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 April 2015.

The mission of ICMA is to create excellence in local government by developing and fostering professional local government worldwide. To further this mission, 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.

Public office is a public trust. A member shall not leverage his or her position for personal gain or benefit.
City of Augusta, Maine

Fiscal Year 2018
Budget

City Council

David Rollins................................................................. Mayor
Linda J. Conti............................................................... Councilor, Ward 1
Derek M. Grant............................................................. Councilor, Ward 2
Harold Elliott............................................................... Councilor, Ward 3
Anna D. Blodgett............................................................ Councilor, Ward 4
Corey Wilson................................................................. Councilor, At-Large
Mark S. O’Brien............................................................. Councilor, At-Large
Marci A. Alexander....................................................... Councilor, At Large

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William R. Bridgeo...................................................... City Manager
City of Augusta, Maine

Fiscal Year 2018
Budget

Management Team

Raphael St. Pierre ........................................................................... Assistant City Manager
Roger Audette .................................................................................. Fire Chief
Lesley Jones ..................................................................................... Public Works Director
Earl Kingsbury ................................................................................. Civic Center Director
Leif Dahlin ....................................................................................... Community Services Director
Matthew Nazar ................................................................................ Development Services Director
Robert Gregoire .............................................................................. Chief of Police
City of Augusta
Organizational Structure
(Excluding School System & Boards)
-FY 18 PROPOSED-

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

* Library increases .4
^ Fire Department total includes four (4) grant funded positions.
* Increase police dispatch by .5
City of Augusta  
FY 2018 Budget

TABLE OF CONTENTS

BUDGET MESSAGE

APPROPRIATION RESOLVE

REVENUE SUMMARY

EXPENDITURE SUMMARY

LEGISLATIVE & EXECUTIVE  
Mayor and City Council  
City Manager  
Corporation Counsel  
Central Services  
Unclassified  
Council and City Manager Contingency

FINANCE AND ADMINISTRATION  
Clerk and Treasurer’s Office  
Registration and Elections  
Audit Bureau  
Information Systems  
City Assessor  
Finance Administration  
Human Resources

DEVELOPMENT SERVICES  
Economic Development  
Development Services Administration & Planning  
Historic Preservation  
Code Enforcement  
Engineering  
Facilities Maintenance  
Buker School

COMMUNITY SERVICES  
Community Services Administration  
Lithgow Library  
Recreation  
Parks, Cemeteries and Trees  
Old Fort Western  
Bicentennial Nature Park  
Health and Welfare  
General Assistance
PUBLIC SAFETY DIVISION
   Police Department
   Fire Department
   Civil Emergency Preparedness

PUBLIC WORKS
   Administration
   Streets
   Snow Removal
   Waste Removal

UTILITIES

INSURANCE AND RETIREE BENEFITS

SERIAL BONDS AND NOTES

COUNTY TAX

EDUCATION

ENTERPRISE FUNDS
   Civic Center
   Hatch Hill Waste Facility
   Airport
   Childcare

INTERNAL SERVICE FUNDS
   Central Garage