

City of Covington, Georgia ICMA Fellowship Work Plan

Founded in 1822, the City of Covington is a progressive city with deep roots. Known as the Hollywood of the South, Covington has served as a backdrop for dozens of feature films, television shows and commercials. Businesses thrive in this destination for tourists that sees international visitors weekly.

In January of this year, two new City Council members were sworn in as well as a new mayor. The City's prior City Manager retired in December, 2019 and Dr. Scott Andrews was named the City's new Manager. The influx of new leaders has created a refreshed vision for Covington's future and the ICMA Fellow will play an integral role in moving the city towards its new vision.

The City of Covington has 13,000 residents and a \$130 million budget. This is in large part due to the services offered. Citizens enjoy first class police, fire and 911 services and the city provides water, electricity and natural gas utilities to residents inside and outside of the city limits.

The Fellow will be exposed to all facets of the city's local government and can look forward to the following:

1. Gaining a thorough understanding of local government operations.
2. Participating in projects with different departments.
3. The Fellow will work closely with the City Manager to coordinate rotational assignments on a quarterly basis and to gauge progress toward established goals.
4. The Fellow will attend and participate in departmental staff meetings, City wide meetings and have the opportunity to participate in various training programs.
5. The Fellow will interact with various employees in different departments, citizens and business representatives.
6. The City of Covington is actively trying to grow citizen participation and the city is currently very responsive to citizen concerns. The Fellow will have the opportunity to observe this interaction through attendance at City meetings, advisory group meetings and participation in neighborhood civic associations, as well as community service organizations events. The Fellow will also play a key role in growing engagement.

Some projects / initiatives the Fellow will be involved heavily with include:

- Participation in the planning and execution of the Citizen's Academy program.
- Events that occur in Downtown Covington; July 4, Christmas on the Square, Concerts, Legion Field events, etc.
- Planning and execution of employee engagement events through the City's Culture Club.
- Serving as a liaison for production companies filming in Covington.
- Quality of life initiatives; trail system, park improvements and developments, etc.
- Craft and disseminate communication materials across various platforms to the public, select groups and City employees.

-Review, benchmark and recommend updates to the City Personnel Policy in conjunction with the Human Resources Department.

-Research a long-range municipal transit plan study.

-Work with the Human Resources Department to plan, develop and implement an internal leadership academy/curriculum/mentoring program for aspiring managers.

-Develop a robust internal training program with the assistance of the Human Resources Department.

-Work on a Property Acquisition Plan for future downtown/economic development.