



# City Manager

Annual Salary:  
Up to \$234,000 DOE/DOQ



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Live | Work | Grow

**Are you a strategic, collaborative, and forward-thinking public sector leader who can guide a high-growth city through its next era of innovation and development?** If so, apply to be the City of Blaine's next city manager.

We are looking for an exceptional consensus-builder who is:

- Experienced in municipal operations and strategic planning
- Skilled in financial management and capital improvement oversight
- Adept at fostering strong relationships with elected officials, staff, and the community

Blaine is one of Minnesota's fastest growing cities – read on to learn more about this opportunity!

# About The Community

Blaine is a dynamic, fast-growing city of 75,933 residents that is expected to reach 85,000 by 2030. Blaine is the 9th largest city in Minnesota and is one of the fastest growing cities with over 7 million visitors annually. Known for its family-friendly neighborhoods, robust commercial districts, and expansive park system, Blaine offers an exceptional quality of life in the Twin Cities metro area.

Located just 11 miles north of downtown Minneapolis, Blaine provides convenient access to major highways and urban amenities while maintaining a welcoming, small-town feel. The City is home to world-class attractions including the 650-acre National Sports Center—an Olympic-class training facility and host of the largest youth soccer tournament in the Western Hemisphere—and the TPC Twin Cities golf course, which hosts a PGA Tour event each summer.

Historically a post-WWII suburban destination, Blaine has transformed into a thriving regional hub with over 2.5 million square feet of commercial development, eleven industrial parks, and nearly 1,500 businesses. The community continues to grow, supported by thoughtful planning that balances development with environmental stewardship and recreational space.

Today, Blaine features a diverse housing market, excellent schools across three districts, and a strong commitment to maintaining the natural beauty of its 753 acres of parkland and 826 acres of open space. Residents enjoy over 75 miles of trail corridors and a thriving civic culture supported by active community boards and commissions.



POPULATION  
**75,933**



MEDIAN HOUSEHOLD INCOME  
**\$103,382**



MEDIAN HOME VALUE  
**\$364,570**

AVERAGE MONTHLY RENT:  
**\$1,561**

**AAA**  
**AAA bond rating**

[Learn More About  
Blaine's History](#)

[Learn More About  
Tourism in Blaine](#)



## Governance & Organization

Blaine operates under a council-manager form of government. The Mayor is elected at-large for a four-year term, and the City Council consists of six members elected by ward to staggered four-year terms.

**The City provides a full range of municipal services including:**

- Police
- Fire (via a collaborative intergovernmental nonprofit agency with Spring Lake Park and Mounds View)
- Public Works and Community Development
- Finance, Administration, and Information Technology
- Parks and Recreation
- Engineering



## The Job

The city manager serves as the chief executive officer of the City of Blaine, overseeing the day-to-day operations of all municipal functions and departments. This position ensures the effective delivery of services and implementation of City Council policies.

The city manager works closely with a range of advisory boards and commissions, including the Planning Commission, Charter Commission, Natural Resource Conservation Board, and Parks Advisory Board.

### Reporting to the City Council, the new city manager will:

- Provide strategic leadership and guidance to department directors
- Support the City Council in policy development and implementation
- Oversee budget development and long-term capital planning
- Foster strong intergovernmental and community partnerships
- Promote a high-performing, collaborative organizational culture



Employees

**242**

Full-time staff



City Budget

**\$50**

M I L L I O N

(General Fund, 2025)

### Capital Improvement Plan:

\$29.7 million budgeted in 2025 with anticipation of \$160.8 million in projects over the next 5 years.

### Key Projects

- Explore innovative funding mechanisms, partnerships, and service opportunities to enhance the city's revenue base
- Ensure successful progress and completion of the 105th Avenue Entertainment District
- Provide oversight to advance improvements on TH65, ensuring alignment with transportation safety, mobility, and regional planning priorities
- Participate in the collective bargaining process for police and public works
- Assess utilities infrastructure and develop short and long term solutions
- Plan for the update of the strategic plan



## Ideal Candidate

The next city manager of Blaine, Minnesota will be a:

- Seasoned and visionary leader with the experience to guide a dynamic City Council and the humility to foster trust, collaboration, and respectful dialogue across all levels of the organization.
- Calm, confident, and steady presence—someone who can simplify complex issues, present practical options, and support informed decision-making without overwhelming or offending.
- Creative, forward-thinking problem-solver with an entrepreneurial mindset who embraces innovation and sees opportunities for what Blaine can become.
- Skilled communicator and approachable relationship-builder who listens well, engages authentically, and connects with staff, community members, and elected officials alike.
- Supportive mentor who empowers employees, encourages high performance, and cultivates a positive, resilient workplace culture rooted in mutual respect and accountability.
- Principled public servant who leads with emotional intelligence, integrity, and a strong sense of purpose aligned with the values and aspirations of Blaine's 75,000 residents and 242 full time employees.

## Experience and Qualifications

### Required:

- Bachelor's degree in public administration, finance, or a closely related field
- Minimum of seven years of progressively responsible leadership experience as a city manager, assistant city manager or senior department director in community of similar size or complexity
- Demonstrated expertise in municipal finance, budgeting, human resource management and community development

### Preferred:

- Experience with collective bargaining
- Residency: While residency is not required by charter, it is preferred that the new city manager reside in Blaine within twelve months of appointment.



## Salary and Benefits

**Compensation:** Up to \$234,000, dependent on qualifications and experience.

**Health Benefits:** Comprehensive medical, dental, and vision coverage for employees and their eligible dependents.

**Paid Leave:** Generous paid time off, including vacation, sick leave, and 12 paid holidays annually.

**Retirement:** Participation in the Public Employees Retirement Association (PERA) pension plan, with both employee and employer contributions, plus optional deferred compensation plans (457b).

### Supplemental Benefits:

- Flexible work arrangements when appropriate
- Professional development support
- Vehicle allowance or mileage reimbursement
- Tuition reimbursement for job-related continuing education
- Access to wellness initiatives and employee assistance programs

**Apply Today**

For more information, contact:

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