

ICMA Membership Application

About ICMA

ICMA, the International City/County Management Association, promotes leadership in local governments worldwide. Our mission is to advance professional local government through leadership, management, innovation, and ethics. ICMA provides member support; publications; data and information; peer and results-oriented assistance; and training and professional development to over 13,000 city, town, and county experts and other individuals and organizations throughout the world. The management decisions made by ICMA's members affect millions of individuals living in thousands of communities, from small villages and towns to large metropolitan areas.

ICMA membership is for individuals and is not transferable.

Join online at icma.org/join

For the most efficient option, join online with a credit card at [ICMA.org/join](https://icma.org/join) and start receiving member access and benefits immediately.

A. Complete name and contact information

☐ Mr. ☐ Ms.

First Name	Middle Initial	Last Name	Suffix	Nickname
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Organization

Title	Employer or School
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Street Address or PO Box for mailings

City	State/Province	ZIP/Postal Code	Country
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Phone	Fax	E-mail
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Home

Street Address/PO Box

City	State/Province	ZIP/Postal Code	Country
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Cell Phone	Personal E-mail
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Send ICMA mailings to (*select only one*): ☐ Organization address ☐ Home address

Send ICMA e-mail communications to (*select only one*): ☐ Organization e-mail ☐ Personal e-mail

B. Select your membership category

Full membership is for managers/administrators and assistants/deputies who serve in professional positions in all forms of local government.

Manager/Administrator: ICMA has established six criteria (see below) that determine whether a professional management position has been established that gives the manager or chief administrative officer (CAO) the level of independence, authority, and responsibility necessary to function in a professional manner. If your position meets all six criteria, you are eligible for Full membership.

Assistants/Deputies: Staff with significant general administrative responsibility (e.g. assistant and deputy managers/ACAOs) who report to a CAO whose position meets the criteria below are eligible for Full membership.

Criteria for Full Membership for CAO (Mark N/A if a criterion is not applicable.)

- _____ **1. APPOINTMENT:** I occupy a position that is appointed by an elected representative or representatives and is directly responsible to an elected representative and/or representatives.
- _____ **2. POLICY FORMULATION:** I have significant responsibility in the development and analysis of public policy alternatives and in the implementation of policy once adopted. (This means I develop public policy alternatives and recommendations for consideration by elected officials and have access to the council and work with its members.)
- _____ **3. BUDGET:** I have major responsibility for the preparation and administration of the operating and capital improvements budget.
- _____ **4. APPOINTING AUTHORITY:** I exercise significant influence in the appointment of the key management personnel of the local government and particularly the appointment of the administrative and financial staff. (In other words, I have the authority to recommend the appointment of department heads and appoint a sufficient share of the management staff to control budget preparation and administration.)
- _____ **5. ORGANIZATIONAL RELATIONSHIPS:** I am recognized within the local government organization as the principal general management professional and have a continuing direct relationship with the operating department heads on the implementation and administration of the programs. (I also have direct supervision over department heads, and, at a minimum, my overall management responsibility includes the status of first peer among administrative peers.)
- _____ **6. QUALIFICATIONS:** I was appointed to the position based on my education and experience and on my qualifications to perform the duties and responsibilities of the position as defined by ICMA's Practices for Effective Local Government Leadership. (This criterion means that you have been chosen on merit, have significant administrative experience and educational background, and will fulfill the requirement of Tenet 7 of the Code of Ethics to remain politically neutral. It excludes the strictly "political" appointment. However, it doesn't mean that you must have local government experience.)

If you are a CAO that does not meet all of the above criteria, contact ICMA member services at membership@icma.org for guidance.

Category of membership for which you are applying (check one):

☐ **Full Member** (select only one)

_____ I am a chief administrator in a local government, council of governments, or state association of local governments, and my position meets all of the above criteria.

_____ I am an assistant or deputy manager who has been appointed by the chief administrator, reports to the chief administrator, and has significant general administrative responsibilities.

*** ICMA recognizes that some senior level staff may fulfill the duties of an assistant or deputy without holding that exact title and may qualify for full membership.**

☐ **Affiliate Member**

Any person that does not qualify for Full membership is eligible for Affiliate Membership.

C. Complete dues payment information

This application must be accompanied by dues payment in U.S. currency.

Fees/Formulas for Dues Calculations

United States

☐ Full Member

Payment Calculation

1. Annual salary \$ _____
2. Deferred compensation \$ _____
3. Total annual salary (annual salary + total deferred compensation) \$ _____
4. Annual dues (total annual salary from line 3 above x 0.0065, capped at \$1,200) \$ _____

Small Community Discount – Discount only available to managers and assistant / deputy managers

Population _____

General Fund Budget \$ _____

If your population is 7,500 or less AND your General Fund Budget is 7.8 million or under, you qualify for the 20% Small Community Discount.

Discount: annual dues (from line 4 above) x 0.20 \$ _____

Discounted annual dues: annual dues (from line 4 above) – discount \$ _____

Affiliate Member

- ☐ Local government department head \$200
- ☐ Local government entry- to mid-management \$200
- ☐ Local government intern \$25
- ☐ Full-time student \$25
(Student chapter members may join online for free)
- ☐ Professor \$200
- ☐ Other \$200

International

- ☐ United Kingdom/SOLACE US\$105 ☐ Non SOLACE member US\$135
- ☐ High-income countries US\$135
- ☐ Low- and middle-income countries US\$70
- ☐ Local government intern US\$25
- ☐ Full-time student US\$25
(Student chapter members may join online for free)

Total payment (from section above) \$ _____

Payment Options

☐ Enclosed is my check/money order, payable to ICMA in U.S. currency.

Return completed application with dues payment to ICMA

ICMA Membership Payments
PO Box 79403
Baltimore, MD 21279-0403
United States

For the most efficient option, join online with a credit card at [ICMA.org/join](https://www.icma.org/join) and receive a receipt immediately.

D. Review and sign adherence to ICMA Code of Ethics

Promoting an ethical culture in local government management has been at the very core of ICMA's mission and foundation. The Code expresses the professional and personal conduct expected of members as well as defines the principles that serve as the basis for building and maintaining trust in the local government management profession.

As a condition for joining ICMA, an individual agrees to adhere to the Code. A member in service to a local government, or special district, municipal league, or council of governments, regardless of whether it is on a full-time, part-time, or interim basis, or as an intern, must comply with the entire Code. Members who are working in another field, students, or retirees must follow Tenet 1 (Democracy) and Tenet 3 (Integrity). Tenet 7 (Political Activity) does not apply to elected officials.

I have read the enclosed ICMA Code of Ethics and agree to follow it. I also understand that I am subject to the ICMA Rules of Procedure for Enforcement of the Code of Ethics.

Signature _____

Date _____

E. Complete personal, education, and employment information (optional)

Personal Information

Your online profile does not include personal information on race or ethnicity. Demographic information is only used in the aggregate by ICMA to inform efforts to advance the profession

Date of birth (mm/dd/yyyy) _____ Birthdates are hidden from online profiles.

Gender: ☐ Male ☐ Female ☐ Other

Race (U.S. Only): ☐ American Indian or Native Alaskan ☐ Asian ☐ Black or African American

☐ Native Hawaiian or Other Pacific Islander ☐ White ☐ Other _____

Are you of Hispanic ethnic background (U.S. Only)? ☐ Yes ☐ No

In lieu of filling out the education and employment experience below, you may complete your profile online.

Education

Degree (e.g., MPA, BS)	Date Completed (MM/DD/YYYY)	Name of Institution	State/Province	Country
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____

Employment Experience

Start with your current position. Include internships if they were full-time, paid positions.

From (MM/DD/YYYY)	To (MM/DD/YYYY)	Name of Local Government/Other Employer	Title	State/Province	Country	Local Government?
_____	_____	_____	_____	_____	_____	☐ Yes ☐ No
_____	_____	_____	_____	_____	_____	☐ Yes ☐ No
_____	_____	_____	_____	_____	_____	☐ Yes ☐ No
_____	_____	_____	_____	_____	_____	☐ Yes ☐ No

F. Donate to the Fund

Please consider supporting ICMA's Future of Professional Management Fund. The Fund helps advocate for professional local government management and the council-manager form of government, raise awareness about the profession, and inspire a new generation of local government leaders. To learn more, visit icma.org/donate.

Contact us

membership@icma.org
202-962-3680
800-745-8780
fax 202-962-3678
icma.org/membership

Office Use Only

Date: _____ NL: Y _____ N _____ COE: _____
Staff: _____ Category: _____ Criteria: _____
Customer ID: _____ Source Code: _____

CODE OF ETHICS WITH GUIDELINES

The ICMA Code of Ethics was adopted by the ICMA membership in 1924, and most recently amended by the membership in April 2023. The Guidelines for the Code were adopted by the ICMA Executive Board in 1972, and most recently revised in June 2023.

The mission of ICMA is to advance professional local government through leadership, management, innovation, and ethics. To further this mission, certain principles, as enforced by the Rules of Procedure, shall govern the conduct of every member of ICMA, who shall:

TENET 1. We believe professional management is essential to effective, efficient, equitable, and democratic local government.

TENET 2. Affirm the dignity and worth of local government services and maintain a deep sense of social responsibility as a trusted public servant.

GUIDELINE

Advice to Officials of Other Local Governments. When members advise and respond to inquiries from elected or appointed officials of other local governments, they should inform the administrators of those communities in order to uphold local government professionalism.

TENET 3. Demonstrate by word and action the highest standards of ethical conduct and integrity in all public, professional, and personal relationships in order that the member may merit the trust and respect of the elected and appointed officials, employees, and the public.

GUIDELINES

Public Confidence. Members should conduct themselves so as to maintain public confidence in their position and profession, the integrity of their local government, and in their responsibility to uphold the public trust.

Length of Service. For chief administrative/executive officers appointed by a governing body or elected official, a minimum of two years is considered necessary to render a professional service to the local government. In limited circumstances, it may be in the best interests of the local government and the member to separate before serving two years. Some examples include refusal of the appointing authority to honor commitments concerning conditions of employment, a vote of no confidence in the member, or significant personal issues. It is the responsibility of an applicant for a position to understand conditions of employment, including expectations of service. Not understanding the terms of employment prior to accepting does not justify premature separation. For all members a short tenure should be the exception rather than a recurring experience, and members are expected to honor all conditions of employment with the organization.

Appointment Commitment. Members who accept an appointment to a position should report to that position. This does not preclude the possibility of a member considering several offers or seeking several positions at the same time. However, once a member has accepted a formal offer of employment, that commitment is considered binding unless the employer makes fundamental changes in the negotiated terms of employment.

Credentials. A member's resume for employment or application for ICMA's Voluntary Credentialing Program shall completely and accurately reflect the member's education, work experience, and personal history. Omissions and inaccuracies must be avoided.

Professional Respect. Members seeking a position should show professional respect for persons formerly holding the position, successors holding the position, or for others who might be applying for the same position. Professional respect does not preclude honest differences of opinion; it does preclude attacking a person's motives or integrity.

Reporting Ethics Violations. When becoming aware of a possible violation of the ICMA Code of Ethics, members are encouraged to report possible violations

to ICMA. In reporting the possible violation, members may choose to go on record as the complainant or report the matter on a confidential basis.

Confidentiality. Members shall not discuss or divulge information with anyone about pending or completed ethics cases, except as specifically authorized by the Rules of Procedure for Enforcement of the Code of Ethics.

Seeking Employment. Members should not seek employment for a position that has an incumbent who has not announced his or her separation or been officially informed by the appointive entity that his or her services are to be terminated. Members should not initiate contact with representatives of the appointive entity. Members contacted by representatives of the appointive entity body regarding prospective interest in the position should decline to have a conversation until the incumbent's separation from employment is publicly known.

Relationships in the Workplace. Members should not engage in an intimate or romantic relationship with any elected official or board appointee, employee they report to, one they appoint and/or supervise, either directly or indirectly, within the organization.

This guideline does not restrict personal friendships, professional mentoring, or social interactions with employees, elected officials and Board appointees.

Influence. Members should conduct their professional and personal affairs in a manner that demonstrates that they cannot be improperly influenced in the performance of their official duties.

Conflicting Roles. Members who serve multiple roles — either within the local government organization or externally — should avoid participating in matters that create either a conflict of interest or the perception of one. They should disclose any potential conflict to the governing body so that it can be managed appropriately.

Conduct Unbecoming. Members should treat people fairly, with dignity and respect and should not engage in, or condone bullying behavior, harassment, sexual harassment or discrimination on the basis of race, religion, national origin, age, disability, gender, gender identity, or sexual orientation.

TENET 4. Serve the best interests of all community members.

GUIDELINES

Effects of Decisions. Members should inform the appropriate elected or appointed official(s) of a decision's anticipated effects on community members.

Promote Equity. Members should ensure fairness and impartiality in accessing programs and services and in the enforcement of laws and regulations. Members should assess and propose solutions to strive to eliminate disparities.

TENET 5. Submit policy proposals to elected officials; provide them with facts, and technical and professional advice about policy options; and collaborate with them in setting goals for the community and organization.

TENET 6. Recognize that elected representatives are accountable to their community for the decisions they make; members are responsible for implementing those decisions.

TENET 7. Refrain from all political activities which undermine public confidence in professional administrators. Refrain from participation in the election of the members of the employing legislative body.

GUIDELINES

Elections of the Governing Body. Members should maintain a reputation

for serving equally and impartially all members of the governing body of the local government they serve, regardless of party. To this end, they should not participate in an election campaign on behalf of or in opposition to candidates for the governing body.

Elections of Elected Executives. Members shall not participate in the election campaign of any candidate for mayor or elected county executive.

Running for Office. Members shall not run for elected office or become involved in political activities related to running for elected office, or accept appointment to an elected office. They shall not seek political endorsements, financial contributions or engage in other campaign activities.

Elections. Members share with their fellow citizens the right and responsibility to vote. However, in order not to impair their effectiveness on behalf of the local governments they serve, they shall not participate in political activities to support the candidacy of individuals running for any city, county, special district, school, state or federal offices. Specifically, they shall not endorse candidates, make financial contributions, sign or circulate petitions, or participate in fund-raising activities for individuals seeking or holding elected office.

Elections relating to the Form of Government. Members may assist in preparing and presenting materials that explain the form of government to the public prior to a form of government election. If assistance is required by another community, members may respond.

Presentation of Issues. Members may assist their governing body in the presentation of issues involved in referenda such as bond issues, annexations, and other matters that affect the government entity's operations and/or fiscal capacity.

Personal Advocacy of Issues. Members share with their fellow citizens the right and responsibility to voice their opinion on public issues. Members may advocate for issues of personal interest only when doing so does not conflict with the performance of their official duties.

TENET 8. Make it a duty continually to improve the member's professional ability and to develop the competence of associates in the use of management techniques.

GUIDELINES

Self-Assessment. Each member should assess his or her professional skills and abilities on a periodic basis.

Professional Development. Each member should commit at least 40 hours per year to professional development activities that are based on the practices identified by the members of ICMA.

TENET 9. Keep the community informed on local government affairs. Encourage and facilitate active engagement and constructive communication between community members and all local government officials.

GUIDELINES

Engagement. Members should ensure community members can actively engage with their local government as well as eliminate barriers and support involvement of the community in the governance process.

TENET 10. Resist any encroachment on professional responsibilities, believing the member should be free to carry out official policies without interference, and handle each problem without discrimination on the basis of principle and justice.

GUIDELINE

Information Sharing. The member should openly share information with the governing body while diligently carrying out the member's responsibilities as set forth in the charter or enabling legislation.

TENET 11. Manage all personnel matters with fairness and impartiality.

GUIDELINE

Diversity and Inclusion. It is the member's responsibility to recruit, hire, promote, retain, train, and support a diverse workforce at all levels of the organization.

TENET 12. Public office is a public trust. A member shall not leverage his or her position for personal gain or benefit.

GUIDELINES

Gifts. Members shall not directly or indirectly solicit, accept or receive any gift if it could reasonably be perceived or inferred that the gift was intended to influence them in the performance of their official duties; or if the gift was intended to serve as a reward for any official action on their part.

The term "Gift" includes but is not limited to services, travel, meals, gift cards, tickets, or other entertainment or hospitality. Gifts of money or loans from persons other than the local government jurisdiction pursuant to normal employment practices are not acceptable.

Members should not accept any gift that could undermine public confidence. De minimus gifts may be accepted in circumstances that support the execution of the member's official duties or serve a legitimate public purpose. In those cases, the member should determine a modest maximum dollar value based on guidance from the governing body or any applicable state or local law.

The guideline is not intended to apply to normal social practices, not associated with the member's official duties, where gifts are exchanged among friends, associates and relatives.

Investments in Conflict with Official Duties. Members should refrain from any investment activity which would compromise the impartial and objective performance of their duties. Members should not invest or hold any investment, directly or indirectly, in any financial business, commercial, or other private transaction that creates a conflict of interest, in fact or appearance, with their official duties.

In the case of real estate, the use of confidential information and knowledge to further a member's personal interest is not permitted. Purchases and sales which might be interpreted as speculation for quick profit should be avoided (see the guideline on "Confidential Information"). Because personal investments may appear to influence official actions and decisions, or create the appearance of impropriety, members should disclose or dispose of such investments prior to accepting a position in a local government. Should the conflict of interest arise during employment, the member should make full disclosure and/or recuse themselves prior to any official action by the governing body that may affect such investments.

This guideline is not intended to prohibit a member from having or acquiring an interest in or deriving a benefit from any investment when the interest or benefit is due to ownership by the member or the member's family of a de minimus percentage of a corporation traded on a recognized stock exchange even though the corporation or its subsidiaries may do business with the local government.

Personal Relationships. In any instance where there is a conflict of interest, appearance of a conflict of interest, or personal financial gain of a member by virtue of a relationship with any individual, spouse/partner, group, agency, vendor or other entity, the member shall disclose the relationship to the organization. For example, if the member has a relative that works for a developer doing business with the local government, that fact should be disclosed.

Confidential Information. Members shall not disclose to others, or use to advance their personal interest, intellectual property, confidential information, or information that is not yet public knowledge, that has been acquired by them in the course of their official duties. Information that may be in the public domain or accessible by means of an open records request, is not confidential.

Private Employment. Members should not engage in, solicit, negotiate for, or promise to accept private employment, nor should they render services for private interests or conduct a private business when such employment, service, or business creates a conflict with or impairs the proper discharge of their official duties. Teaching, lecturing, writing, or consulting are typical activities that may not involve conflict of interest, or impair the proper discharge of their official duties. Prior notification of the appointing authority is appropriate in all cases of outside employment.

Representation. Members should not represent any outside interest before any agency, whether public or private, except with the authorization of or at the direction of the appointing authority they serve.

Endorsements. Members should not endorse commercial products or services by agreeing to use their photograph, endorsement, or quotation in paid or other commercial advertisements, marketing materials, social media, or other documents, whether the member is compensated or not for the member's support. Members may, however, provide verbal professional references as part of the due diligence phase of competitive process or in response to a direct inquiry.

Members may agree to endorse the following, provided they do not receive any compensation: (1) books or other publications; (2) professional development or educational services provided by nonprofit membership organizations or recognized educational institutions; (3) products and/or services in which the local government has a direct economic interest.

Members' observations, opinions, and analyses of commercial products used or tested by their local governments are appropriate and useful to the profession when included as part of professional articles and reports.