. We advise elected and appointed officials in a nonpartisan manner and are successful in creating practical and lawful ways to accomplish the objectives of our clients. We are not hesitant to suggest new and innovative ideas and approaches while, at the same time, we are conscious of the need to contain the costs of representation.

The law firm employs trained paralegals which allows us to perform services for our clients at a great cost savings. We encourage our clients to take advantage of our experience through telephone inquiries which can reduce the need for formal written opinions. When written opinions are given, we place them in a memo and opinion file so that the data can be referred to when similar problems occur with other clients.

Perhaps the best way to learn about ANCEL GLINK is to visit our web site at [WWW.ANCELGLINK.COM](http://WWW.ANCELGLINK.COM). There you will find a description of the history of the firm and our current attorney roster. You can also review dozens of

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commonly asked questions and answers and download from the ANCEL GLINK Library of Publications one or more of 10 pamphlets relating to local governmental issues.

## **OUR CLIENTS**

The essence of our practice is the representation of local governmental entities: municipalities, park districts, school districts, libraries, fire protection districts, counties, special districts, and self insurance pools for these entities. The firm also represents businesses and real estate developers, particularly in their relationships with and before governments.

### **Municipalities**

Our clients include cities, villages, and towns throughout the State of Illinois. We serve as the regular corporate attorney for many municipalities, and as special counsel to communities which seek our assistance for particular matters. We represent newly incorporated municipalities as well as those that have been in existence for more than 150 years. We have represented communities with fewer than 1,000 residents and those with over 100,000 residents. Because of our experience, we are often asked to write or edit books, pamphlets, and articles which are widely used by both municipal officials and attorneys. We have originated, written, updated or edited many publications, including the *Illinois Municipal Handbook*, published by the Illinois Municipal League, and the four volume *Illinois Municipal Law Series*, published by the Illinois Institute for Continuing Legal Education.

### **Park Districts**

Illinois park districts recognize ANCEL GLINK's expertise in this field. We currently represent more than 30 park districts and special recreation associations as general counsel or special counsel in unusual or complex matters. Our attorneys author the handbook *Illinois Park District Law*, published by the Illinois Association of Park Districts. ANCEL GLINK also employs a park and recreation professional who served as the Executive Director for an Illinois park district for 30 years to help us provide practical and tested solutions to everyday problems. The firm has been awarded the Lifetime Appreciation Award by the Illinois Association of Park District.

### **School Districts**

We have represented school districts during the unprecedented growth of the 1940s and the 1950s, the social turmoil of the 1960s, the regulation explosion and employee empowerment of the 1970s, 1980s and 1990s and the financial and social challenges of today. Creative and innovative approaches to problem solving are what these difficult and constantly changing circumstances demand and what the firm's experience makes possible. We represent school districts as their general attorney and as counsel on special matters. Our firm also serves as chief defense attorney for several educational self-insurance pools, which keeps us in constant contact with the problems faced by more than 100 Illinois school districts. One of our partners is the founding General Editor and current Co-Editor of the two volume treatise published by the Illinois Institute for Continuing Legal Education entitled *Illinois School Law*.

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### **Fire Protection Districts**

ANCEL GLINK helps fire protection districts, whether big or small, volunteer, full-time or a combination, solve any number of problems involved in the operation of a fire department. Our attorneys have decades of experience providing advice and assistance to Chiefs and Board of Trustees to control district affairs and the provision of fire prevention services. The firm is the author of a financial manual for fire departments published by the Northern Illinois Alliance of Fire Protection Districts.

### **Libraries**

ANCEL GLINK represents a number of library districts and boards throughout Cook and the surrounding counties. Whether a library operates as a separate district or as a municipal library board, it is no longer possible to maintain and operate a library without developing substantial knowledge of finance, personnel issues, zoning and property questions, and liability concerns. We have the resources to assist in all of these areas, either on a day-to-day or consulting basis.

ANCEL GLINK attorneys are authors of the Financial Manual for Illinois Public Libraries, which is published by and available through the Illinois Library Association. We are proud to offer this manual through the ILA to assist library trustees and library staff interested in learning more about the financial management tools for their libraries.

### **Townships**

In the last decade ANCEL GLINK has become a premier firm in the representation of townships. Currently, ANCEL GLINK attorneys assist many townships as general or special counsel. The firm can offer not only legal ability, but practical expertise for both standard and complex issues. The firm employs a former Supervisor with 20 years experience for guidance and consultation in day-to-day township matters. We can assist our township clients in complex and mixed questions of law, economics, finance, general assistance, open space, personnel and collective bargaining. ANCEL GLINK attorneys are the authors of the Township of Illinois Laws and Duties Handbook. The firm also assisted in the creation of the Illinois Township Supervisors Guide.

### **Special Districts and Other Units of Local Government**

ANCEL GLINK attorneys are experienced in the representation of community colleges, sanitary and water districts, and specialized intergovernmental agencies. Generally, only sketchy statutory language and sparse case law govern the operations of these important governmental bodies. Our experience is extremely important in guiding these special districts through uncharted areas. As one example, we represented a water agency which financed and constructed, under budget and on time, a system serving more than one hundred thousand users.

### **Self-Insurance Pools**

ANCEL GLINK has helped organize and has represented more governmental self-insurance pools than any other law firm in the United States. In 1978, we wrote the contract and by-laws for one of the first comprehensive

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governmental self-insurance pools in the country. In addition to developing general liability defense pools, the firm has developed specialized pools to provide high-level excess coverage, for workers' compensation and for group health and accident coverage of employees.

### **OUR GOVERNMENT PRACTICE**

ANCEL, GLINK, DIAMOND, BUSH, DICIANNI & KRAFTHFER, P.C. offers full service representation to our governmental clients. We have substantial experience in general and litigation matters involving all aspects of governmental law including:

- Governmental Policies and Practices
- Ordinance and Resolution Drafting
- Governmental Finance
- Purchase and Sale of Property
- Eminent Domain
- Liability and Civil Rights Defense
- Special Service Areas and Special Assessments
- Business Development Districts
- Tax Increment Financing
- Economic Development
- Contracts for Goods, Services and Construction
- Collective Bargaining and Personnel
- Workers' Compensation
- Zoning and Planning
- Annexations
- Insurance
- Risk Management
- Intergovernmental Agreements
- Cable Television and Telecommunications
- Public Relations
- Recreational Programs
- Student Issues

### **Corporate and General Local Government Law**

Our firm represents local governments and their committees and commissions in their daily activities. We counsel and advise our clients to assure that appropriate practices and procedures are used in passing ordinances, resolutions, budgets, levies, and bond issues; that employees and members of the public are treated in a fair and lawful manner; that contracts and franchise agreements are favorably drafted; and that permits and licenses are properly administered. We have drafted thousands of governmental contracts and provide many standardized forms to our clients. Our standard contracts and forms allow our clients to avoid unnecessary legal costs.

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We assist our clients in a variety of complex financial, real estate, and contract matters. The firm advises its clients in the use of special financing and economic development mechanisms such as bond issues, special service areas, tax increment finance districts, special assessments, business redevelopment districts, and sales tax sharing agreements. We advise our clients in property acquisition and sale procedures and represent them in condemnation actions. Our lawyers have been successful in enabling our clients to develop cooperative relationships with other governmental entities through the use of intergovernmental agreements. As federal and state statutes and regulations have become more expensive and burdensome, we have worked with our clients to ease the oppression of these mandates. With more than seven decades of experience representing local governmental entities, the firm is unsurpassed in its knowledge of local governments and the services they provide or wish to provide. This experience allows us to better serve our clients with legal, practical, and financially responsible ideas and mechanisms to solve their problems and reach their goals. Some example of our level of knowledge in this area can be seen by reading our [Guide for Newly Elected Officials](#) which can be downloaded from our website: [WWW.ANCELGLINK.COM](http://WWW.ANCELGLINK.COM).

### **Land Use, Zoning, and Annexation**

ANCEL GLINK has successfully advised and represented its clients in matters of planning, zoning, and annexations. We work with our regular corporate clients and often serve as special counsel to other municipalities to draft, amend, and implement comprehensive plans, zoning codes, subdivision codes and unified development ordinances. We are regularly involved in the process of granting and enforcing planned unit development ordinances and, on numerous occasions, have compelled a developer to fully complete the project its drawings promised.

Lawyers from our firm have been the principal negotiators and drafters of annexation agreements for properties which range in size and complexity, from single lots with existing residences to hundreds of acres to be developed over 10, 15, or 20 years. Attorneys from our firm drafted the Illinois statute which made annexation agreements possible, along with recent statutory updates. Our attorneys are the authors of the chapters on Annexation and Annexation Agreements and on the regulation of Adult Uses in the IICLE's *Municipal Law and Practice in Illinois* four volume set.

Our experience with annexations and development includes dealing with impact fees and donations of land or money to schools, park districts, and other governmental bodies. Our lawyers successfully argued the Illinois Supreme Court case validating developer impact fees.

We have worked with both municipalities and planners on the environmental aspects of development, including drainage, wetland and flood plain regulation. We have also helped to create, develop, and protect historic preservation districts. In addition to our administrative and transactional experience in growth and development matters, we have a long history of successful results in litigation involving these issues. These successes include disputes about the proper zoning classifications for a piece of property, attempts to overturn lot size restrictions, challenges to annexations, interpretations of zoning ordinances and annexation agreements, propriety of wetland or flood plain designations, and suits alleging "takings."

### **Labor and Employment**

Our firm has experience, both as corporate and special counsel, in all types of personnel matters, from contract

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negotiations to discrimination claims. We represent governmental units in union recognition and unfair labor practice -proceedings before the Illinois Labor Relations Board, discrimination claims before the Illinois Human Rights Commission and Equal Employment Opportunities Commission; and constitutional, statutory, and tort claims in the state and federal courts.

We have written or reviewed numerous employee handbooks and we have helped our clients to achieve compliance with the requirements of the Americans with Disabilities Act, the Fair Labor Standards Act, the Family and Medical Leave Act, and other State and Federal statutes and regulations which affect employment decisions. Lawyers in our firm have authored many of the chapters on labor and employment law in published municipal, school and park district legal handbooks. We also conduct workshops in sexual harassment prevention for employees and supervisors. An ANCEL GLINK handbook: [Labor Law Handbook for Smaller Governments](#) can be downloaded from our website: [WWW.ANCELGLINK.COM](http://WWW.ANCELGLINK.COM).

### **Liability and Civil Rights Defense**

ANCEL GLINK is one of the most experienced law firms in Illinois in the defense of governments and their employees. As defense counsel for governmental entities which are members of a self-insurance pool, as well as those which are individually self-insured or conventionally insured, we have handled thousands of cases seeking damages, alleging negligence, defamation, civil rights violations and business torts. We are regularly able to have matters dismissed at early stages in the litigation because of our extensive knowledge of governmental immunity defenses, many of which have been developed and successfully proven by our efforts. Our firm is shown as the attorney of record in hundreds of reported decisions in both the Illinois and Federal Appellate Courts, and many of these cases have established precedents helpful to governmental bodies. We have successfully tried many major personal injury, property damage and civil rights cases before juries throughout the state, and are often brought in to act as trial counsel on difficult cases. The ANCEL GLINK publication: [Illinois Governmental Tort Immunity Handbook](#), which describes the immunity available to Illinois governments and their employees and officers, can be downloaded from our website: [WWW.ANCELGLINK.COM](http://WWW.ANCELGLINK.COM).

### **Workers' Compensation**

Our firm represents local governments and self-insured entities in workers' compensation claims before the Illinois Workers' Compensation Commission and on appeal before State courts. The firm defends these claims in an aggressive manner, pursuing the facts and evidence necessary to identify fraudulent claims and reduce unnecessary lost time and medical expenditures. In our continuing efforts to control costs for our clients, we have pioneered the use of paralegals to process workers' compensation claims.

### **ANCEL GLINK CONSULTING**

ANCEL GLINK CONSULTING is a practice group within the firm which provides legal and consulting services to attorneys and local governments on a limited and specific contract basis. This team of experienced lawyers work with the existing corporate counsel, elected officials and outside consultants to plan and execute major and sometimes complex financial, developmental, organizational, legislative and litigation projects. ANCEL GLINK CONSULTING provides services statewide. The firm's investment in technology makes it economical and efficient for our attorneys to work with clients anywhere in the State.

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We are engaged as consultants or special counsel to all forms of local government either directly or through their local counsel. Regardless of how we develop our relationship with a community, we respect the important role of the local attorney and limit our role to supplementing his or her valuable knowledge of local issues and goals for a specific project. By working with the corporate counsel in a non-competitive and collaborative relationship we have had success in developing consulting clients who have retained us for many years and through several projects. In some cases, we are asked to provide only a second or advisory opinion.

In serving as consultants or special counsel we leverage our considerable breadth and depth of experience to help local governments implement and respond to the most current and cutting edge developments in the law affecting a full range of issues. While our consulting practice can respond to any issue, regardless of how mundane or routine, we find that we can add the most value in relation to the following practice areas, for some of which the government can seek reimbursement from a private party who is seeking some form of relief or benefit:

- Collective Bargaining
- Eminent Domain
- Economic Development Incentives
- Tax Increment Financing
- Governmental Finance
- Tax Assessment and Rate Objections
- Intergovernmental Agreements and Cooperatives
- Land Use, Zoning, Annexation and Boundary Agreements
- Liability and Civil Rights Defense
- Telecommunications and Cable Regulation
- Workers' Compensation

## **OUR FACILITIES**

ANCEL GLINK's main offices are located in the landmark Marquette Building in downtown Chicago fronting on the Federal Plaza. In our full floor of offices, we have an extensive law library and the latest in computer-assisted research tools. We also maintain suburban offices in the collar counties which seamlessly interact with our principal office. Our attorneys live in all parts of the metropolitan area and we can easily provide for your on-site needs. Recently, the firm opened an office in Bloomington with services provided by attorneys with ties to this part of the State.

## **THE FUTURE**

In this brochure, we have stressed over 75 years of experience in representing governmental bodies and other clients. Although the history of the firm is very important to us, so is our future. Over the past few years, the firm has opened additional offices to better serve our growing and diverse client base. We have updated the technological facilities at our offices so that we can respond to the needs of our clients. We continue to employ attorneys with special experience and interest in serving local governmental bodies. Members of the firm appear many times each year at speaking engagements where they discuss for lawyers and non-lawyers the newest developments in statutory and case law. In addition to attending conferences of local organizations, our attorneys speak at national conferences concerning new trends in governmental law.

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We learn from our clients that government must change in order to be more responsive to the needs of their citizens. So too must government lawyers. At this law firm, we provide lawyers who are sensitive to the demands and promise of the future and who can call upon technological facilities to meet these needs. We pledge to continue our long tradition of scholarship and innovation and to offer superior services at prices that governments can afford.

We are confident that ANCEL GLINK can provide the highest quality legal services to all local governments and government officials at a reasonable cost. If you would like to discuss what we can do for you, please feel free to contact one of our senior partners, Stewart Diamond, Robert Bush, Thomas DiCianni or Keri-Lyn Krafthefer. We would be happy to visit with you to discuss our services.

We invite you to review our website at [WWW.ANCELGLINK.COM](http://WWW.ANCELGLINK.COM). There you can learn more about the firm and download many pamphlets and articles. We also invite you to call or visit us at any of our conveniently located offices to learn more about our firm and the services we can provide.