



CITY OF OAKDALE, MN

CITY ADMINISTRATOR

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THE COMMUNITY

Located on the eastern edge of the Twin Cities metropolitan area, the City of Oakdale is a vibrant and growing suburb in Washington County known for its strong neighborhoods, accessible location, and commitment to high-quality public services. With a population of over 30,000, Oakdale expects to surpass 35,000 within the next three to five years following the completion of planned unit developments. As available land diminishes, the community will transition from a growth model driven by new development to one defined by thoughtful and strategic redevelopment.

History and Growth

Originally formed as the Township of Oakdale in 1858, the community remained largely rural until the post-World War II era, when single-family residential development began to shape the City's suburban character. Oakdale was formally incorporated as a city in 1974 and has since experienced steady, intentional growth.

The City experienced particularly rapid expansion during the 1990s, when its population grew from just over 18,300 to more than 26,600 residents. From 2000 to 2020, Oakdale remained relatively stable in size while maturing as a full-service suburb. Beginning in 2020, new development activity accelerated once again. Today, final build-out of the Willowbrooke neighborhood—along with the recent completion of the Bus Rapid Transit (BRT) station at Helmo Avenue—positions Oakdale for a projected population increase of nearly 20% over the next several years.

Strategic Location

Oakdale's location is one of its defining strengths. Only 12 miles from downtown St. Paul and 19 miles from MSP International Airport, the city is bordered by Highway 120 to the west, Washington County Road 13 to the east, Interstate 694 to the north, and Interstate 94 to the south. Proximity to these major regional transportation routes position Oakdale as a desirable location for employers seeking access to the Twin Cities workforce and market.

This strategic location supports a diverse local economy anchored by a mix of commercial and industrial activity, ranging from light manufacturing and logistics to professional services and retail.

Parks, Recreation and Quality of Life

Oakdale places a strong emphasis on parks, recreation, and environmental stewardship. The City maintains over 32 recreational facilities and locations — including 52 miles of trails and sidewalks, playgrounds, athletic fields, picnic areas, golf courses, and natural areas — that contribute to outdoor recreation opportunities in the community. The City recently adopted a Parks System Master Plan that will guide the strategic upgrade and renovation of its parks and trails over the next 30 years.

The Oakdale Discovery Center, located within the 220-acre Oakdale Nature Preserve, serves as a centerpiece of the community's recreational and educational offerings. This award-winning facility provides residents and visitors with opportunities to engage with nature, art, and learning in a serene setting.

Walton Park, where City Hall is located, hosts a variety of summer concerts, farmers markets, movies in the park, and the annual citywide celebration, Summerfest. Walton is scheduled for enhancements along with the City Hall renovation project.

OAKDALE BY THE NUMBERS

Population: 30,000+

Square miles: 11.03

Median Home Value: \$338,500

Median Household Income: \$90,400

DEMOGRAPHICS:

White Alone, not Hispanic or Latino: 67.42%

Asian alone: 12.99%

Black alone: 8.57%

Hispanic or Latinx: 4.89%

Two or More Races: 5.54%

American Indian alone: 0.29%

Other races: 0.27%





New Facilities

With the completion of a new Public Works Facility anticipated in March 2026 and the scheduled groundbreaking of an expanded and remodeled City Hall and Police Department complex in June 2026, the City of Oakdale has demonstrated a strong commitment to supporting the evolving and expanding needs of its residents. Construction of these new facilities is funded in part through a local option sales tax approved by voters in 2022 and 2024.

Education

Oakdale is served entirely by the North St. Paul–Maplewood–Oakdale School District (ISD 622), a diverse and inclusive district known for its strong family and community engagement and a wide range of academic, extracurricular, athletic, and college-readiness opportunities.

Community Values and City Services

The City of Oakdale is committed to providing safe neighborhoods, engaging recreational opportunities, and high-quality municipal services that enhance and protect residents' quality of life. A strong emphasis is placed on responsible fiscal management, long-term planning, and thoughtful decision-making to ensure the City's ability to meet future needs while maintaining affordability and service excellence.

Oakdale's stable and committed leadership culture reflects a forward-looking approach—balancing growth and redevelopment with fiscal stewardship, innovation, and responsiveness to community expectations.



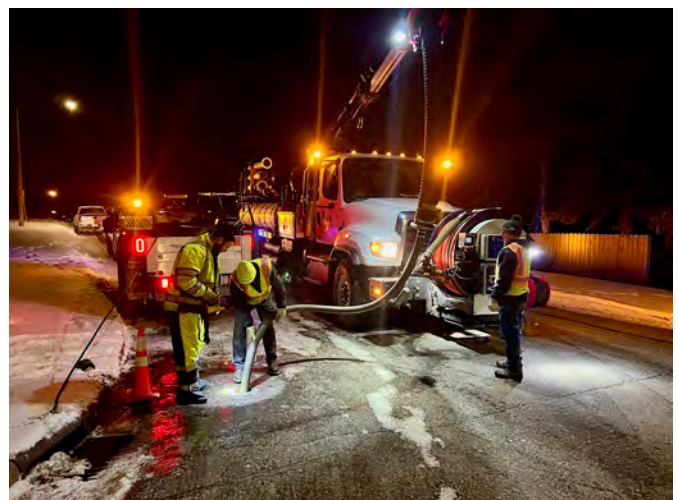
THE ORGANIZATION AND CITY ADMINISTRATION

Oakdale is a statutory city (Plan A) under Minnesota law. The City Council is made up of five members: a mayor and four council members, each of whom are elected at large and serve four-year, staggered terms.

The City Administrator has announced her retirement. The position is appointed by the City Council and responsible for overseeing all operations, programs, and personnel of City departments. The City Administrator develops and implements the administrative rules and procedures necessary to ensure the effective functioning of each department and carries out all duties and responsibilities assigned by law and City Ordinances.

The City is organized into seven primary departments and employs more than 140 full-time and part-time staff across Administration, Community Development, Finance, Fire, Human Resources, Police, and Public Works. The Oakdale Fire Department operates a full-service department providing fire protection, emergency medical services, and ambulance transport to the community. The City has a fully functioning police force to serve its residents. Five (5) distinct bargaining units represent Oakdale's workforce.

The City maintains a strong financial position, supported by a 2026 General Fund budget of \$25 million and total expenditures of \$136 million, and is further reinforced by a very strong Moody's credit (bond) rating of Aa1.



STRATEGIC PLAN

In November 2024, City leaders adopted its 2025-2027 Strategic Plan, reaffirming a commitment to providing high-quality, reliable services and fostering a safe, clean, and welcoming community. In this Strategic Plan, the City identified three strategic directions:

- Engaging people to co-create our story
- Positioning Oakdale for continued success in a rapidly changing world
- Empowering our organization to meet evolving community expectations

KEY PRIORITIES AND OPPORTUNITIES

- Provide leadership to ensure continuity of services throughout construction of the new City Hall and Police Department scheduled to begin in June 2026.
- Lead the City's transition from an orientation toward development to redevelopment within a clear, strategic framework.
- Continue the systematic review and modernization of City contracts, policies, and operational practices.
- Work collaboratively with regional partners to address growing community challenges related to mental health.
- Evaluate service delivery models and community expectations related to senior services and emergency response.
- Respond proactively to changing community demographics.

CORE VALUES

In Oakdale, core values are embedded in the work of all staff—guiding culture, decisions, and service to the Community.

- Respect – serve and treat all people with respect, fairness, dignity, and compassion.
- Responsibility – be a responsible steward to community resources.
- Sustainability –enhance the environment and mitigate impacts on it to the extent possible.
- Excellence –encourage and foster orderly, quality development and re-development.
- Integrity –adhere to a standard of values promoting diversity, honesty, and ethical behavior.
- Innovation –develop a learning organization to the extent that it adds value to our community.



CANDIDATE QUALIFICATION CRITERIA

The City is seeking experienced candidates who are effective communicators, strategic thinkers, and collaborative leaders. The following education, experience, management, and leadership criteria have been identified by the City of Oakdale as important skills and abilities for the successful candidate to possess and demonstrate.

Minimum Qualifications:

- Bachelor's degree in public administration, business administration, or related field.
- 10 years of progressively responsible public sector or non-profit experience.
- 5+ years of senior leadership experience:
 - *Assistant City Manager /Administrator*
 - *Department Director*
 - *Comparable executive role in public sector or closely related organization*
- Strong fiscal background, including management of complex, multi-million-dollar budgets, long-term financial planning and capital improvement budgets.

Desirable Qualification:

- Master's degree in public administration, business administration, or related field.
- 5+ years of executive level experience:
 - *City Manager/Administrator experience*
 - *Executive Director or comparable executive role in public sector or closely related organization*

The Ideal Candidate Will Be:

- A confident and seasoned leader able to foster positive, collaborative relationships with the city council, staff and key stakeholders.
- A strong fiscal steward with demonstrated financial acumen.
- Forward-thinking with the ability to anticipate community needs and emerging trends.
- A clear, consistent, and approachable communicator.
- An innovative problem-solver with the ability to navigate nuanced, multi-faceted issues and identify practical, community-centered solutions.
- A collaborative, service-oriented manager that reinforces a strong team environment and supports staff across all levels of the organization.

COMPENSATION AND BENEFITS

The 2026 salary range is \$185,211 – \$231,514: starting salary DOQ. The City of Oakdale provides a comprehensive benefits package including City contributions to a defined benefit plan (PERA), medical insurance, life insurance, PTO accruals. Voluntary benefits include long- and short-term disability, dental, vision, supplemental life, 457 investment plan, and tuition reimbursement. Residency is not required.

HOW TO APPLY

Applications will be accepted through the end of the day February 6, 2026. Interested candidates should apply online with resume, cover letter, and contact information for five (5) professional references at www.MGT.com. Confidential inquiries may be directed to Ellen Hiniker, Tel: (651) 338-0531, an MGT Approved Independent Executive Recruiter. Interviews with the City of Oakdale are expected to occur late March to early April. The City of Oakdale, MN is an Equal Opportunity Employer.

