

ICMA UPDATE LA COUNTY MANAGERS

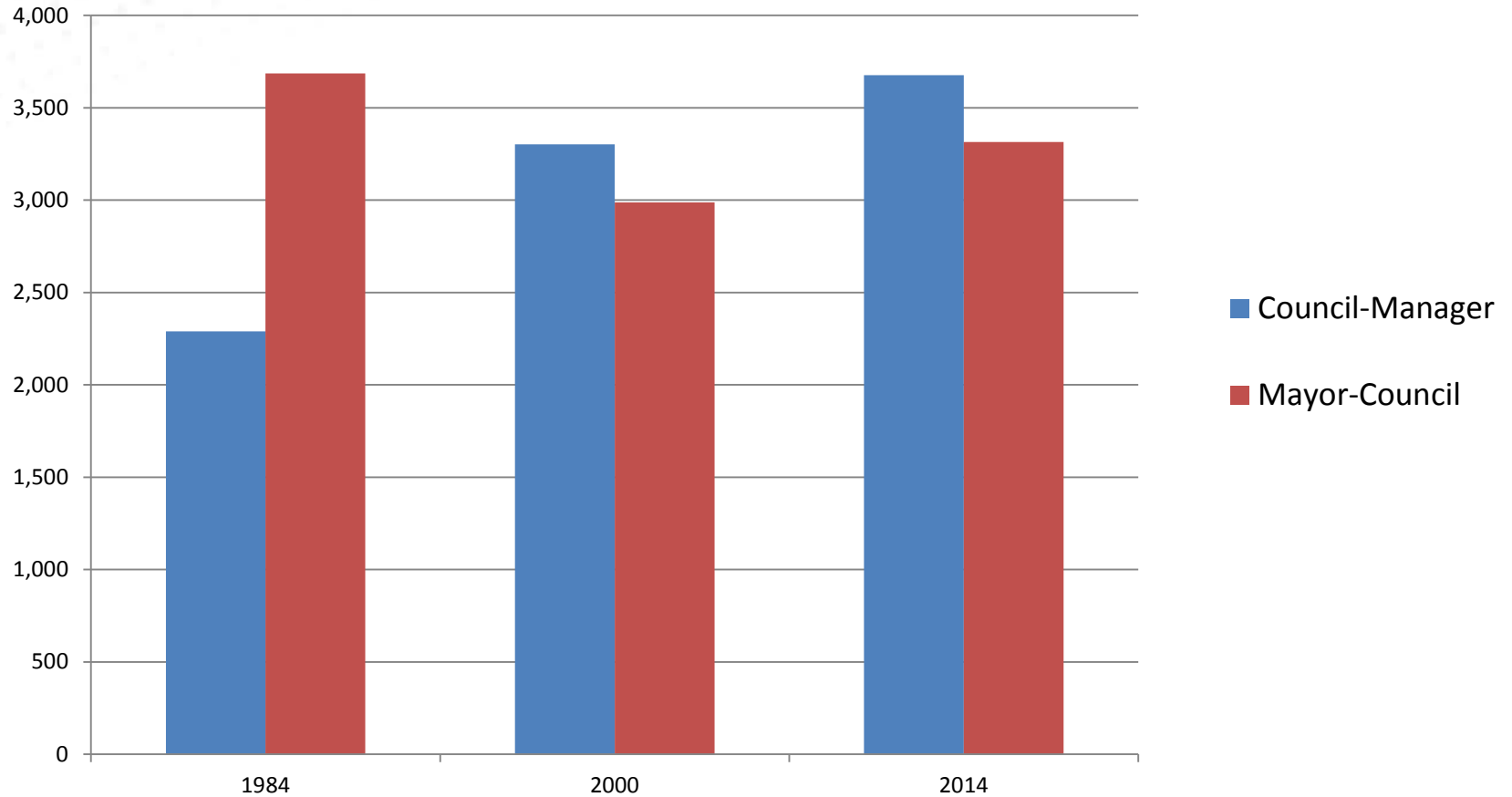
MAY 18, 2016

KEVIN C. DUGGAN
WEST COAST REGIONAL DIRECTOR
ICMA



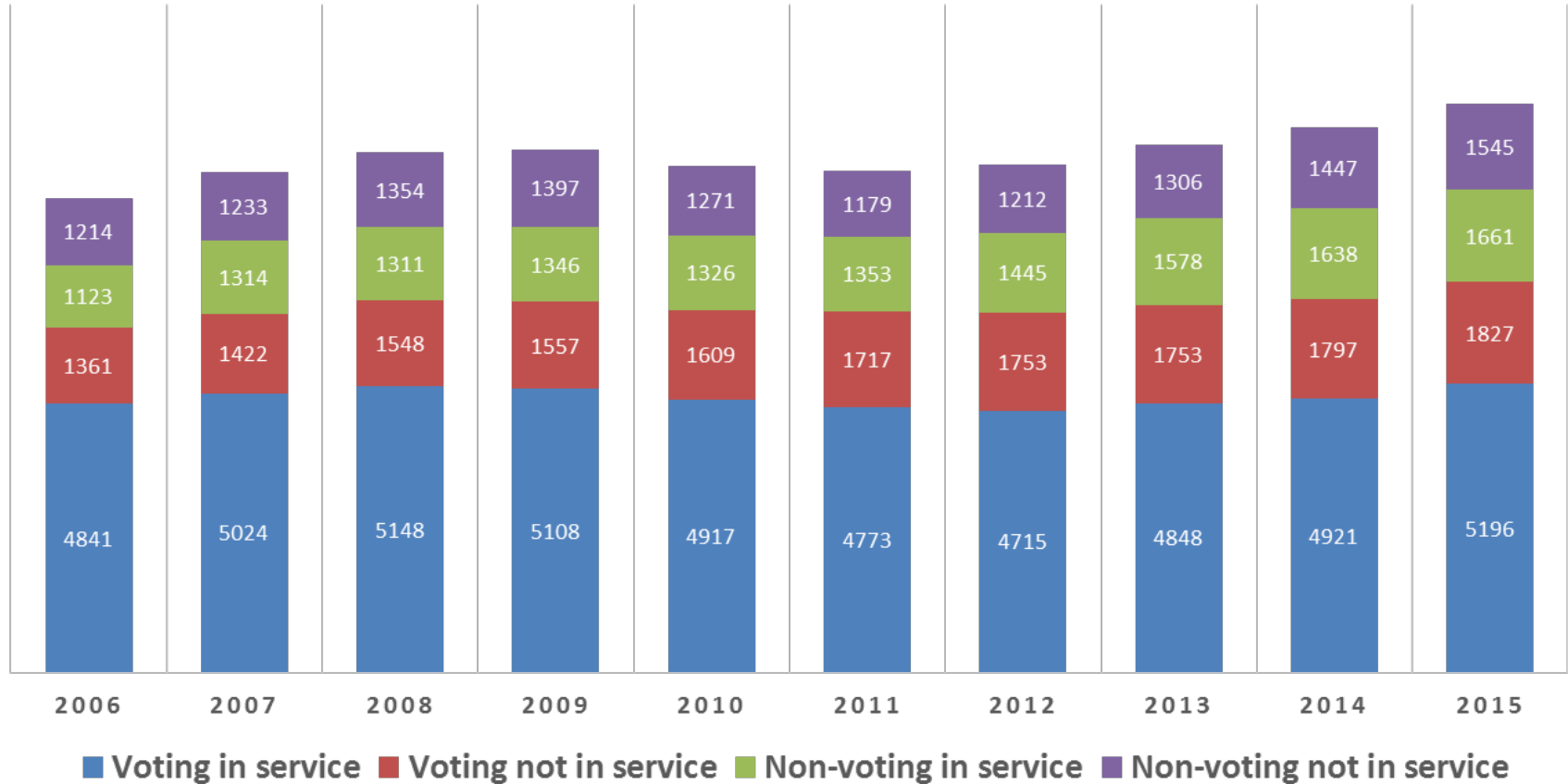


The profession is growing ...





10,000+ Members





ICMA Student Chapters

Goals:

- Introduce and integrate students into local government management
- Familiarize students with ICMA members, resources, and the Code of Ethics.
- Establish connections between ICMA, schools, students, state associations, and managers.
- USC, Mills College, San Jose State, University of La Verne, Pepperdine (50+ nationwide)



ICMA STUDENT CHAPTERS

What You Can Do:

- No fees: costs are now underwritten by ICMA-RC
- Become the student chapter's management advisor
- Teach a course
- Invite student groups to facilities tours, site or training demonstrations
- Help fund student professional development (memberships, conference scholarships)



Recruiting Emerging Leaders

- Department Directors: New flat dues rate of \$200 for affiliate members
- Emerging Leaders: Tiered rate of \$150/year 1, \$175/year 2, and capped at \$200



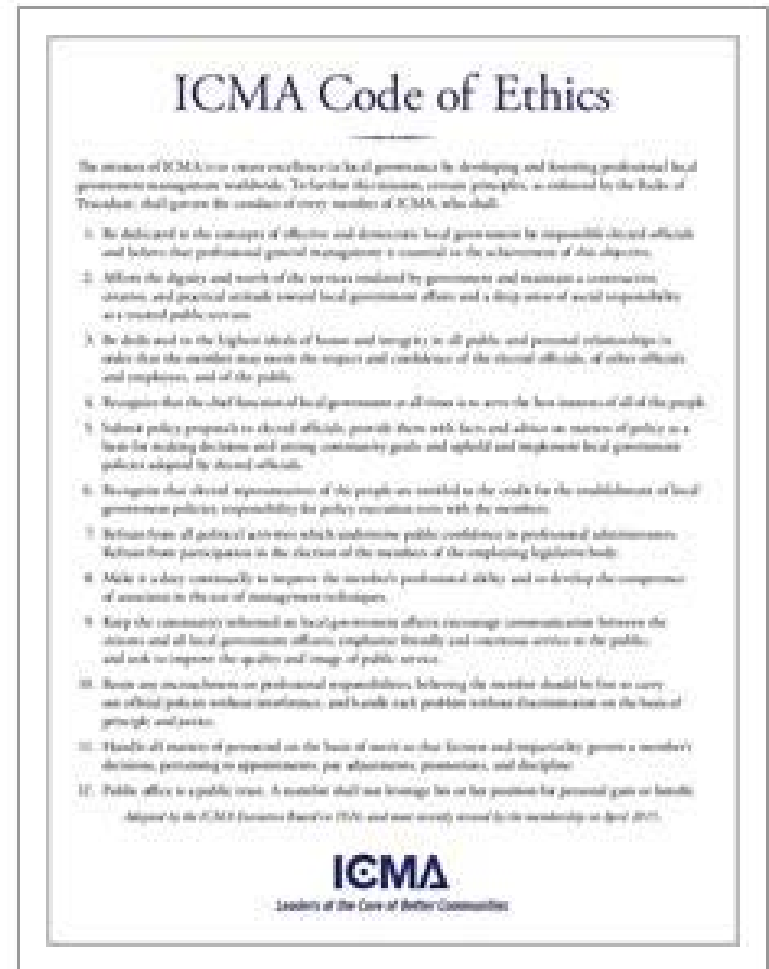
ICMA's National Coaching Program

- ICMA-RC is underwriting the national coaching program.
- Building on the success of Cal-ICMA to launch the national program.
- Critical for providing support to emerging leaders and building diversity in the profession.



ICMA Code of Ethics

- Adopt the revised Code
- Join the dialogue on integrity and trust in Tenet 3
- What's on your wall?





ICMA Resources

- Model Employment Agreement
- First Time Administrators' Handbook
- Performance Evaluation Guide
- Recruitment Guidelines
- Municipal Bonds and Infrastructure
- Leadership in Local Government eBook Series
- Knowledge Network
- Form of Government/Life Well Run Resources



Making It Work: The Essentials of Council-Manager Relations

- Overview of Council-Manager Relations
- The Quality of the Relationship
- Governance
- New Council Member Orientations
- Council and Board Meetings
- Best Practices for Council Retreats
- When Things Go Wrong
- 12 Best Practices in Council-Manager Relations



Strategic Planning Task Force – What's Next?

December 2015 – May 2016:

- Develop strategies for ICMA
- Member engagement (Regional Summits, State Associations, Surveys)

May 2016: Meeting in San Antonio, Texas

- Consensus on ICMA's Vision, Mission, Core Beliefs
- Refine strategies

December 2016:

- Final Strategic Plan approved by ICMA Board

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TIERS

TO MATCH EVERY

COMMUNITY SIZE
AND BUDGET



MEASURE

- > Annual Reporting Option
- > Summary Data Report

ICMA member: \$795; nonmember: \$1,095



COMPARE

- Tier 1 features plus
- > Predefined graphs and tables

ICMA member: \$1,595; nonmember: \$2,095



EXPLORE

- Tier 1 & 2 features plus
- > Monthly, quarterly, or semi-annually reporting option
- > Custom reporting tool

ICMA member: \$5,595; nonmember: \$7,295



ANALYZE

- Tier 1, 2 & 3 features plus
- > Data drill down
- > Scorecards

ICMA member: \$9,695; nonmember: \$12,695



TRANSFORM

- Tier 1, 2, 3 & 4 features plus
- > Advanced data visualization
- > Custom measures

ICMA member: \$12,695; nonmember: \$16,595



Executive Director Recruitment

- GovHR is leading the search process
- Job profile completed with input from members, affiliate groups, and key stakeholders
- Applications closed March 4, 2016
- Goal is to introduce the new Executive Director at the 2016 ICMA Conference



2016 ICMA Annual Conference

- September 25-28: Kansas City
(Registration Opens June 2)
- 2017 West Coast Regional Summit—
Spring of 2017—Bay Area



Survival Skills Project Follow-Up

1. Development of Effective Governance Attributes and Model Protocols for Effective Council/Manager Relations
2. Development of an On-Line Compendium/Repository of Council/Manager Relations Resources
3. Regional Peer Support and Coaching



Survival Skills Project Follow-Up

4. Development of Additional Resources to Assist First Time City Managers.
5. Development of Program Content for Specific League Conferences:
 - CMD Annual Conference
 - New Mayor's and Councilmembers
 - Mayor's and Councilmembers Conference



Senior Advisor Program

- Joint Program of ICMA and LCC
- 17 Senior Advisors Throughout the State
- 13 of 17 Appointed in the Last 5 Years
- LA County:
 - AJ Wilson
 - Bob Dominguez
 - Mary Strenn
 - Ron Bates



ICMA

Leaders at the Core of Better Communities