ICMA MOUNTAIN PLAINS REGIONAL NOMINATING COMMITTEE PROCESS FOR IDENTIFICATION AND SELECTION OF NOMINEES FOR ICMA VICE PRESIDENT
Adopted May 4, 2012; Renewal made evergreen by the Board September 2015

Association Commitment
To contribute to finding a number of motivated and qualified members to serve on the ICMA Executive Board while assuring equal opportunity within the region for all states to be represented while also contributing to the achievement of a balanced board that represents the profession and those served by it.

To fulfill this commitment, state associations in the region will be proactive in identifying candidates and grooming future candidates by:
- Encouraging members within their state associations to become members of ICMA.
- Encouraging members within their state associations to begin service to ICMA through task forces and committees or through other forms of contribution to the association at the state and national/international level.
- Encouraging members within their states to aspire to service on the ICMA Board and plan for appropriate opportunities to represent their state on the board.
- Recruiting talented minorities and women into local government and into membership in state associations and ICMA.

State Associations
The following states are included in ICMA’s Mountain Plains region: Arizona, Arkansas, Colorado, Idaho, Kansas, Montana, Nebraska, New Mexico, North Dakota, Oklahoma, South Dakota, Texas, Utah, Wyoming

Several of these states are grouped under the GOSCMA umbrella: Idaho, Montana, North Dakota, South Dakota, and Wyoming. (It is recognized that individual states may choose to have separate state associations as well and those states may nominate.)

The following state associations have affiliation agreements with ICMA: Arizona, Arkansas, Colorado, GOSCMA, Kansas, Nebraska, Oklahoma, Texas, and Utah.

Regional Nominating Committees
1. Each Regional Nominating Committee will be composed of:
   - The president of each primary state association that has an affiliation agreement with ICMA or his/her designee.
   - A representative in the region from NFBPA, IHN and NACA. Each of these national affiliate organizations has the opportunity to appoint a representative in the region to the Committee.
   - The ICMA President or a designee from the ICMA Executive Board.

   All members of the Committee must be Full (voting) Members of ICMA.

2. The Senior Regional Vice President, in consultation with the two other vice presidents, will select the chair from a state not in the geographical rotation for that round or from a state represented on the ICMA Executive Board by a Regional Vice President. The Senior Vice President has the responsibility to orient and prepare the Chair for the interview process.

3. Regional Nominating Committees will interview candidates annually at their Regional Summits and will select the nominee for their region within the timeframe established by the ICMA Executive Board.
4. Regional Nominating Committees will follow the ICMA Executive Board’s policy to select a nominee who will provide a balanced board that represents the profession and those served by it. The committees will use the following criteria, established by the board, to evaluate candidates:
   - Experience in local government;
   - Service to ICMA and its affiliates;
   - Diversity in the nominees and the continuing board members with whom they will serve in terms of geography, ethnicity, gender, position, and size and type of local governments;
   - Demonstration of ethical behavior;
   - Support of the profession through the ICMA Fund for Professional Management or by other means;
   - Commitment to follow the election guidelines;
   - Quality or caliber for board service; and,
   - Participation in ICMA’s Voluntary Credentialing Program, if eligible.

5. Regional Nominating Committees will only consider candidates who meet the requirements and expectations of ICMA for board members and who submit the required materials:
   - A statement of no more than two pages on their qualifications for the position they are seeking and on their views of issues facing ICMA.
   - A resume

6. Regional Nominating Committees will interview candidates that have been endorsed by a state and/or affiliate association or who are qualified by petition as defined in the ICMA Constitution. Individual state associations are encouraged to submit more than one candidate for consideration. The Committees will each consider not less than two qualified candidates.

7. Regional Nominating Committees will abide by the schedule and guidelines established by the ICMA Executive Board.

Geographical Protocol

8. To achieve representational balance in the region, the following rotation system has been agreed upon in the Mountain Plains:

   The rotation system among the states in the Mountain Plains Region shall be established according to the following assignment of states:
   a. **State Group “A”** – Arizona, Arkansas, Colorado, Kansas, Nebraska, New Mexico, Oklahoma, Utah and GOSCM (representing Idaho, Montana, North Dakota, South Dakota, and Wyoming.)
   b. **State Group “B”** – Texas

   Vice Presidential positions shall be nominated according to the following rotation:
   a. **Vice President Position #1**
      Selected from: State Group “A”
      Years to be Elected: 2013, 2016, 2019
   b. **Vice President Position #2**
      Selected from: State Group “B”
      Years to be Elected: 2015, 2018, 2021
c. **Vice President Position #3 (Non-CEO Position)**
   
   Open to all qualified individuals in the Mountain Plains Region
   
   Years to be Elected: 2014, 2017, 2020

   For Vice President Positions #1 and #3, no state may succeed itself on the ICMA Board unless there is no qualified candidate from another state in the State Group. In addition, nominations should give preference to a state that is not represented on the ICMA Board when making its selection from among qualified candidates.

**Additional Issues**

9. ICMA will provide a series of communications annually to ensure that all ICMA members are aware of the nominating process and that state and affiliate leaders are advised of the process in a timely fashion. ICMA will provide staffing for the nominations process.

10. Regional Nominating Committees will each submit an annual report to the ICMA Executive Board with their assessment of the selection process for that year and with any suggestions for changes to the nominations guidelines.

11. In 2015, this agreement was reviewed by those state associations affiliated with ICMA and the ICMA Regional Vice Presidents to ensure that ICMA members from all states in the region have a fair opportunity to serve on the ICMA Executive Board. In September 2015, the ICMA Executive Board eliminated any fixed date for renewal, relying on the process outlined below for any changes.

   Any proposed amendments to the agreement will be considered at a Regional Summit for this region and made available for review by the state associations at least 60 days in advance of that Summit. Amendments could be effective no sooner than the following nominations cycle. Approval shall require a vote of two-thirds of the state associations affiliated with ICMA to amend the agreement. If no amendments are offered or approved, the agreement will automatically continue.