



CITY MANAGER

City of **Bloomington, MN**

Recruitment Services Provided By





The Opportunity

The City of Bloomington offers a rare and rewarding leadership opportunity for a visionary executive to shape the future of one of Minnesota's most dynamic, economically vital, and community-oriented cities. With its strong foundation of financial stability, thriving business community, expansive parklands, and commitment to equity and innovation, Bloomington stands poised for its next chapter.

The City Council seeks a collaborative and forward-thinking City Manager to lead transformational initiatives, guide a talented workforce, and work closely with a highly engaged Council and community to advance Bloomington's mission of being an enduring and remarkable community where people want to be. For an accomplished leader ready to leave a legacy, this is truly a career-defining role.

The City of Bloomington

Located just south of the Twin Cities of Minneapolis and St. Paul, Bloomington is a thriving community of 91,000 residents and the fourth largest city in the state. Home to Mall of America and adjacent to the Minneapolis-St. Paul International Airport, Bloomington is an employment and hospitality hub and an economic driver for the region. Bloomington has great freeway access and is served by light rail transit and the region's most connected transit station.

The city has many well-known national and international corporations within its boundaries. Headquarters that fall within Bloomington include HealthPartners, Thermo King, Donaldson Company, Seagate Technology, Toro Company, Skywater Technology, Dayforce (formerly known as Ceridian HCM Corporation), International Dairy Queen and Ziegler CAT, Inc. Additional large companies with a presence include Express Scripts, Polar Semiconductors, Hewlett Packard Enterprise, and SICK Inc. Professional and Business Services make up 30% of Bloomington's workforce in terms of industry; Trade, Transportation and Utilities comprise 19%.

There are almost 9,000 acres of parkland and open space in Bloomington, of which approximately 3,500 acres are City owned. More than 36 percent of the city's 38 square miles are parkland or open space. The extensive park system in Bloomington supports a comprehensive array of parks, arts, recreation, leisure and cultural programs to a diverse population with differing recreational needs.

City Government

The City of Bloomington delivers the full scope of municipal services with a full-time staff of more than 650 employees. City Hall is located in Bloomington Civic Plaza, a unique combination of municipal facilities and arts center. The Bloomington Center for the Arts contains a 366-seat performing arts theater, a black box theater, dance studio, two art galleries and clay, glass and additional arts education studios. The City provides its services with an FY 25 all funds budget of \$242 million and a general fund budget of \$110 million.

Bloomington is a home rule charter city, governed by a seven-member City Council and operates under a city manager form of government. There are two assistant city managers - one who oversees internal services and one who oversees external services.

The City has a robust community engagement philosophy that strives to include the voice of people impacted by decisions when those policies and actions are being considered. Additionally, the City Council values its advisory boards and commissions appointed to assist the Council in developing policies, programs, and services that meet the needs of the community.

Bloomington's Mission...

- To cultivate an enduring and remarkable community where people want to be. This mission statement was drafted by community members for the community and adopted by the City Council. Its foundation is in these core values:

Bloomington Believes...

- The community thrives when its members share responsibility for its well-being.
- Transformation will come through collective courage and the willingness to take risks.
- When diversity is embraced, the community is strengthened.
- Everyone benefits when there is equitable access to opportunity.
- Safety and security are critical components of a resilient and healthy community.

Importantly, Bloomington will not...

- Allow past practices to interfere with the consideration of new ideas.
- Add any program, project, policy, or service that is not consistent with its core values and aligned to our mission.

BLOOMINGTON.

tomorrow. together. ● —

The City's strategic plan Bloomington. Tomorrow. Together. has three priority objectives:

- A Connected, Welcoming Community
- A Healthy Community
- A Community with Equitable Economic Growth

The City maintains a dashboard so the City Council and community can track progress to achieve its mission and to provide accountability to its stakeholders. Click [here](#) to learn more.

\$ 242M
All Funds Budget

650FTE
Employees



The Position

The City Manager is appointed by the City Council to implement and administer the City Council's decisions and policy directives. The City Manager has significant responsibility for the operation of the City including:

- Providing leadership and direction in the operational and strategic business of the City
- Researching, developing and recommending policy actions to the City Council
- Representing the City in local, regional, state and national activities
- Providing direct supervision to assistant city managers, senior leaders, and administrative support personnel
- Overseeing the implementation of all financial matters
- Regularly evaluating operations and services for continuous improvement
- Keeping the City Council informed and updated on actions and activities of the City
- Building a strong team of staff that works together in the administration of City business

For an extensive list of the City Manager's duties, click [here](#).





Ideal Candidate

The City Manager must be a highly experienced municipal executive with experience in the following areas:

- **Exceptional relationship-building and community engagement:** A track record of building trust, collaboration, and credibility with elected officials, staff, community partners, business leaders, and residents. A calm and approachable presence, skilled in listening, communicating effectively, and engaging authentically across a diverse and dynamic community.
- **Visionary leadership with strategic execution:** An entrepreneurial mindset and the courage to take calculated risks to advance Bloomington's priorities. The ability to recognize and leverage the city's unique assets, drive transformational initiatives, and ensure long-term financial and operational sustainability.
- **Strong fiscal and operational management:** Demonstrated experience in overseeing complex budgets and financial systems with a commitment to accountability, transparency, and responsible stewardship of public resources. A strong understanding of municipal finance, capital planning, and organizational efficiency.
- **Commitment to equity, inclusion, and belonging:** A values-driven leader who champions Bloomington's identity as a welcoming, inclusive community. Someone who fosters diverse participation in civic life, creates equitable access to city services, and embeds inclusion as a core organizational priority.
- **A leader of people and culture:** A motivational and inspiring manager who prioritizes employee engagement, professional development, and organizational excellence. Demonstrated experience in creating a strong, supportive, and accountable workplace culture that attracts and retains top talent.
- **A strategic partner and advisor to the City Council:** Politically astute but non-political; able to provide unbiased, well-reasoned advice and facilitate consensus-building among policy-makers. Experienced in helping elected officials operate effectively while maintaining clear governance and administrative boundaries.

Challenges & Opportunities

The next City Manager for the City of Bloomington will step into a pivotal leadership role with the opportunity to address key challenges and shape the city's future:

- **Financial sustainability and long-term planning:** Lead the development of a forward-thinking, responsible financial strategy to address deferred maintenance and capital needs in a fully built-out city. Balance the need for high-quality city services and infrastructure with the realities of budget constraints and taxpayer impacts, particularly amid an unpredictable political and economic climate.
- **Fire Department transformation:** Oversee and guide the transition of Bloomington's Fire Department from a paid on-call model to a full-time, professional department. This complex and visible initiative will require strong stakeholder engagement, change management, and workforce planning.
- **Economic development and business vitality:** Foster Bloomington's role as a major regional job center and continue building strong partnerships with the business community. Maintain a commitment to being a business-friendly city while preparing for growth and future workforce needs of young families and emerging industries.
- **Sustainability and environmental stewardship:** Advance Bloomington's long-standing commitment to environmental sustainability, open space preservation, and climate action. Ensure these efforts remain a defining feature of the community's identity and livability.
- **Community identity and demographic evolution:** Lead efforts to proactively manage Bloomington's evolving brand and vision as the community transitions from an aging population to a younger, more family-oriented demographic. Champion inclusive community engagement and strategic planning to reflect and celebrate this shift.
- **Innovation and organizational excellence:** Capitalize on a supportive City Council and talented staff to explore innovations in service delivery, technology, and resident engagement. Leverage emerging technologies to enhance efficiency and responsiveness.
- **Organizational culture and change management:** Address recent structural changes and leadership transitions that have created uncertainty among staff. Build trust, stabilize the organization, and unify the team around shared goals and a clear vision for the future.





Qualifications

Any combination of training and experience, which would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

Education: Equivalent to a Bachelor's degree from an accredited college or university with major course work in public administration, business administration, economics, urban planning, engineering, government or a related field. A Master's degree is highly desirable.

Experience: Ten (10) years of increasingly responsible experience in city management, including a minimum of four (4) years of management, administrative, and supervisory responsibility.

Salary & Benefits

The Bloomington City Council will negotiate a highly competitive salary and executive benefits package with the selected candidate that is considerate of the candidate's experience and qualifications. The salary range for the City Manager position is **\$240,000 to \$290,000**, depending on qualifications.

Retirement: The City participates in the Public Employees Retirement Association (PERA), which offers a defined benefit retirement plan. The plan features three-year vesting, and a formula of 1.7% per year of service based on the highest five years, with a retirement age of 65. The employee contribution is 6.5%. The City also offers deferred compensation as an additional retirement vehicle.

Insurance: Generous medical, dental, vision, and life insurance benefits for employees and dependents.

Leave: A generous annual leave program, with negotiated accruals and starting balances.

Relocation: Relocation assistance, if appropriate, will be negotiated with the selected candidate.

Allowances: An automobile allowance will be negotiated with the selected candidate, and a cell phone will be provided for City use.

Social Security: The City participates in Social Security.





Application & Selection Process

Interested candidates are encouraged to apply no later than **Monday, June 16, 2025**. Submit a comprehensive résumé and compelling cover letter online at:

www.mosaicpublic.com/careers

CONFIDENTIAL INQUIRIES ARE WELCOMED TO:

Greg Nelson | greg@mosaicpublic.com | (916) 550-4100
Bryan Noblett | bryan@mosaicpublic.com | (916) 550-4100

Important Dates:

Deadline to apply and be considered:	Monday, June 16, 2025
Candidates selected for interviews:	Monday, June 23, 2025
Interviews:	Early-Mid July, 2025

The City of Bloomington is an Equal Opportunity Employer and is committed to creating a diverse workforce that reflects the community it serves.

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