

# **The City Management Code of Ethics**

## **(1969)**

The purpose of the International City Management Association is to increase the proficiency of city managers, county managers, and other urban administrators and to strengthen the quality of urban government through professional management. To further these objectives, certain ethical principles shall govern the conduct of every member of the International City Management Association, who shall:

1. Be dedicated to the concepts of effective and democratic local government and believe that professional general management is essential to the achievement of this objective by responsible elected officials.
2. Affirm the dignity and worth of the services rendered by government and maintain a constructive, creative, and practical attitude toward urban problems and a deep sense of his social responsibility as a trusted public servant.
3. Dedicate himself to the highest ideals of honor and integrity in all public and personal relationships in order that he may merit the respect and confidence of the elected officials, of other officials and employees, and of the public which he serves; believe that personal aggrandizement or profit secured by confidential information or my misuses of public time is dishonest.
4. Submit policy proposals to elected officials, provide them with facts and advice on matters of policy as a basis for making decisions on community goals, and defend municipal policies adopted by elected officials.
5. Recognize that elected representatives of the people are entitled to the credit for the establishment of municipal policies, credit or blame for policy execution rests with the member.
6. Make it his duty continually to improve his ability and his usefulness and to develop the competence of his associates in the use of management techniques.
7. Keep the community informed on municipal affairs, emphasize friendly and courteous service to the public, and recognize that the chief function of local government at all times is to serve the best interests of all the people.
8. Resist any encroachment on his responsibilities, believing he should be free to carry out official policies without interference.
9. Handle all matters of personnel on the basis of merit so that fairness and impartiality govern his decisions pertaining to appointments, pay adjustments, promotions, and discipline.
10. Seek no favors, and handle each problem without discrimination on the basis of principle and justice.