



ICMA FELLOWSHIP WORK PLAN

OUR CITY

Anna, located just north of Dallas in Collin County, sprang to life in the mid-1800's with the arrival of pioneers staking their claim to a better life along the railroad and the Texas high plains. Although Collin McKinney settled within a few miles of the future townsite in 1846, John L. Greer, who arrived in 1867, is credited with building the first home and store in the new community. The Houston and Texas Central Railway, at that time built between Dallas and Denison, passed through the area in 1873. By the time Anna was platted in 1883, it had a population of twenty, two stores, a steam gristmill, and a Baptist church. A post office also opened in that year. By 1890, the town had a population of 100 to 200. In the mid-1980's Anna had 855 residents, several businesses, and a strong sense of community. Anna was incorporated in 1913, with John L. Greer as first mayor. The Census shows the population increased to 1,225 By 2000 and to 8,249 by 2010. Today the estimated population is approximately 17,000.

OUR ORGANIZATION

The City of Anna is a Council-Manager form of government, comprised of a Mayor and six Councilman who are all elected at-large. The City Manager, Jim Proce, is a credentialed City Manager, with over three decades of municipal experience; the Assistant City Manager, Human Resources Director, Economic Development Director, Economic Development Manager, and Code Compliance Manager round out the City Manager's Officer. The City currently has six departments that fill out the organization: Finance, Public Works, Development Services, Community Services (Parks), the Police Department, and the Fire Department.

The organization is an evolving one, recruiting and retaining some of the top talent in the Dallas-Fort Worth Metroplex. Currently there is about 100 FTE's that make up the organization with FTE's added yearly to keep up with the explosive population and demanding services of a growing community.

The organization embraces a culture of building community, working hard to involve all stakeholders in the process of transparent governance. The City of Anna doesn't consist of citizens or residents, but rather "neighbors" and our team's mission is to treat all those who live, work, and play in the City as our neighbors. The City of Anna organization fosters a culture of comradery, performance, and professionalism, as we seek daily to transform the organization to the top performing organization in the Dallas-Fort Worth Metroplex and transforming the City into the premier community in Collin County!

MANAGEMENT FELLOW WORK PLAN

The City of Anna fellow will become an integral part of the organization from the onset. With a City Manager's Office comprising of only six members, the fellow will have immediate and unfettered access and exposure to the day-to-day operations of managing a City. The fellow will be supervised by the

Assistant City Manager, who himself was an ICMA Fellow and understands what makes a fellowship worthwhile and successful, and will attend all staff meetings with the City Manager and Assistant City Manager.

The fellow will have beginning job duties of helping create a Public Information Office, assisting Community Services in the creation of a Neighbor Support Office (an office which will look to build community through volunteer programing and establishing community events), and aiding the Human Resources Director in developing and updating HR Policy. The job duties will evolve as the fellowship progresses and the fellow will be expected to seek and ask for additional exposure to municipal operations dependent upon their interests.

Along with ICMA membership, the City will provide the fellow's membership to the Texas City Management Association (TCMA) and the North Texas City Manager's Association (NTCMA). The fellow will receive mentorship and will be given the tools to launch their career!