



Leadership ICMA

COMMITMENT FORM

INTERNATIONAL CITY/COUNTY
MANAGEMENT ASSOCIATION
777 N Capitol St. NE, Ste. 500
Washington, DC 20002-4290
202.962.3680 | 202.962.3500 (f)
icma.org

To: _____

INDIVIDUAL COMPLETING REFERENCE FORM

From: Leadership ICMA Applicant Review Panel

Subject: Participation of _____ in Leadership ICMA

APPLICANTS NAME

Thank you for supporting the applicant in their interest in participating in the Leadership ICMA program. The applicant must submit your Commitment Form as part of their application. Please return this form to the applicant.

Leadership ICMA is a competitive, intensive, one-year program designed for those committed to a professional future in local government management at a senior level. The program aims to cultivate key competencies needed for success in local government management, including personal leadership, integrity and ethics, team building, advocacy, community building, communication, Diversity, Equity, and Inclusion, strategic planning, community engagement, initiative, risk-taking, vision, creativity, and innovation. If the applicant from your organization is selected to participate, we believe this training will significantly strengthen their contributions to your organization as well as their own professional development.

The participant's investment in this program includes mandatory attendance at two multi-day in-person classes over a one-year period. Additionally, participants are required to participate in an instructor-led course and completion of self-paced materials, including short video lessons, recommended readings, interactive content, and activities, monthly. The self-paced portion of each course consists of 60-90 minutes of mandatory content, plus supplementary activities and materials. For instructor-led sessions, participants will spend 60 minutes per course during typical working hours.

Applicants must be members of ICMA, have at least three years of management experience in local government or a related field, and must complete the ICMA Leadership Assessment. Results of the assessment remain confidential and are not considered in the review of applications. Employers must be willing to support the educational and travel costs associated with this program.

Tuition and Travel Costs

Tuition for the Leadership ICMA program is \$2,500 per year, plus travel costs as outlined below:

1. Orientation: The initial orientation and team-building session will be held at ICMA Headquarters, 777 North Capitol Street, NE, Washington DC 20002, from April 15 to April 17, 2026. Participants are responsible for their travel, lodging, and board.
2. ICMA Annual Conference: The conference will take place in Long Beach/Los Angeles County, California, from October 17-21, 2026. Participants are responsible for their registration, lodging, board, and travel costs.

Please confirm your support for this applicant's full participation in Leadership ICMA for a one-year commitment of time, professional work, and development by completing and signing the section below.

I support my employees' full participation in Leadership ICMA for a one-year period, beginning January 2026, including the associated time and travel commitment required, and agree to send tuition in the amount of \$2,500 upon acceptance into the Leadership ICMA.

Signature: _____

Date: _____

Print name: _____

The ICMA logo is located in the bottom right corner of the page. It consists of the letters "ICMA" in a bold, dark blue, sans-serif font. To the left of the letters is a stylized graphic of a city skyline, composed of several light blue squares of varying heights and widths, arranged in a stepped pattern.