

# **MASSACHUSETTS MUNICIPAL MANAGEMENT ASSOCIATION'S POLICY FOR MANAGERS IN TRANSITION**

**Adopted February 25, 2010**

**PURPOSE:** To provide a support system for members of the Massachusetts Municipal Management Association (MMMA) during period of transition between public sector management positions. A multi-faceted approach is used to assist the member whenever possible but to also maintain the member's sense of self-worth and preserve the member's dignity and desire for privacy.

**DEFINITIONS:** 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 MMMA. Members under written censure or expulsion from the International City Management Association or the MMMA shall not be eligible for member-in-transition benefits. The member must be actively seeking employment by pursuing local government positions throughout Massachusetts and/or other states having members of a professional local government management association.

**MIT ELIGIBILITY PERIOD:** Members-in-transition will be allowed to stay on the manager-in-transition list for two years or until accepting full time employment, whichever occurs first and after that will not be eligible for assistance under the manager-in-transition program.

**NOTIFICATION:** Due to the number of members in Massachusetts, identification of members in transition can be most effectively performed by having he/she contact the MMMA Executive Committee directly. Although, the MMMA list serve can also be used for this purpose, some members may be reluctant to announce their transition so broadly.

**LIAISON ASSIGNED:** Upon notification to the MMMA Executive Committee, the Committee will assign the manager-in-transition with a liaison. The liaison will be matched with the manager-in-transition according to such criteria as geographic location, past experience and/or personal experience with the manager-in-transition. The liaison will coordinate with the MMMA Executive Committee so he/she can continue to notify him/her of MMMA meetings and other events in the area. The liaison will serve as their confidential counselor as someone who can listen to the personal and profession concerns as the manager-in-transition continues to search for employment. The liaison cannot give technical advice but can serve as an associate during these transitional times. The liaison contacts the manager-in-transition monthly to check on their progress and well being.

**MMMA LIST SERVE:** Members-in-transition will be allowed to access and participate in discussions on the MMMA list serve for the two-year period they remain on the manager-in-transition list.

**FEE WAIVERS: (only if not employed)**

- Waiver of MMMA dues.
- Waiver of MMMA monthly meeting registration fees.

**MMMA PROJECTS:** The MMMA Executive Committee may offer pro bono projects to the manager-in-transition as a means of maintaining skills. These projects also enable the manager-in-transition to show continuous employment on their resume.

**MMMA MEMBERS' SUPPORT:** MMMA members are encouraged to participate in the support of the member-in-transition including but not limited to the following:

- Forward information on positions available.
- Notify the member-in-transition of available job banks.
- Encourage organizations to employ managers-in-transition for special projects.
- Invite the manager-in-transition with you to networking opportunities.
- Contact the manager-in-transition as a personal outreach.
- Invite the manager-in-transition to participate in “brainstorming meetings.”

**LIMITATIONS:** The above policy is designed to assist members-in-transition within their own comfort zone. Every effort must be made to respect the manager-in-transition’s dignity, desire for privacy and comfort with each level of support available.