



Members in Transition Policy (MIT)

KCCMA MIT Program Purpose

KCCMA wants MITs to stay engaged with the Association and our members. We want MITs to continue learning and improving his/her skills during the transition and to take advantage of the advice and support of KCCMA members. Furthermore, KCCMA wants to help maximize his/her job search with advice and resources helpful in the nuts and bolts of looking for a new local government position. As ICMA says, “remember you are not alone.” KCCMA is here to help.

The KCCMA Executive Committee will serve as resource and support mechanism for MITs.

Definition of Member

A Member in Transition is an individual whose last professional position held was in the local government sector and he/she was a full member in good standing of the Kentucky City and County Management Association. The member in good standing has resigned his/her position either voluntarily or involuntarily.

Eligibility/Term

The member must be actively seeking employment by pursuing local government positions throughout the Commonwealth of Kentucky and/or in other states, provinces or countries having members of a professional local government management association. Members in Transition will be allowed to stay in MIT status for one year from date of termination. After the one-year period, they will not be covered under the MIT Program. However, MIT’s may request an extension from the KCCMA Executive Committee. It is the member’s responsibility to notify KCCMA staff they have become a MIT, in order to receive benefits. It is also the member’s responsibility to notify KCCMA staff if a permanent position is obtained.

A MIT may not be a candidate for elected public office while receiving benefits.

Interim Positions

A MIT accepting interim local government employment that chooses to or is prohibited from actively seeking employment with other government entities, will have his/her eligibility for MIT benefits suspended during interim employment.

Benefits Available to MITs

The following are benefits from KCCMA for MITs who meet the above eligibility:

- Dues in KCCMA will be waived for a period up to one year while the member is in transition;
- Registration costs for MITs will be provided to attend the Winter Conference of KCCMA for one year. No meal reimbursement will be provided;
- If approved by the MIT, his/her availability for short and long-term work will be communicated to KCCMA members;
- Complimentary registration to attend other KCCMA onsite training sessions for one year;
- MITs will remain on the KCCMA ListServ for a period of one year;
- KCCMA MITs are eligible to have his/her resumes posted on the Association's website should the Board of Directors allow such postings;
- MITs may be listed in any regular Association communication to members as being in transition in order to inform colleagues of his/her contact information and provide other KCCMA members an opportunity to provide support;
- KCCMA encourages local/regional associations to waive his/her membership dues and other fees for one year for any MIT;
- If a MIT is going to attend the ICMA conferences, KCCMA will attempt to find a manager to share a room at no cost;
- Job opportunities, as know by KCCMA, will be shared with MIT; and
- The Executive Director will develop a KCCMA Members in Transition handbook of resources and provide it to MITs.

MIT Responsibilities

The responsibilities of the MIT in order to become and remain eligible under this program, in addition to the above eligibility are as follows:

- The eligibility for MIT benefits will be provided in six-month increments. Every six months MITs must re-certify with KCCMA they are still actively looking for a position in local government. KCCMA will initiate contact with the member. Failure of the MIT to respond within fifteen days will result in the member being removed from the program.

- The member will make efforts to attend local Manager group meetings or gatherings, if they exist in his/her region. MITs are encouraged to attend as a means of keeping in contact with peers and up to date on current issues.
- To inform KCCMA immediately upon accepting regular full or part time employment; and
- MITs must agree to continue to follow the ICMA Code of Ethics during his/her time in this program.

KCCMA Member/Staff Role

Members of the KCCMA are encouraged to provide assistance and support to MIT including the following:

- To notify the KCCMA staff immediately upon learning that a member is in transition;
- KCCMA staff will notify the Executive Committee and the Board of Directors;
- The KCCMA Executive Committee and Executive Director will call the MIT to offer assistance, explain KCCMA's support programs, gather pertinent contact information, learn of the particulars of the members' situation and provide the KCCMA MIT Handbook; and
- If appropriate, the membership is encouraged to hire MITs for special projects and/or interim positions whenever possible.

Further Information

For further information on the KCCMA MIT program, contact Executive Director Robert Schrage at 859-803-2528 or BSchrage@KCCMA.org

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