



CITY OF CONCORD

New Hampshire's Main Street™

REPORT TO THE MAYOR AND CITY COUNCIL

FROM: Carlos P. Baía, Deputy City Manager-Development

DATE: December 12, 2019

SUBJECT: Authorization to Apply for Eligibility to Host an ICMA Local Government Management Fellow in FY 21

Recommendation

Accept this report authorizing the City Manager to apply for eligibility to host an ICMA Local Government Management Fellow in FY 21

Background

The International City/County Management Association (ICMA) is the leading global professional organization for local government management. ICMA has over 11,000 members across the United States and in over 30 countries. Both the City Manager and the Deputy City Manager for Development are long-time members. One of ICMA's core priorities is to assist municipalities by advancing the next generation of local government professionals. Since 2004 ICMA has offered a Local Government Management Fellowship program that recruits top recent graduates of master's programs in public administration or public policy from across the country and matches them with municipalities seeking talent.

Finalists are selected based on academic performance, demonstrated leadership potential, commitment to public service, communication skills, initiative, creativity, and positive attitude. They interview for 12-month fellowship appointments at local governments across the country, during which they receive direct mentorship from a senior government leader at the organization. Appointments may be extended beyond the one-year term and it is not uncommon (but not a requirement) for successful Fellows to be offered a permanent position with their host organizations upon conclusion of their fellowship term. Over 300 alumni of this program are currently working in senior local government positions.

City Administration is considering this Fellowship as a potential recruitment tool to on-board and “test run” a professional that could work on a variety of projects and City initiatives beginning in FY 21.

Discussion

Council’s authorization would allow the Manager to submit an application for Concord to be a host community candidate. If Concord were accepted, current MPA/MPP students could include our city in their list of host communities to consider upon graduation in late spring of 2020. This would allow Concord to be in a position to target a more robust candidate pool rather than waiting until the summer or fall. There is no obligation on the City that comes from submitting a host application but the Manager would be expected to provide an anticipated work plan for the fellowship to ICMA by February 28th. That work plan would be made available to candidates for their review and interest.

The Fellow would earn a wage, as such, if the Manager finds that the Fellowship is worth pursuing, he will include it for Council’s consideration as part of his FY 21 budget. Any communication or interviews with interested Fellowship candidates conducted prior to the adoption of the FY 21 budget would make clear that this position would be contingent on Council’s budget approval.