



City of Clive

City Boards and Commissions

Appointment Policy Statement

Policy Intent – The City of Clive desires to have diverse representation on the City’s boards and commissions to reflect the age, race/ethnicity and gender of the Clive community. In addition, the City would like to encourage the integration of new ideas and perspectives on the City’s boards and commissions through term limits for board and commission members.

- Gender — The City of Clive acknowledges the requirements of Iowa Code 69.16A to achieve gender balance on the City’s boards and commissions that are created by state law. The City of Clive desires to go beyond state requirements and achieve gender balance on all City boards and commissions, regardless of whether the board/commission is created by Iowa Code or City Code.
 - In accordance with Iowa Code 69.16A, as vacancies occur if a gender imbalance exists on a board or commission, the Mayor is required to attempt to identify a qualified candidate for replacement to resolve the imbalance. If the Mayor is unable to make a compliant appointment to resolve the imbalance the Mayor has made a good faith effort to appoint a qualified person for a period of three months, then any other candidates can be considered.
 - The Mayor is required to maintain communication records of attempts to recruit qualified candidates to resolve the imbalance. If three months have lapsed and the Mayor needs to consider other candidates, the Mayor will share those communication records with the City Clerk’s Office for record keeping with all other board and commission records.
 - For the normal annual cycle the three month consideration for vetting candidates to resolve an imbalance would begin on October 1 or on the date of a resignation if the vacancy occurs during the year.
- Race/Ethnicity and Age — The City should attempt to seek and appoint candidates to City boards and commissions that represent the age and racial/ethnic diversity of Clive as identified in the latest United States Census figures for the community.
- Term Limits —To ensure a rotation of new and fresh perspectives on the City’s boards and commissions the City shall limit members to two full successive terms, unless the City Council determines an exception is needed due to special consideration (i.e. a candidate is asked to fill a vacancy and is given special consideration for reappointment for two full successive terms).