

ICMA UPDATE

**Washington City County Management Association
Summer Conference
Walla Walla, WA
August 11-15, 2025**



ICMA UPDATE

Pat Martel, West Coast Regional Director



WCMA
Washington City/County
Management Association
A State Affiliate of **ICMA**



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EXECUTIVE DIRECTOR'S CORNER

icma.org/executive-directors-corner
members only | log-in to access



Julia D. Novak, ICMA-CM
CEO/Executive Director



ADDRESSING THE RISE OF INCIVILITY TOWN HALL (PANELIST)



CSPAN Recording

Sponsors: American Public Health Association, American Psychological Association, ICMA, and the National League of Cities

ICMA RESOURCES ON CIVILITY

icma.org/topics/civility

PODCAST

Voices of Local Government: From Scary to Synergy:
Navigating Change with Julia D. Novak
icma.org/podcasts

OTHER EVENTS: *icma.org/events*

Navigating the New Federal Landscape: Strategic
Approaches for Local Government Success
Available on-demand



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WEST COAST REPRESENTATION

Senior Regional Vice President Jessi Bon

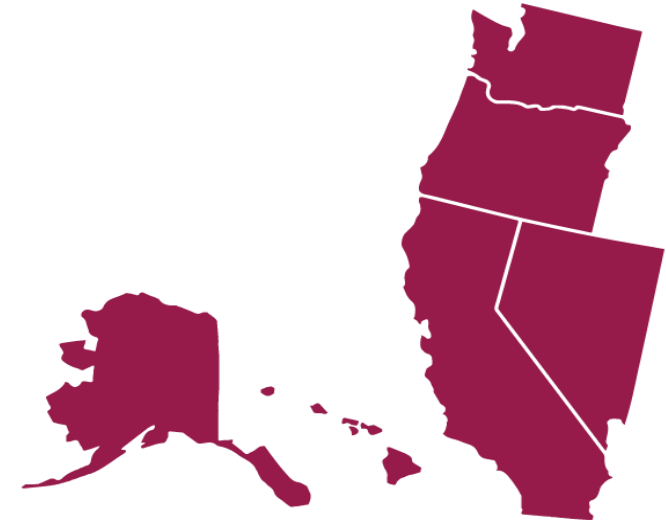
City Manager, Mercer Island, Washington

Regional Vice President Nat Rojanasathira

Assistant City Manager, Monterey, California
(Non-CAO seat)

Regional Vice President Elisa Cox

Assistant City Manager, Rancho Cucamonga,
California



ICMA Staff

West Coast Regional Director
Pat Martel, Napa, California
pmartel@icma.org

ICMA EXECUTIVE BOARD REGIONAL NOMINATING PROCESS

2024-2025 nomination process:

- Four candidates were interviewed on March 31, 2025
- Katie Koester, City Manager of Juneau, Alaska was selected
- Katie will take office at the Annual Conference in Tampa, Florida



ICMA EXECUTIVE BOARD REGIONAL NOMINATING PROCESS

- The 2025-2026 Nominations & Elections Process opens in October 2025.
- Emails will be sent to all members in each ICMA Region who are eligible in the current year's rotation.
- State Association Leadership are partners with ICMA in this process:
 - Encourage eligible candidates to apply and provide guidance on the nominations process.
 - Designate Regional Nominating Committee member (State President or designee).
 - ICMA Regional Directors are a resource for potential candidates.

REVIEW OF ICMA GOVERNANCE

A Governance Task Force was created in 2023 to review ICMA's current governance structure and provide recommendations on how ICMA can become a more diverse, inclusive, and global organization.

- Over past 15 months, Task Force has:
 - Examined ICMA's governance history.
 - Explored best practices from other leading agencies, including global examples.
 - Held listening sessions with State Associations.
 - Surveyed current and prior ICMA Board Members.
- Final Steps:
 - Recommendations provided to ICMA Board for review and approval were finalized August 8.
 - **Proposed Constitutional Changes** require a vote of the membership in a Special Election scheduled for November 4- December 3, 2025.
 - Implementation, based on constitutional changes being approved, in 2026-2027.

REGIONAL REALIGNMENT

- The ICMA Constitution gives the Executive Board authority and responsibility to “change the boundaries of the regions in order that all regions may contain approximately equal numbers of Corporate (voting) members.”
- The last time that regional alignment occurred was 1973, when ICMA had 2,573 Corporate members.
- In 2011 the International Region was assigned three Vice Presidents to align with the five US Regions. The number of Vice Presidents will not change with the new regional alignment.
- With overall growth in ICMA’s membership, the regional membership has become unbalanced.
 - There are now 8,043 U.S. Corporate Members
 - The Southeast region is the largest with 26.5% of the Corporate membership.
 - **The West Coast region comprises 16.8%**

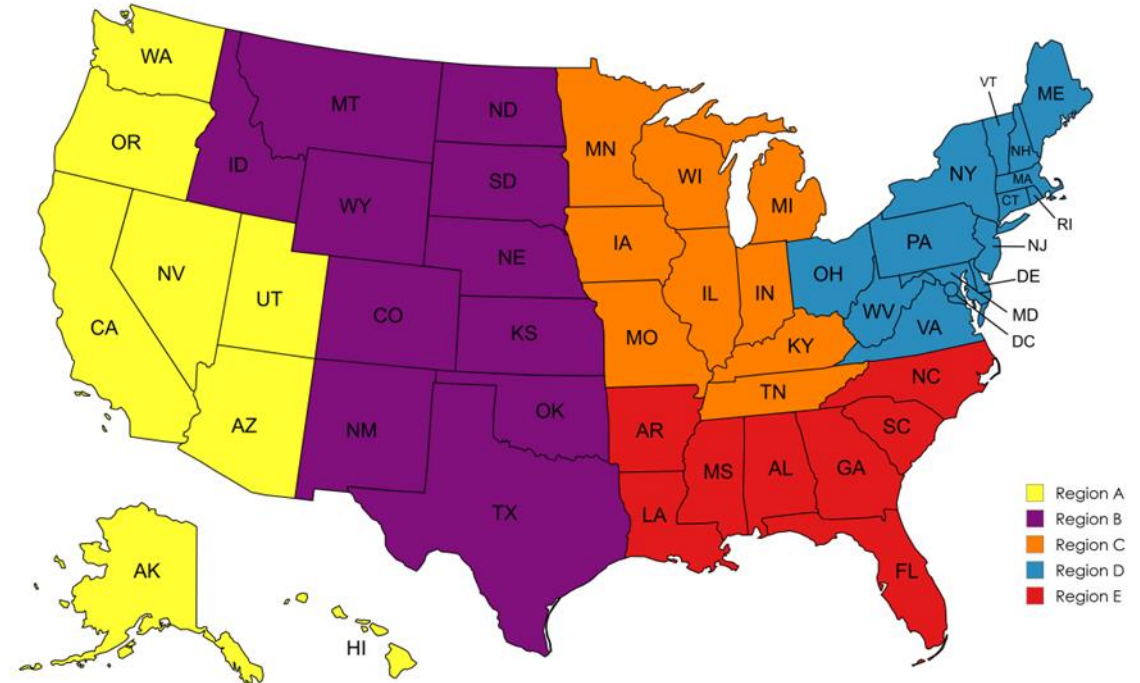
NEW ICMA REGIONAL ALIGNMENT

- The new regional alignment achieves greater balance between the composition of ICMA's U.S. regions (the largest new region contains 20.6% of ICMA's U.S. voting membership and the smallest region contains 17.9%).
 - **Region A (West Coast) contains 20.6%**
 - Region B (Mountain Plains) contains 17.9%
 - Region C (Midwest) contains 20.4%
 - Region D (Northeast) contains 20.6%
 - Region E (Southeast) contains 20.5%
 - The regions are no longer accurately described geographically and will now be identified as Regions A, B, C, D, and E.

NEW REGIONAL ALIGNMENT

What's Changed?

- **Utah and Arizona to Region A**
- Kentucky and Tennessee to Region C
- Ohio, Virginia, and West Virginia to Region D
- Arkansas to Region E



NEW REGIONAL ALIGNMENT

Region A			Region B			Region C			Region D			Region E		
State	Voting Members	All Members	State	Voting Members	All Members	State	Voting Members	All Members	State	Voting Members	All Members	State	Voting Members	All Members
AK	27	42	CO	313	498	IA	151	179	CT	56	74	AL	32	92
AZ	190	410	ID	31	67	IL	375	538	DC	16	58	AR	20	50
CA	882	1670	KS	205	303	IN	27	65	DE	29	69	FL	626	969
HI	1	2	MT	14	30	KY	31	45	MA	210	273	GA	243	452
NV	46	92	ND	10	12	MI	303	391	MD	104	176	LA	8	46
OR	207	289	NE	55	113	MN	271	334	ME	86	100	MS	2	5
UT	113	186	NM	51	80	MO	189	249	NH	74	97	NC	535	806
WA	192	319	OK	73	100	WI	196	238	NJ	62	82	PR	1	2
			SD	22	29	TN	98	171	NY	86	203	SC	183	246
			TX	650	1183				OH	233	372			
			WY	16	28				PA	258	354			
									RI	22	31			
									VA	354	644			
									VT	44	50			
									WV	20	36			
8	1658	3010	11	1440	2443	9	1641	2210	15	1654	2619	9	1650	2668
20.6%			17.9%			20.4%			20.6%			20.5%		



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PETITION PROCESS

- The Board also approved changes to the petition process.
- Effective with 2025-2026 Nominations and Elections process (current year), **ALL candidates will be required to submit a petition signed by 15 Corporate voting members for their application to be considered by the Regional Nominating Committee.**
- The **Annual Election Ballot format will change** to include the following information from each candidate:
 - A vision statement
 - Responses to a series of questions on ICMA priorities
 - A link to each candidate's ICMA Who's Who Profile (biographic information)

PROPOSED CONSTITUTIONAL AMENDMENTS

- Membership Terminology Change
- Elimination of Designated Seat for Non-CAOs
- ICMA Executive Board Responsibility to Conduct Regional Realignment (Article IV, Section 1)
- Constitutional Language Changes
- Special Election Scheduled for November 4 – December 3, 2025

LEARNING AND PROFESSIONAL DEVELOPMENT

CERTIFICATE PROGRAMS

Performance alignment with stakeholder needs

Employee development and retention strategies

Training needs assessment and evaluation

Building high-performance team culture



MICRO-CERTIFICATE INITIATIVES

Strategic AI planning for government

Working effectively with governing boards

Organizational excellence and culture development

Budget design and leadership strategies

Trust building in public service

Emotional intelligence for leadership

Community livability data analysis

Engaging underserved populations

Innovation in government (Sustainovation)

Inter-municipal cooperation

FREE COACHING WEBINAR

New Job Overnight: How to Make the
Successful Transition

September 17, 2025

10:30 am – 12:00 pm ET

Don't just adapt to change—master it. Join us
and learn to turn unexpected transitions into
your greatest professional advantage.

ICMA-CM: Participation in free coaching
webinars qualifies for ICMA-CM (voluntary
Credentiailling Program) credit.



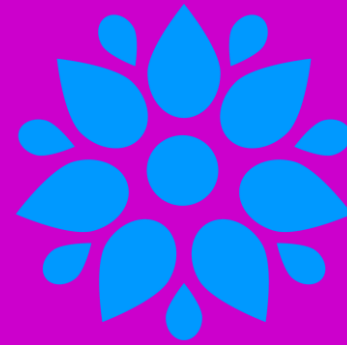


JOIN US

2025 | ANNUAL ICMA | CONFERENCE

OCTOBER 25–29 | TAMPA, FLORIDA
TAMPA CONVENTION CENTER

Registration and Housing is Open!



THANK YOU!