

ICMA CODE OF ETHICS

The ICMA Code of Ethics was adopted by the ICMA membership in 1924, and most recently amended by the membership in May 1998.

The purposes of ICMA are to enhance the quality of local government and to support and assist professional local administrators in the United States and other countries. To further these objectives, certain principles, as enforced by the Rules of Procedure, shall govern the conduct of every member of ICMA, who shall:

Be dedicated to the concepts of effective and democratic local government by responsible elected officials and believe that professional general management is essential to the achievement of this objective.

Affirm the dignity and worth of the services rendered by government and maintain a constructive, creative, and practical attitude toward local government affairs and a deep sense of social responsibility as a trusted public servant

Be dedicated to the highest ideals of honor and integrity in all public and personal relationships in order that the member may merit the respect and confidence of the elected officials, of other officials and employees, and of the public.

Recognize that the chief function of local government at all times is to serve the best interests of all people.

Submit policy proposals to elected officials; provide them with facts and advice on matters of policy as a basis for making decisions and setting community goals; and uphold and implement local government policies adopted by elected officials.

Recognize that elected representatives of the people are entitled to the credit for the establishment of local government policies; responsibility for policy execution rests with the members.

Refrain from all political activities which undermine public confidence in professional administrators. Refrain from participation in the election of the members of the employing legislative body.

Make it a duty continually to improve the member's professional ability and to develop the competence of associates in the use of management techniques.

Keep the community informed on local government affairs; encourage communication between the citizens and all local government officers; emphasize friendly and courteous service to the public; and seek to improve the quality and image of public service.

Resist any encroachment on professional responsibilities, believing the member should be free to carry out official policies without interference, and handle each problem without discrimination on the basis of principle and justice.

Handle all matters of personnel on the basis of merit so that fairness and impartiality govern a member's decisions, pertaining to appointments, pay adjustments, promotions, and discipline.

Seek no favor; believe that personal aggrandizement or profit secured by confidential information or by misuse of public time is dishonest.

City of Augusta, Maine
Fiscal Year 2016
Budget

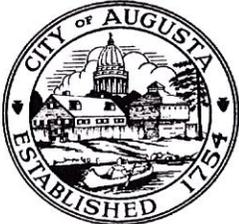
City Council

David Rollins..... *Mayor*
Linda J. Conti..... *Councilor, Ward 1*
Darek M. Grant..... *Councilor, Ward 2*
Patrick E. Paradis..... *Councilor, Ward 3*
Anna D. Blodgett..... *Councilor, Ward 4*
Jeffrey M. Bilodeau..... *Councilor, At-Large*
Dale McCormick..... *Councilor, At-Large*
Cecil E. Munson..... *Councilor, At-Large*

William R. Bridgeo..... *City Manager*

City of Augusta, Maine

**Fiscal Year 2016
Budget**



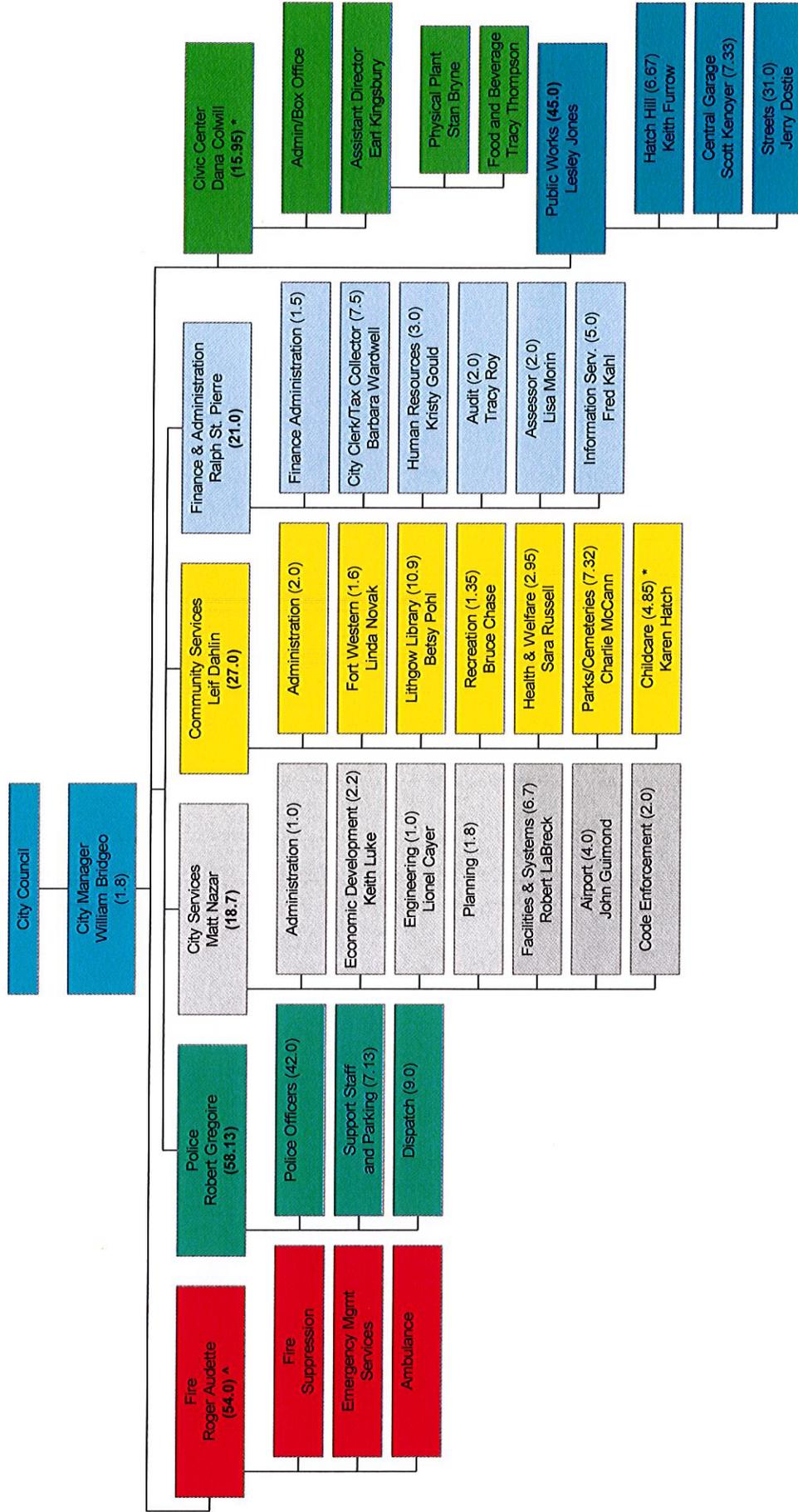
Management Team

- Raphael St. PierreAssistant City Manager
- Roger Audette..... Fire Chief
- Lesley Jones Public Works Director
- Dana Colwill.....Civic Center Director
- Leif Dahlin Community Services Director
- Matthew NazarDevelopment Services Director
- Robert Gregoire..... Chief of Police

City of Augusta

Organizational Structure

(Excluding School System & Boards)
-FY 16 PROPOSED-



March 2015 () = Full-time equivalent positions (Does not include seasonal and intermittent part-time employees.)

^ Fire Department total includes four (4) grant funded positions.

* Childcare and Civic Center numbers increased due to reclassified regular part-time employees.

**City of Augusta
FY 2016 Budget**

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