

I AM A:

- Voting Member
- Non-Voting Member
- Don't Know
- Not a Member

1. The importance of changing voting, nominating rights and Board service eligibility:

How important is it to you to change voting, nominating rights and Board service eligibility to create more diverse participation and governance at ICMA?

- | | |
|---|---|
| <input type="checkbox"/> Extremely Important | <input type="checkbox"/> Very Important |
| <input type="checkbox"/> Moderately Important | <input type="checkbox"/> Not That Important |

2. Proposed alternatives to expand voting rights and governance diversity:

Mark your first choice with a 1; mark your least favorite choice with a 0.

- Extend voting eligibility to Affiliate Members in service who have been a member of ICMA and serving in local government for three years.
- A 3-tiered membership in which both full members and second-tier members in local government service are eligible to vote. The tiers would be as follows: 1) Full Members: CAO/Assistant, 2) Department Director/ Mid-Career, 3) Entry Level
- Voting eligibility could be extended to any member in service to local government, except for student members, interns or elected officials.
- No change.

Why did you choose your favored option? Your least favored option? Add other options here or adjust the options presented.

Use the Career and ICMA Experience below to mark what you think is necessary to have ICMA voting rights (mark the minimum qualification for each):

Career Experience

CAO/Deputy/ Assistant	Department Director	5+ years of Local Government Experience	1-5 years of Local Government Experience
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ICMA Experience

Committee/Task Force Chair or Co-Chair	Committee/Task Force Participation	1-3 years of ICMA Membership as entry to mid-management
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3. Serving on Regional Nominating Committees:

Responsibility for interviewing and selecting candidates to serve as Vice Presidents on the ICMA Executive Board has been delegated to Regional Nominating Committees from the six ICMA regions. The Regional Nominating Committees interview candidates and then select the individual who will appear on the ballot for approval by voting members. In the US, those representatives are the state association presidents (or their designee), representatives from NFBPA, LGHN and NACA and the ICMA President.

Currently, only Full Members in service to a local government may serve on the Regional Nominating Committee. What are your thoughts about allowing any ICMA member serving in a local government and in good standing to serve as the appointed representative to the Regional Nominating Committee? For example, if the state association president occupies a position in local government that doesn't qualify them for Full Membership, should they be able to serve on the Regional Nominating Committee?

- | | |
|--|--|
| <input type="checkbox"/> Strongly Favor | <input type="checkbox"/> Somewhat Favor |
| <input type="checkbox"/> Somewhat Oppose | <input type="checkbox"/> Strongly Oppose |
| <input type="checkbox"/> Don't Know | |

Why did you answer the way you did?

Use the Career and ICMA Experience below to mark what you think is necessary to serve on the ICMA Regional Nominating Committee (mark the minimum qualification for each):

Career Experience

CAO/Deputy/ Assistant	Department Director	5+ years of Local Government Experience	1-5 years of Local Government Experience
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ICMA Experience

Committee/Task Force Chair or Co-Chair	Committee/Task Force Participation	1-3 years of ICMA Membership as entry to mid-management
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4. Executive Board Diversity Proposals:

Mark your first choice with a 1; mark your least favorite choice with a 0.

- Extend eligibility to serve on the Board in the non-CAO position to Affiliate Members in service—entry-level to mid-management and department directors—who have been a member of ICMA and serving in local government for three years.
- Extend eligibility to serve on the Board to Affiliate Members in service—entry-level to mid-management and department directors—who have been a member of ICMA and serving in a local government for three years. This option would apply to any seat on the Board, not just the designated non-CAO seat.
- Add one seat a year for the next three years that will be selected by the incoming ICMA President to enhance diversity on the Board. The incoming President will select the candidate from among the slate of non-selected candidates to the Board from each of the five regions within the US. The incoming President will make a recommendation to the full Board in June. This will result in three additional seats to the board.
- No change.

Why did you choose your favored option?

Why did you choose your least favored option?

Use the Career and ICMA Experience below to mark what you think is necessary to serve on the ICMA Board (mark the minimum qualification for each):

Career Experience

CAO/Deputy/ Assistant	Department Director	5+ years of Local Government Experience	1-5 years of Local Government Experience
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ICMA Experience

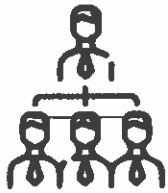
Committee/Task Force Chair or Co-Chair	Committee/Task Force Participation	1-3 years of ICMA Membership as entry to mid-management
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ICMA Membership Categories

If you are a...

&

Your appointed position meets the six criteria below...



**Manager/Chief
Administrative Officer**



**Assistant/Deputy
Manager/CAO**



**A Member who previously held
the position of CAO/Assistant
but no longer serves in local
government.**



OR



**You are a staff member with broad administrative
responsibility who reports to a CAO whose position
meets the above criteria**

You are a Full Corporate Member of ICMA

***This means that you are eligible to vote in ICMA elections, serve on a
Regional Nominating Committee, and serve on the ICMA Executive Board***

**If you serve in an appointed position in local government that does not
meet these criteria (department director, entry- to mid-management,
intern, student), you are eligible for Affiliate (non-voting) membership.**

***Affiliate members are not eligible to vote, serve on a Regional Nominating
Committee, or serve on the ICMA Executive Board***

Member Snapshot

VOTING MEMBERS	N=7,200
Male	79%
Female	21%
Hispanic	2%
African American	5%
Asian	<1%
Average age	56 years

AFFILIATE MEMBERS IN SERVICE	N=2,300
Male	49%
Female	51%
Hispanic	6%
African American	7%
Asian	2%
Average age	43 years

Voting Member Categories Overview

CATEGORY

DUES

CAOs, assistant/deputy CAOs, other senior level staff in local government who report to CAO and have "significant general administrative responsibility"

Annual salary × 0.008, capped at \$1,400

Full members, not in service

\$200*

Full members who retire from service to local government

\$50*

Life members

\$0*

Full members in transition

\$0*

*Cannot join at this level

Affiliate In Service Member Categories Overview

CATEGORY

DUES

Entry level to mid management staff in local government

\$150 first year of membership, \$175 second year, and \$200 for third year and beyond

Department heads in local government

\$200 flat rate

Local government interns

\$25