

## The Range Rider Program

Range Riders provide valuable services to the associations, their members, and the local government management profession. Welcoming new managers to the state, congratulating managers on their appointments, providing support and advice to the individual member, promoting the value of the state association and ICMA, and serving as a resource to community groups and elected bodies are some examples.

Increasingly Range Riders are being called upon to deal with complex and sensitive issues involving the manager's relationship with the council or other significant persons or groups. Range Riders find that the challenges they encounter require many of the same skills they honed as managers—the foremost of which is the ability to listen and help problem solve. Activities include providing support to a manager who is in trouble or is in transition, mediating

a dispute between a manager and a council, and providing career counseling.

Also, Range Riders may be called upon to assist an elected board in its consideration of hiring a professional manager for the first time or a replacement. They may be a resource to community groups and elected bodies who are interested in pursuing the establishment of the council-manager plan or defending a challenge to the plan.

### For More Information: Contact:



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## WCMA/ICMA Range Rider Program

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## What is a Range Rider?

The ICMA Range Rider program was established by the Executive Board in 1974 to make the counsel, experience and support of respected, retired managers of the profession available to city and county managers and administrators, assistants and other ICMA members. Range Riders are retired managers with long experience and great respect in the profession who volunteer their time to provide a unique source of outside advice to their colleagues.

The purpose of the Range Rider Program is to make the counsel, experience, and support of respected, retired managers of the profession available to individual members. The program is designed to help with personal and professional issues and not to provide any form of technical assistance nor to solve substantive problems in a local government.

## What Services Are Provided?

- Within two weeks of receipt of notice of appointment, make contact with a new manager, assistant, or chief administrator in person or via telephone.
- Contact members who are in transition within five days of learning of this development and as frequently thereafter as the situation indicates to assure the awareness of continued WCMA and WAMCAM (Wisconsin Association of Municipal/County Assistant Managers) support.
- Provide confidential counseling to members on personal and professional issues when requested by the member.
- Respond to a request for help from a member with a phone call or visit, preferably within 48 hours of receiving a request.
- Offer support in a private manner directly to members who may be experiencing problems with their elected officials, staff, or community groups.



## What else do Range Riders Do?

- Attend meetings of the WCMA Board of Directors, WCMA business meetings, and other WCMA sponsored events as time permits.
- Refrain from direct or indirect public criticism of any member.
- Provide quarterly statements of expenses to the WCMA executive director and a chronological report of activities to the WCMA president and Board of Directors. As appropriate or requested, contribute information for use in the WCMA Newsletter.
- Encourage participation by members in WCMA, ICMA (International City/County Management Association), and WAMCAM.
- Provide support for the Council-Manager Plan when requested.
- Keep informed about current affairs.
- Conduct presentations on the Administrator/Manager form of government when requested to do so by a community

