



Leaders at the Core of Better Communities

SUMMARY OF STATE SPONSORED MEMBERS IN TRANSITION PROGRAMS

A survey was conducted in February 2012 on the status of Members in Transition (MIT) programs in state associations. All were given an opportunity to provide information, and of the 36 associations surveyed, responses were received from 20. While only 60% said they have formal programs, most offer some form of support to their members. ICMA has electronic copies of the MIT policies for ten states: Arizona, Florida, Georgia, Illinois, Iowa, Kansas, Michigan, Minnesota, Oregon, and South Carolina.

ICMA works closely with state organizations to provide support to members in transition. In addition to an information packet, ICMA provides all MITs with a waiver of up to three years of membership dues, complimentary annual conference registration, complimentary webconference per month, and a bimonthly conference call. The next time you come across an MIT listing in the newsletter, please reach out and contact that member. Personal contacts and individual support to MITs are always appreciated.

A summary of the responses compiled from the 20 respondents to the survey can be found below. Selected responses by state are listed on page 3. If you have updates to the information provided, or would like to add your state association, please contact membership@icma.org.

Formal programs

60% of responding state associations have a formal program, i.e. written policy or standing committee, to offer assistance to members in transition (MITs)

Financial help

85% of responding state associations waive membership dues for MITs

60% waive conference registration fees, and 25% provide partial waivers

45% waive conference meal costs, and 25% provide a partial meal stipend

15% provide partial lodging stipends for MITs

One state reports assisting with ICMA Annual Conference attendance

Limits

67% of responding state associations that provide benefits limit the amount of time a member can retain MIT status, most to between one and three years

Interim job assistance

30% of responding state associations encourage members to hire MITs for special projects or provide interim job leads (many times this is done through newsletters or websites)

35% of responding state associations send their MIT list to communities that are looking for interim managers

20% contact MITs when opportunities arise

Legal assistance

15% of responding state associations provide limited legal assistance to MITs (one to three free hours)

40% provide referrals

Only one state reports providing a discounted rate for legal assistance

Counseling

Two states report providing professional counseling to MITs

65% have ICMA Range Riders in their states

Other services

25% of responding state associations print MIT contact information in their newsletters and/or on their websites

20% provide complimentary publications or resources to MITs

20% provide a list of vacant positions to MITs

15% provide a list of MITs to communities with vacant positions

Selected responses by state on next page ...

Selected responses by state

State	Dues Waiver	Conference Waiver	Conference Meals	Conference Lodging	Legal	Counseling besides Range Riders
Alabama	N/A	N/A	N/A	N/A	N/A	
Arkansas	No formal program, but we assist case-by-case and upon request in a variety of ways.					
Florida	Yes	Yes	Partial	Partial	Referrals	
Iowa	Yes	Yes	Yes	No	Reduced rate	
Illinois	Yes	Yes	Yes	No	Hour	One visit
Kansas	Yes	Yes	Yes	No	No	
Maine	Yes	Partial	No	No	Referrals	
Massachusetts		Yes, for one-day meetings	Yes	No	Referrals	
Michigan	Yes	Yes	No	No	Referrals	Yes
Minnesota	Yes	Yes	Partial	Partial	Hour	
New Hampshire	Yes	Scholarship consideration given	Partial	Partial	No	
North Carolina	Yes	Partial	Partial	No	No	
Oregon	Yes	Partial	Yes	No	Referrals	

Pennsylvania	Yes	Yes	Yes	No	3 hours	
South Carolina	Yes	Yes	No	No	No	
Tennessee	Yes	Yes	Yes, less one meal	No	Referrals	
Texas	Yes	Yes	No	No	Referrals	
Vermont	Yes	N/A	Yes	No	No	
Virginia	Yes	Yes	Yes	No	No	
Wisconsin	Yes	Partial	Yes	No	Referrals	