

LOCAL GOVERNMENT MANAGEMENT FELLOWSHIP

BLOOMINGTON, MINNESOTA

The City of Bloomington looks forward to welcoming an ICMA Local Government Management Fellow to our thriving community and organization. Based out of the City Manager's office, the fellowship will focus primarily on advancing the City's work in community-based strategic planning and performance measurement, while also providing exposure to all aspects of our municipal operations.



ABOUT THE COMMUNITY

As the fourth largest city in the state of Minnesota, Bloomington is home to approximately 89,000 residents and 91,000 jobs. Located just south of the twin cities of Minneapolis and St. Paul, Bloomington is home to the Mall of America and adjacent to the Minneapolis-St. Paul International Airport. The Minnesota River forms the southern and eastern border of the city, with hundreds of acres of open space and wildlife habitat protected and accessible via the Minnesota Valley National Wildlife Refuge. Residents and visitors also enjoy access to more than 90 city parks and recreational facilities as well as top notch performing and visual arts at the Bloomington Center for the Arts.



Originally founded in 1858, the city experienced significant growth and development in the 1950's and 60's. Today, Bloomington is one of the largest contributors to the regional economy, including numerous company headquarters and the center of Minnesota's hospitality industry with the nation's most-visited attraction, Mall of America, and nearly 10,000 hotel rooms. Redevelopment and reinvestment is ongoing as the city continues to evolve to a more urban feel through transit-oriented and mixed-use development. Growth and change has also resulted in an increasingly diverse and multi-cultural community. While in 1970 only 1% of residents were non-white, today the community has 93 languages spoken in the Bloomington Public Schools and people of color are 28% of the population.



CITY EMPLOYEES GATHER AT CIVIC PLAZA TO RECORD A DANCE SCENE FOR THE RUNNING MAN CHALLENGE.



ABOUT THE ORGANIZATION

The City of Bloomington is a charter city operating under a Council-Manager form of government. The seven-member City Council is comprised of the mayor, two at-large Councilmembers and four district Councilmembers.

The City staff consists of approximately 575 full-time employees, plus hundreds of part-time and seasonal employees, working in ten departments:

- Administration
- Community Development
- Community Services
- Finance
- Fire
- Information Technology
- Legal
- Parks & Recreation
- Police
- Public Works

The adopted budget for 2020 totals \$195 million.

City Manager Jamie Verbrugge has led the organization for the past five years with a commitment to establishing and growing a High Performance Organization (HPO) that believes in leadership at all levels and team-based decision making. The organization is committed to engaging employees, residents, businesses and visitors in order to provide the best possible service. We encourage creativity, innovation, continuous learning, clear communication and employee empowerment.

FELLOWSHIP WORKPLAN

Specific projects the fellow will have responsibility for, include:

- Coordination and implementation of the City's participation in the *Better Government Demonstration Project*, an initiative of the Mayors Innovation Project (www.mayorsinnovation.org), which seeks to integrate strategic planning, performance measurement, priority-based budgeting and community engagement through the use of technology and shared learning. This project will include significant inter-departmental communication and coordination, will develop project management skills, and will provide extensive experience connecting strategic vision to day-to-day service.
- Assisting with a community-based strategic planning process which is a top priority of the City Council. This work will include significant interaction with the City's Community Outreach and Engagement Division.
- Working with various departments to develop performance measures and reporting metrics.

Over the course of the two-years, the fellowship will provide:

- Comprehensive exposure to the many aspects and disciplines of municipal government.
- The opportunity to work independently and take on significant responsibility, along with mentorship from experienced local government professionals.
- A flexible, supportive and encouraging work environment in which to learn and grow.
- The experience and preparation to transition to numerous possible leadership positions within the local government sector.

The ICMA Fellow is expected to have regular interaction with all members of the City's Executive Team, as well as the Mayor and Councilmembers, community members and representatives of the City's numerous strategic partners.

The City will provide membership in the Minnesota City/County Management Association (MCMA) and the Minnesota Association of Public Management Professionals (APMP), as well as opportunities to attend professional development programs, interagency meetings, and multiple regional, state and national conferences.

