



**ICMA**

**ECONOMIC  
MOBILITY**  
& OPPORTUNITY

**SPECIAL  
ASSISTANTS  
PROGRAM**

Program Overview and Q&A

April 30, 2025



# AGENDA

- ICMA's EMO initiatives
- EMO Special Assistants Program details
- Q&A period



# EMO AT ICMA



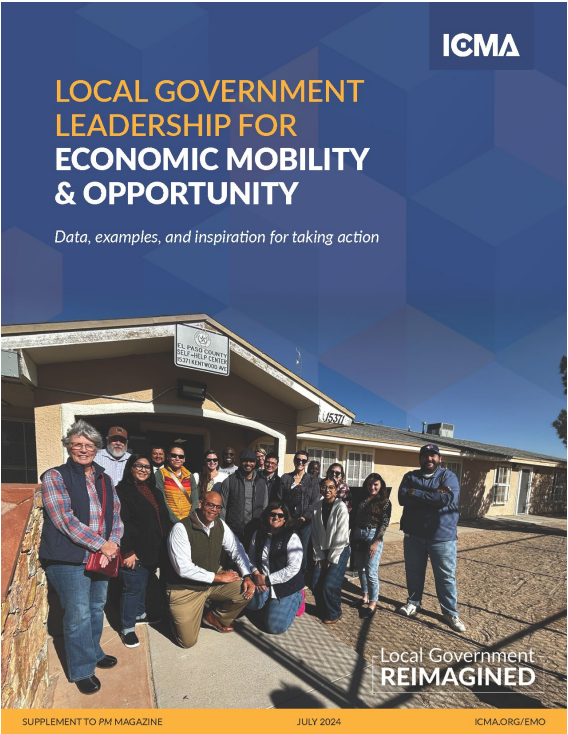
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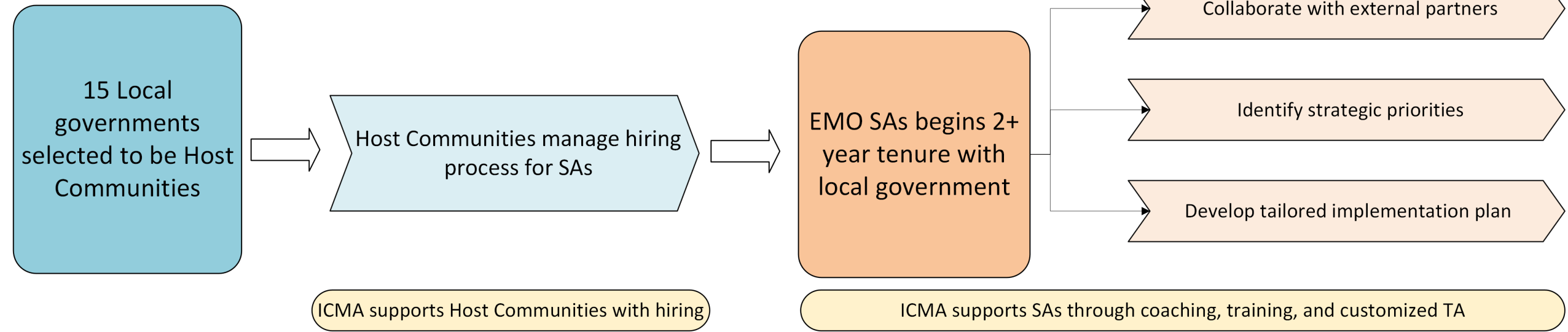
# ICMA'S EMO INITIATIVES



# EMO SPECIAL ASSISTANTS (EMO SA) PROGRAM

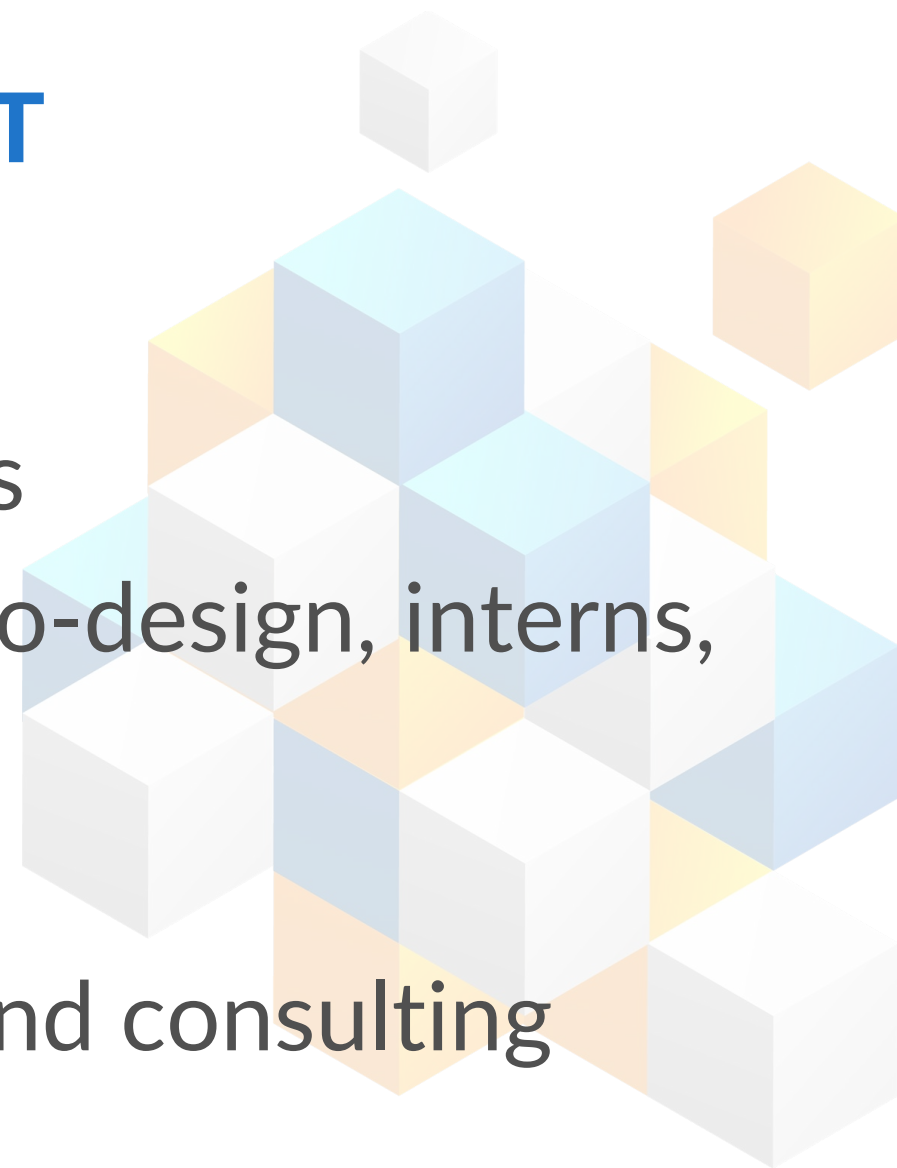


# WHAT IS THE EMO SA PROGRAM?



# SUPPORT PROVIDED BY GRANT

- Salary and relocation
- Attendance at annual convenings
- Local collaboration efforts (e.g. co-design, interns, other activities)
- Professional development
- Coaching, technical assistance, and consulting



# IDEAL HOST COMMUNITY

- Local government with a holistic understanding of community conditions that influence economic mobility for residents and motivation to act:
  - workforce development
  - housing affordability
  - household financial security
  - other EMO topics
- Local government with a supportive and collaborative organizational culture
- Medium-sized local government
- Vision of longer-term support and sustainability of EMO efforts





# TECHNICAL REQUIREMENTS

- U.S. local government entities must include one ICMA member serving in a senior role
- Host communities must be able to support their special assistant with a typical full-time employee benefits package
- EMO SA must report directly to CAO or other executive leadership
- Supportive of co-design process launched within 6 months
- Participation in all virtual and in person meetings from EMO SAs and other reps

# CONTRACT PROCESS

- Expect that this process will require a quick turnaround time to ensure proper participation
- Upon selection, local governments will be required to complete the ICMA subgrant agreement process
- Grant funds will be disbursed in multiple payments
  - First payment anticipated within 1-2 months of selection to cover approximately 6 months of salary, initial activities and travel
  - Subsequent payments are anticipated to be paid annually

# APPLICATION CONTENT & SELECTION



- Understanding of community EMO needs
- Demonstrated commitment to upward mobility and opportunity for residents
- Organizational challenges and capacity to advance EMO strategies
- Demonstrated commitment to cross-sector partnerships
- Descriptions of:
  - How position engages directly with executive leadership
  - New position or re-working a position
  - Proposed compensation, benefits
- Geographic, economic, and demographic diversity in host communities

# HOW TO APPLY

- Learn more & apply:  
[icma.org/emo-sa](https://icma.org/emo-sa)
- Direct Access:
  - [PDF Request for Applications](#)
  - [Application](#)
  - Email [emo@icma.org](mailto:emo@icma.org) with any questions

*Are you or someone you know interested in serving as a special assistant?*  
<https://icma.org/emo-sa/interest>

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## EMO Special Assistants Program

ICMA will provide grant funding for 15 local governments to hire and support full-time, senior leaders coordinating efforts to expand economic opportunity for all residents

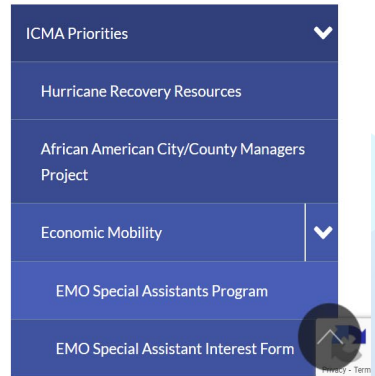


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### Now Recruiting Host Communities to Receive Multi-Year Support

ICMA's EMO Special Assistants Program (EMO SA) offers a rare, significant infusion of resources to bolster local leadership and align actions and stakeholders around factors that enable all residents to climb the



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# ANTICIPATED TIMELINE

- **May 30, 2025 (5:00 pm PT): Application closes**
- **Mid-June 2025:** Selected local governments notified (subject to change)

*Once a local government is selected...*

- **Summer 2025:** Submit required vendor documents, sign subgrant agreement with ICMA, orientation, draft job description, publicize position and start hiring process
- **Fall 2025:** Special Assistants hired by host communities
- **Q4 2025:** In-person EMO SA + LG leaders meeting, location TBD (subject to change)

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  - Email [emo@icma.org](mailto:emo@icma.org) with any questions

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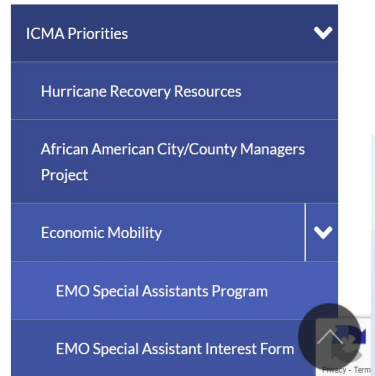


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