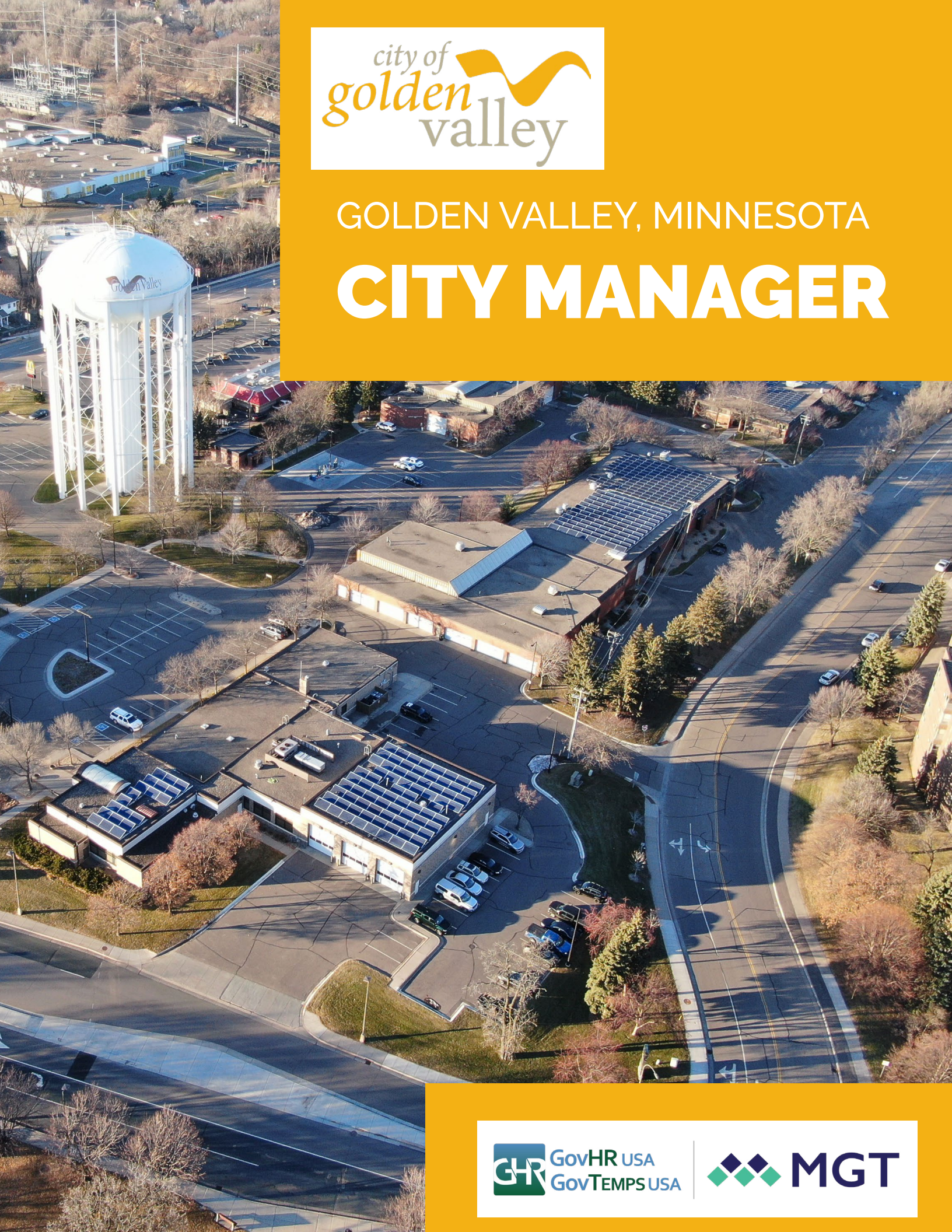




GOLDEN VALLEY, MINNESOTA

# CITY MANAGER





### THE COMMUNITY

The City of Golden is a first-ring suburb of Minneapolis located just five miles west of downtown. Its convenient location, diverse and vibrant neighborhoods, flourishing businesses, ample parks and natural settings, and award-winning schools make it a highly desirable place to live and work in the Minneapolis-St. Paul metropolitan area.

Golden Valley combines suburban appeal with urban flair. Founded as an agricultural community in 1886, the city is now home to nearly 23,000 residents and several international corporations, including the world headquarters of General Mills, Inc. There are a variety of housing choices, including historic homes dating back to World War II, as well as newly developed neighborhoods. Golden Valley also has quaint boutiques, one-of-a-kind shopping destinations, several hotels and a wide variety of restaurants and attractions.

Golden Valley residents are very civic-minded and engaged in their city government and vote at one of the highest rates in the state. Golden Valley is served by two schools districts – Hopkins and Robbinsdale – as well as the Perpich Center for Arts Education, and Breck, one of the best private schools in the area.

The city has 1,035 acres dedicated to green space, including 9 community parks, 11 neighborhood parks and 11 nature areas — all connected to an extensive trail system that passes through ponds, winding Bassett Creek and picturesque golf courses. Recreational options include almost 50 miles of trails, multiple ball fields, 3 golf courses (2 public and 1 private) and sport courts as well as the city-owned and operated Brookview Golf & Lawn Bowling facility. Brookview is a gathering place for residents and visitors, as well as a focal point for senior activities. The facility is a year-round destination for recreation as well as a location for meetings and events. In addition to an 18-hole golf course, driving range and lawn bowling green, it has an 18-hole disc golf course, a restaurant grill with catering services, and a golf pro shop. It also is the site of The Backyard, a 3,000 square foot indoor playground for kids ages 2-12.

In November 2023, Golden Valley voters approved a 1.25 percent local sales tax to fund the city's Building Forward Plan to help build new Public Safety and Public Works facilities.



### GOLDEN VALLEY FACTS

Population: **22,715**

Square miles: **10.5**

Median Home Value: **\$381,400**

Median Household Income: **\$110,026**

#### Demographics:

White Alone, not Hispanic or Latino: 81.2%

Black or African American alone: 5.7%

American Indian and  
Alaska Native alone .3%

Asian alone: 2.6%

Two or More Races, 8.1%

Hispanic or Latino, 3.8%





## THE ORGANIZATION AND THE CITY MANAGER POSITION

The City of Golden Valley is a Statutory Plan B city governed by a council-manager form of government. The city council consists of the mayor and four council members. The mayor serves a four-year term, and the council members are elected to four-year terms with two elected every two years. Elections are held in odd number years. The mayor and council also serve as the Housing and Redevelopment Authority (HRA) commissioners for the city. The city manager serves as the HRA Director and is responsible for the day-to-day administration and implementation of HRA policies and directives.

The mayor and city council appoint the city manager who is responsible for directing and coordinating the activities of all city departments and implementing city council policies. The city has eight departments: Administrative Services, Community Development, Finance, Fire, Legal, Police, Public Works, and Parks and Recreation. The Fire Department is transitioning from a paid-on call department to a duty crew staffing model. The city has 151 regular full-time employees, approximately 50 paid on call/duty crew firefighters, and between 150-300 seasonal and part-time employees. The city has six collective bargaining units.

The city maintains a strong financial position with an adopted general fund budget for 2024 of \$30.1 million with all funds totaling \$65 million. The city maintains an "Aa1" rating from Moody's Investors Service.



The City of Golden Valley has identified the following Key Priorities:

- **Strategic Development & Redevelopment:** Focusing development on four planning districts; implementing affordable housing action plans; development of an economic development strategy.
- **Effective Governance:** Governing with a focus on good communication and teamwork, transparency, respecting values and process, heeding meeting decorum and timely decisionmaking, and building citizen engagement and understanding.
- **Infrastructure Maintenance and Management:** Maintaining and improving infrastructure at highest quality for the investment by prioritizing areas of need, identifying costs, and planning for future growth.
- **Financial Wellness:** Balancing spending with emphasis on maintaining current service levels, accommodating future needs, expanding tax base, growing reserves, maintaining bond rating, and improving efficiencies and effectiveness.
- **Community Affairs:** Considering policies that benefit society at large.



## PRIORITIES & OPPORTUNITIES

In addition to the Key Priorities adopted by the organization, the next City Manager can expect to work with the Mayor and Council on the following additional projects and opportunities:

- Assessing the organizational structure and development of strategies to build and support a cohesive and high-performance team with the city's senior leadership.
- Develop and support programs to recruit, develop and retain employees.
- Assess and develop an effective strategy to strengthen internal and public communication and community engagement.
- Actively support and champion the City's work to become an inclusive workplace and inclusive community.
- Assist the Mayor and Council in the development and prioritization of strategic goals, developing an on-going process for establishing goals, metrics, and outcomes.
- Provide guidance and leadership as the city develops plans for the construction of new public safety and public works facilities.
- Develop a sustainable financial strategy for the city that prioritizes a continued high level of service and addresses long term capital infrastructure challenges.

## CANDIDATE QUALIFICATION CRITERIA

The city is seeking experienced candidates who are seasoned in the profession, proven effective communicators and strategic thinkers who take a collaborative approach to leadership. The following education, experience, management, and leadership criteria have been identified by the City of Golden Valley as important skills and abilities for the successful candidate to possess and demonstrate.

### Candidate Qualifications:

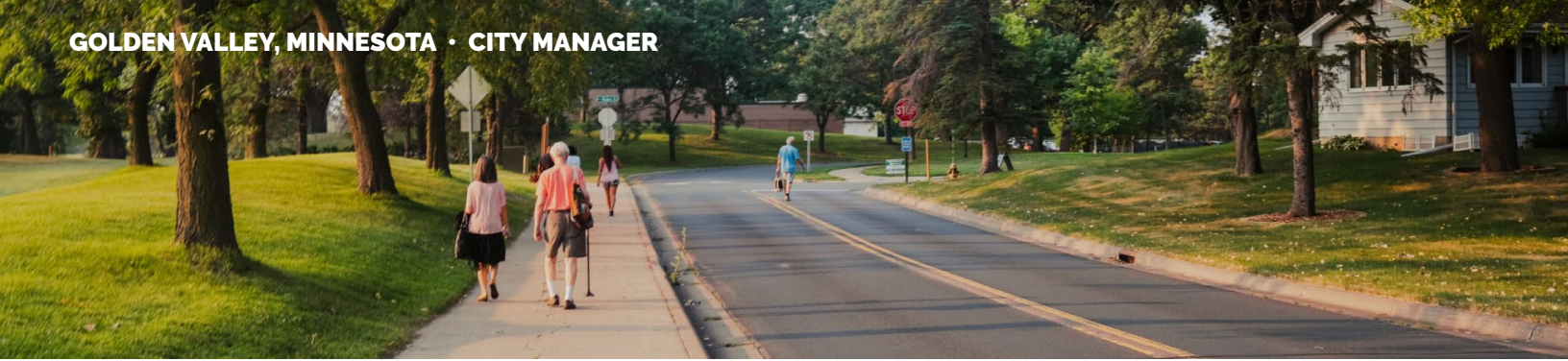
- Bachelor's degree in public administration, business administration, or related field.
- Eight years of progressive leadership experience in high level management positions in a governmental or similar organization.
- A collaborative leader, able to build and maintain strong relationships with diverse individuals and groups.
- Committed to diversity, equity, and inclusion with demonstrated experience supporting initiatives and efforts.
- A confident leader, able to stay abreast of complex issues and initiatives and comfortable making decisions and delegating decision making as appropriate.
- Strong finance and budgeting skills in a public or nonprofit setting.
- A team builder who empowers employees to do their best work.
- Excellent written and verbal communication skills.

### Desired Experience and Traits

- Master's degree in public administration or similar, or equivalent combination of education and experience.
- Ten or more years of progressively responsible management experience in government or similar organization.
- Experience at a senior leadership level of an organization of comparable size and complexity to the City of Golden Valley.
- Able to bring a fresh perspective to the city, while also recognizing and valuing past successes and history.







## COMPENSATION AND BENEFITS

The salary range is \$173,534 to \$219,190 DOQ with excellent benefits. Residency is not required. The City of Golden Valley offers a comprehensive and robust benefits package, including participation in the Minnesota Public Employees Retirement Association (MNPERA).

## HOW TO APPLY

Interested candidates should apply online at [www.GovHRjobs.com](http://www.GovHRjobs.com) by May 24, 2024, with resume, cover letter and five professional references to: Charlene Stevens, Senior Vice President and/or Pam Dmytrenko, Vice President, GovHR USA. Interviews with the City of Golden Valley are expected to take place in late June or early July. Questions can be directed to Charlene Stevens, 320-262-0303 or Pam Dmytrenko, 612-747-7714. The City of Golden Valley, MN is an Equal Opportunity Employer.

