



Alabama League of Municipalities Certified Municipal Official Program Frequently Asked Questions

The Certified Municipal Official Program offers municipal government training in one-day and multi-day events and specialized webinars and online training designed for elected municipal officials – mayors and councilmembers – to comply with the Alabama Municipal Officials Training Act signed into law on May 3, 2024. In accordance with Alabama Act 2024-194, all mayors and councilmembers **MUST** complete 10 hours of training annually for a total of 40 hours during their first term in office **beginning after January 1, 2025**. A total of 40 credit hours of training are required for Basic Certification. Officials must complete a core curriculum (see core curriculum) of twenty (20) hours comprised of twenty specific trainings from an approved list and 20 additional hours of approved training to complete the basic certification. Officials who have already earned the Certified Municipal Official designation are required to earn 5 credit hours per year.

General Information

Why should I participate in the CMO Program? In accordance with Alabama Act 2024-194, all mayors and councilmembers **MUST** complete 10 hours of training annually for a total of 40 hours during their first term in office **beginning after January 1, 2025**. A total of 40 credit hours of training are required for Basic Certification. Officials must complete a core curriculum (see core curriculum) of twenty (20) hours comprised of twenty specific training from an approved list and 20 additional hours of approved training to complete the basic certification. Officials who have already earned the Certified Municipal Official designation are required to earn 5 credit hours per year. By participating in the CMO Program, officials are better equipped to serve their citizens and help create better communities. Additionally, the League recognizes, commends and awards municipalities where each the mayor and all councilmembers have earned the professional designation of Certified Municipal Official thereby distinguishing the municipality as a Certified Municipality. See Certified Municipality Achievement Award.

How do I use the Certified Municipal Official designation? The CMO designation signifies that you have completed a minimum of 40 credit hours of formal training on municipal government conducted or endorsed by the Alabama League of Municipalities. You are entitled to use the designation in your graduation press release, professional correspondence, and in your curriculum vitae. Many officials use the designation in re-election campaigns. A city/town may offer a stipend or pay increase for reaching the CMO Program certification levels.

How do I enroll in the CMO Program? Program enrollment is simple. Register and attend an event approved for CMO credit and submit an online credit form provided by email to each elected official for the qualifying event. All credit forms must be returned to the League at the time specified. Elected officials are responsible for submitting credit forms as instructed to ensure proper posting of credit hours.

What is the Certified Municipality Achievement Award? This annual award from the Certified Municipal Official Program was created to recognize and commend cities and towns where the mayor and all councilmembers have earned the professional designation of Certified Municipal Official thereby distinguishing the municipality as a Certified Municipality. This designation represents the mayor and all councilmembers have completed a minimum of 40 credit hours of formal training on municipal government conducted or endorsed by the

Alabama League of Municipalities. Qualifying municipalities will receive a certificate and an annual Certified Municipality Achievement Award digital seal for the municipal website. Municipalities are acknowledged, and certificates awarded during ALM's annual graduation ceremonies.

<https://www.almonline.org/CertifiedMunicipalAchievementAward.aspx>

Where can I find a listing of Certified Municipalities?

<https://www.almonline.org/CertifiedMunicipalAchievementAward.aspx>

Do I receive a pay increase from my city or town for reaching a certification level? Municipal salaries or stipends awarded to officials achieving certification levels in the CMO Program are determined by each municipality.

Is my city/town required to pay for my training? Yes, The Training Act requires that the municipality reimburse any mayor or councilmember for any reasonable expenses incurred as a result of receiving the required training. However, the League recommends that officials obtain prior approval from the council, as a body, prior to attending any training, even virtual training. A municipal council has the authority to mandate that a portion of the hours required to satisfy the training requirements be virtual to cut down on costs.

CMO Program Credit Hours

How are CMO credit hours earned and award? Register and attend an event approved for CMO credit and submit an online credit form provided by email to elected officials for the qualifying event. All credit forms must be returned to the League at the time specified. Elected officials are responsible for submitting credit forms as instructed to ensure proper posting of credit hours. League training events and AMIC/MWCF training are approved for credit hours in the CMO Program per event and based on the agenda. Credit hour information can be found on the training agenda and registration information.

Who do I contact at the League regarding questions I have about my credit hours? The CMO Program Administrator on the League's website.

How do I find out how many credit hours I have? The Member Portal, on the ALM website, is where CMO transcripts can be accessed. Using the official's username and password, sign in to download and view/print the CMO Transcript. If you need a username and password please reach out to Alexis Kelly, akelly@almonline.org.

How many qualifying credit hours are available annually? The number of credit hours offered annually varies depending on the League's training calendar. Generally, there are about 30+ hours available each year. The Basic Certification can be completed within 2 years if the official is actively engaged in League training.

Can clerks or other municipal personnel earn credit hours in the CMO Program? No. The CMO Program is a certification program for elected officials only – mayor and councilmembers.

CMO Program Transcripts

What is a CMO transcript? A transcript is an individual's report reflecting the credit hour history in their current program level. View each course, credit hours awarded, and accumulated credit hours. Use the Member Portal on the ALM home page, sign in, and access CMO Transcript information.

Who can request a mayor or councilmember's CMO transcript? ALM has a feature on our website, The Member Portal, where officials can access CMO Transcripts. Using the username and password, sign in to download and view/print the CMO Transcript. If you need a username and password please reach out to Alexis Kelly, akelly@almonline.org.

CMO Program Online Credit Forms

Am I required to submit online credit forms? Yes. Elected officials must complete the event or meeting CMO credit form provided by the League to receive credit hours. An online credit form link is emailed to each official's unique email for the qualifying event and must be returned to the League at the time specified. Elected officials are responsible for submitting credit forms as instructed to ensure proper posting of credit hours.

Why does the CMO credit form ask me if I left a session early? It could be an ethics violation if you left early and received full credit for the session. *Ethics Advisory Statement: Be sure to accurately record your time. If you leave the event early, be sure to record the time you left in the appropriate response box. Your credit form must accurately reflect the time you are requesting based on the time you attended each session. It may be a violation of the Ethics Law to claim credit for hours or sessions you did not attend.*

Why are there survey questions on the CMO electronic credit form? The CMO Program values feedback from attendees. Your responses help us plan future events.

I failed to submit my online credit form as instructed following a League training event. What should I do? Email the CMO Program Administrator via the website for instructions on how to proceed. If attendance cannot be verified, credit hours may not be given for forms not returned on-site.

CMO Program Annual Graduation

When is CMO Graduation? The annual CMO Graduation is held in the fall. Most years it is held in conjunction with The Municipal Leadership Institute. On election years, the ceremony may be held at a different time to accommodate deadlines and orientation conferences related to the elections.

When is the CMO Graduation qualification deadline? The qualification deadline each year for CMO Graduation is the end of July.

How am I notified of graduation status? Officials who qualify for CMO graduation are notified by email that their program requirements have been satisfied and save the date information. A formal letter acknowledging and commending their achievement is emailed to each graduating official.

What if I cannot attend the graduation ceremony? If you are unable to attend the ceremony notify the CMO Program Administrator. Your award, pin, program, and sample press release will be mailed to your attention at city/town hall following the graduation ceremony.

Where can I find a list of previous year's CMO graduates? Basic, Advanced and Emeritus graduates from 2011 to present are on the League's website at <https://www.almonline.org/CMOGraduates.aspx>

Email Addresses and the CMO Program

How do I update my email address for the CMO Program? Email Alexis Kelly at akelly@almonline.org.

What is ALM’s Email Privacy Policy? We are committed to keeping your e-mail address confidential. We do not sell, rent, or lease our contact data or lists to third parties, and we will not provide your personal information to any third-party individual, government agency, or company at any time without your permission unless compelled to do so by law.

Core Curriculum

What is the core curriculum? The core curriculum is an approved list of essential municipal training courses. Effective January 1, 2025, 20 hours are required in the Basic Certification Program. Officials must complete a total of twenty (20) from an approved list and 20 additional hours of approved training to complete the basic program.

How were the courses chosen for the core curriculum? The Alabama Municipal Officials Training Act was signed into law on May 3, 2024. In accordance with Alabama Act 2024-194, all mayors and councilmembers MUST complete a core curriculum of twenty specific training courses from an approved list. These hours plus an additional 20 hours of approved training to complete a total of 40 credit hours of training for Basic Certification. The courses are selected topics from the League’s publication, *Selected Readings for Mayor and Councilmembers*. The core curriculum is specifically designed to educate elected officials on the fundamentals of municipal government.

How does the Core Curriculum work? Twenty hours of specific coursework within the Basic Certification Program is the core curriculum. Attend an onsite or online training course to earn the twenty (20) credit hours needed. See Core Curriculum Courses <https://www.almonline.org/CMOProgram.aspx>.

Do I have to complete the Core Curriculum? Yes. To comply with the Alabama Municipal Officials Training Act signed into law on May 3, 2024. In accordance with Alabama Act 2024-194, all mayors and councilmembers MUST complete 10 hours of training annually for a total of 40 hours during their first term in office **beginning after January 1, 2025**. A total of 40 credit hours of training are required for Basic Certification. Officials must complete a core curriculum (see core curriculum) of twenty (20) hours comprised of twenty specific training from an approved list and 20 additional hours of approved training to complete the basic certification. All core curriculum training is offered at League training events, the CMO Program webinars and as online training available on the website. <https://www.almonline.org/AnytimeTraining.aspx>.

I was an elected official active in the CMO Program prior to January 1, 2025, and left the office. I have been appointed or elected again. Am I required to complete the core curriculum? Yes. To comply with the Alabama Municipal Officials Training Act signed into law on May 3, 2024. In accordance with Alabama Act 2024-194, all mayors and councilmembers MUST complete 10 hours of training annually for a total of 40 hours during their first term in office **beginning after January 1, 2025**. A total of 40 credit hours of training are required for Basic Certification. Officials must complete a core curriculum (see core curriculum) of twenty (20) hours comprised of twenty specific training from an approved list and 20 additional hours of approved training to complete the basic certification. All core curriculum training is offered at League training events, the CMO Program webinars and as online training available on the website. <https://www.almonline.org/AnytimeTraining.aspx>.

Basic Certification

Where do I find information on the CMO Basic Certification Program?

<https://www.almonline.org/CMOProgram.aspx>.

How many hours are required for the Basic Program? A total of 40 credit hours of training are required for Basic Certification. Officials must complete a core curriculum. The core is twenty (20) hours of required topics from an approved list and 20 additional hours of approved training to complete the program. See core curriculum information.

I have more than 40 hours of training, yet I have not received Basic Certification. Why? To receive the Basic Certification, you must complete 20 hours of core curriculum hours. You cannot receive the Basic Certification until those hours are completed. Hours earned over those needed for the Basic Program roll into the Advanced Program credit hours. Contact the CMO Program Administrator to see which coursework needs to be completed.

I have taken training twice, but credit hours are posted only once time. Why is my second attendance not reflected? For core curriculum hours, duplicate credit is not awarded for completing a core curriculum course. We recommend keeping track of your completed core curriculum coursework to avoid duplicating training. For all other credit hours, a two-year period is required for receiving credit hours on the same training topic. The best way to track completed training is by reviewing the CMO transcript.

What happens to earned credit hours after I complete the Basic Program? All credit hours earned are applied to your CMO record. Hours over those needed for the Basic Program are posted to your Advanced Program.

If I receive municipal training from another meeting, can I earn credit hours in the CMO Program? Yes. Five credit hours per calendar year may be approved by attending non-League training if approved by the League. A copy of the agenda and event registration confirmation must be submitted to the program administrator for approval and evaluation for credit hours in the CMO Program. No more than 10 hours of non-League training credit hours may be used toward the 40 credit hours needed for CMO certification.

I lost my Basic CMO pin. Can I get a replacement? Yes. Replacement pins are \$5.00 each. Contact the CMO Administrator from the League's website www.almonline.org.

Advanced Certification

Where do I find information on the CMO Advanced Certification Program?

<https://www.almonline.org/CMOProgram.aspx>.

How many hours are required for the Advanced Program? Forty (40) hours of approved league training.

What happens to credit hours after I complete the Advanced Program? All credit hours earned are applied to your CMO record. Hours earned over those needed for the Advanced Program roll into the Emeritus Program credit hours. Hours and points are tracked to verify requirements for active status and to track progress toward the Emeritus Certification.

I lost my Advanced CMO pin. Can I get a replacement? Yes. Replacement pins are \$5.00 each. Contact the CMO Administrator from the League’s website www.almonline.org.

If I receive municipal training from another meeting, can I earn credit hours in the CMO Program? Yes. Five credit hours per calendar year may be approved by attending non-League training if approved by the League. A copy of the agenda and event registration confirmation must be submitted to the Program Administrator for approval and evaluation for credit hours in the CMO Program. No more than 10 hours of non-League training credit hours may be used toward the 40 credit hours needed for a certification level.

Emeritus Certification

Where do I find information on the CMO Emeritus Certification Program?

<https://www.almonline.org/CMOProgram.aspx>.

What are the requirements for Emeritus Certification? Emeritus Certification requires completing 120 credit hours of and earning 15 points in the Emeritus Program. Note: Credit hours received in the basic and advanced programs **do not transfer to the Emeritus program**. *Also see what are emeritus points.*

Tiered emeritus level recognitions: In 2024, ALM expanded recognition for officials who have excelled in the emeritus program.

CMO Emeritus	120 credit hours and 15 points
CMO Emeritus II	200+ credit hours and 20 points
CMO Emeritus III	300+ credit hours and 30 points
CMO Emeritus IV	400+ credit hours and 40 points

What are Emeritus Points? Each in-person event listed below is eligible for one (1) Emeritus point. Upon completion of one of the qualifying events, an official is awarded one (1) point toward their Emeritus Certification. Up to six (6) points per year can be earned. All other training events are eligible for credit hours only.

- ALM Standing Committee Membership and Meeting Attendance
- Attendance at the ALM Convention
- Attendance at the NLC Congress of Cities
- Attendance at the NLC Congressional City Conference
- Attendance at the Municipal Legislative Advocacy Session and meeting with Legislators
- Attendance at the Municipal Leadership Institute

Do my credit hours from the Basic and Advanced programs carry over to the Emeritus Program? No. The Emeritus Certification requires an additional 120 credit hours and 15 points. The Emeritus Certification generally takes 5+ years to complete.

I lost my Emeritus CMO pin. Can I get a replacement? Yes. Replacement pins are \$5.00 each. Contact the CMO Administrator from the League’s website, www.almonline.org.

If I receive municipal training from another meeting, can I earn credit hours in the CMO Program? No. The CMO Emeritus Program does not permit credit hours from non-League events except for National League Meetings: City Summit and Congressional City Conference. These two meetings qualify for one (1) emeritus point each.

CMO Program Webinars and Online Training

What are CMO Program webinars? The League offers specialized webinars throughout the year. Our in-person League events are valuable, and we'll always offer them, but online will have a place too. Webinars offer training that is a convenient way to engage in municipal training. We think you will find the addition of webinars a helpful resource to provide training for elected officials and municipal personnel. We hope to "see" you online soon!

What is online training from the CMO Program? Online trainings are recorded training from specialized webinars and recorded trainings. The addition of training at your fingertips is a valuable resource for elected officials and municipal personnel. Most of the training courses offered meet core curriculum requirements. Training is fee based and CMO credit hours can be earned by mayors and councilmembers by submitting a test on the material presented.

Why should I consider participating in the CMO Program webinars? The specialized webinars are designed to offer training that is convenient for municipal officials and municipal personnel. Train at your desk or join in from your smart device. Topics range from core curriculum training to elections training and other timely information. Webinars offer a Q & A session at the end of the presentation. Webinars are fee based and CMO credit hours can be earned by mayors and councilmembers by submitting a test on the material presented.

Why should I consider using online training for credit hours? Online training is municipal training at your fingertips. Training is fee based and CMO credit hours can be earned by mayors and councilmembers by submitting a test on the material presented. It is a convenient method to jump start your CMO credit hours or to complete the last few hours needed for your certification level.

I registered for a CMO webinar and cannot attend. Can I receive a refund? No. Webinar registration fees are not refundable. Substitutes are not permitted due to registration platform restraints. If CMO credit is available, registrants can still access training and earn the credit hour though a follow up email with the recorded training and test link sent to all webinar registrants who are unable to attend the live event.

Registering for CMO Training Events

How do I register for CMO training events? ALL League events require online registration. Each registrant is required to have a unique email address that is routinely checked. Registration confirmations, important updates and other timely event information are sent by email.

I do not have an email address so how do I register for a CMO training event? ALL League events require an online registration using a unique email address that is routinely checked. Registration confirmations, important updates and other timely event information are sent by email. The CMO Program uses email addresses to notify municipal officials of upcoming training, send credit hour reports and share timely and important information. You are encouraged to provide an active and routinely checked email address for these purposes. We are committed to keeping your e-mail address confidential. We do not sell, rent, or lease our contact data or lists to third parties, and we will not provide your personal information to any third-party individual, government agency, or company at any time without your permission unless compelled to do so by law.

Can clerks or other municipal personnel register for CMO training events? Yes. The CMO Program offers training each year that is excellent for clerks and municipal personnel. Clerks and municipal personnel routinely register

for webinars, CMO training events and the League's annual convention. The CMO Program does not request or obtain pre-certification credit hours for other certification programs. If you have a certification program, we are happy to provide an attendance verification letter for your records.

I registered for a CMO training event and cannot attend. Can I get a refund? All ALM events include a refund policy as part of the event registration information.

Officials No Longer in Office and the CMO Program

Can I complete the Basic Certification Program if I am no longer in the office? Yes. Elected municipal officials who participated in the Basic Certification Program during their term of office but left office before completing the requirements will have one (1) year to utilize online training. Upon successful completion of program requirements within the ascribed time, the participant may earn the official designation of Certified Municipal Official. An award letter, pin and graduation certificate will be mailed to the address provided by the participant. **Contact the CMO Program Administrator for assistance in completing the Basic Certification program.**

Can I attend in person League training events if I no longer hold an elected municipal office but want to complete the Basic Certification Program? Only if you are a municipal employee and you are within one year of your date of separation from elected office. As a municipal employee you are permitted to register and attend training events. CMO credit hours must be earned and posted to your records within one year of your date of separation from the elected office. **Requires Pre-approval! Contact the CMO Program Administrator for assistance in completing the Basic Certification program.**

Can I register for CMO Program online training if I am no longer in the office? Yes, but participation must be pre-approved. Officials who enrolled and participated in the Basic Certification Program during their term of office but left office before completing the requirements will have one (1) year to earn credit hours via online training and non-League Training to complete the program after they leave office. **Contact the CMO Program Administrator for assistance in completing the Basic Certification program.**