

Code of Ethics & Values



Since 2015, AMCTO's Code of Ethics and Values has served as an important tool for AMCTO members. This tool has helped guide our members throughout their municipal careers by serving as a constant reminder of what it means to be a municipal professional and an AMCTO member.

To build upon this important tool, the AMCTO Board of Directors, through the hard work and dedication of the AMCTO Ethics Advisory Group, approved a set of updates to AMCTO's Code of Ethics and Values in 2024, including the addition of guiding statements for each of the 12 tenets of the Code. We believe that these guiding statements will provide our members with greater clarity as to the meaning of each tenet, making it easier for members to apply the Code to their everyday work and their individual work environments.

Thank you to those members, both past and present, who have contributed to the creation and evolution of AMCTO's Code of Ethics and Values. We hope that you will find value in the updated Code and that it will assist and inspire you as municipal professionals.



Service to the Community

Promote community well-being

- AMCTO members will strive to understand the types of communities they are serving to support informed decision-making and to ensure programs and services are resident-focused and targeting community need.

Engage the community in decision-making

- AMCTO members will search out opportunities to promote transparency and inclusion in the consultative process. Members will also seek to engage in a manner that encourages two-way communication and explores opportunities for partnership and collaboration.

Deliver public services effectively and efficiently

- AMCTO members will seek to address identified and evolving community needs through encouraging a culture of evaluation, innovation, and continuous improvement, implemented in a fiscally responsible manner.

Protect the legacy of future generations

- AMCTO members will consider the implications of their actions today on the next generation of residents and businesses. Members will commit to long-term planning that accounts for policy and fiscal sustainability in the future.

Protect confidential information

- AMCTO members will seek to ensure that appropriate tools, practices, and permissions are in place and that confidentiality principles are communicated to staff, council, and the general public.



Service to Elected Officials

Deliver objective advice to elected officials

- AMCTO members will demonstrate respect for elected officials and the political process by providing professional advice, supported by expert knowledge, regardless of potential challenges.

Serve elected councils in a dutiful manner

- AMCTO members are committed to serving and empowering locally elected councils through delivering professional advice with an approach that is consistent, candid, and civil.

Maintain political neutrality

- AMCTO members will seek to understand the political environment while remaining consistent in their execution of their responsibility to support political decision-makers with objective advice.

Protect the concept of a merit-based public service

- AMCTO members are committed to adhering to hiring and promotion policies that transparently assess individuals based on performance, competence, and skill. Members will conduct these assessments in a manner that respects diversity, equity, fairness, and inclusivity.



Service to the Municipal Profession

Maintain professionalism, integrity and trust

- AMCTO members will model professional behaviour that focuses on treating others fairly, equitably, and inclusively. Members act with awareness of, and accountability for, one's own words and actions, which impact the perceptions of the municipality and its staff.

Demonstrate commitment to professional development

- AMCTO members will be dedicated to contributing to a culture of life-long learning through the identification, development, and proper resourcing of tools, learning plans and information-sharing, both for their staff and for themselves.

Develop future municipal professionals

- AMCTO members will support their municipality's active involvement in learning and engagement opportunities that promote the municipal sector and provide practical experience and knowledge for the next generation of municipal leaders.