

Timothy A. Dodd

Highly motivated senior manager with over 14 years of progressive experience in driving cultural change and using data to manage drive decisions in local and state government organizations. Significant experience in achieving outcomes through writing and implementing strategic plans and performance metrics, managing talent, overseeing budget and finance programs, and implementing process improvement strategies.

Areas of Expertise

- Stakeholder Engagement
- Organizational Leadership
- Grants Management
- Strategic Planning
- Community Engagement
- Oral and Written Presentations
- Human Resources Administration
- Project Management
- Public Sector Management
- Training and Organizational Development
- Performance Management
- Process Improvement
- Data Analytics
- Financial Management and Budgeting

Professional Experience

- August, 2020- Present **Deputy City Manager** (Assistant City Manager, July, 2021-December, 2022; Assistant to the City Manager, August, 2020- July, 2021), City of Englewood, CO
- Wrote, implemented, and coordinated the city's five-year strategic plan, with over 90% of projects completed or in progress
 - Partnered with the Human Resources Department to implement several programs to improve the employee experience including programs to allow for employee volunteerism during the work day, language pay for employees who are fluent and translate in another language, and a comprehensive classification and compensation analysis
 - Executed annual employee satisfaction surveys and exit interviews to better understand why employees stay at and leave from the organization
 - Managed the city's engagement in the development of a regional approach to homelessness, including the development and implementation of the Tri-Cities Homelessness Plan of Action
 - Created the city's sustainability program, including the development of a sustainability plan and hiring of a sustainability coordinator. Partnered with a neighboring city to develop a shared sustainability program
 - Oversee seven direct reports, including department directors and program managers, with overall responsibility for 30% of the organization's workforce
 - Appointed by City Council as the President of the Englewood Environmental Foundation (EEF), a not for profit organization that owns and manages land in the center of the city
 - Served as Acting City Manager in the absence of the City Manager
- June, 2020- Present **Instructor**, Johns Hopkins University
Teach classes for government professionals on topics related to data and performance analytics through GovEx Academy in the Centers for Civic Impact.
- January, 2017- June, 2020 **Chief Performance Officer**, City of Santa Monica, California
As a member of the city's leadership team, coordinate and execute the creation of plans, programs, and structures to implement and development a program of strategic planning, data analytics, and performance measurement.

- Managed the establishment and development of a community-wide strategic plan, formally engaging over 5,000 community members in the process and conducting a scientific resident satisfaction survey
- Restructured and reorganized the \$742 million operating budget into a performance based-budget with key performance indicators for all city programs
- Engaged stakeholders across the organization, implementing a program to train over 350 staff members and a Performance Advisory Committee to involve staff and community members in setting and achieving outcomes
- Created SaMoStat, a program based on best practices from other cities to monitor and manage progress in achieving outcomes
- Designed and implemented a technological platform and system to track and report on 401 key performance indicators across the organization
- Established the We Are Santa Monica Fund in response to the COVID-19 pandemic, raising over \$50,000 in cash and in-kind donations in a two week period (The fund now contains over \$2 million)

March, 2015-
January, 2017

Performance Manager, City of Baltimore, Maryland

Served as a member of the city's human resources leadership team, designing and implementing a performance evaluation system

- Designed and implemented a training program for over 400 employees
- Created a performance evaluation system for over 1,500 management-level employees, creating a system of bonuses and merit increases
- Participated as a member of the city's outcome budgeting and CitiStat teams to oversee and track progress in achieving outcomes

September, 2014-
January, 2015

Director of Performance Management, State of Massachusetts

Reporting to the Secretary for Administration and Finance, served as a member of the secretary's leadership team, implementing the Governor's executive order and state legislation to create a system of strategic planning and performance management in all state agencies.

- Managed staff and a team of consultants, and oversaw their work in writing and publishing strategic plans and performance reports for all cabinet secretariats and state agencies
- Developed and executed a performance management training program, which trained over 1,000 managers in state government
- Established and staffed a Performance Advisory Council, a group of stakeholders from the business, labor, and academic communities which provides advice on performance management activities
- Served as the business lead on the development of a \$4,000,000 Enterprise Performance Management information technology solution
- Established and oversaw the contractual responsibilities for a municipal performance management program which established performance management programs in over 45 municipalities across the Commonwealth

November, 2011-
September, 2014

Local Government Program Manager, State of Massachusetts

Developed and implemented the Community Innovation Challenge (CIC) grant program, which provides competitive funding to municipalities interested in developing innovative demonstration projects, with a focus on shared services

- Managed the execution of 168 contracts, totaling over \$13,000,000 in funding
- Designed a website (www.mass.gov/ANF/CIC) and reporting system to ensure that the successes of the projects would be shared with other interested parties
- Oversaw the establishment of measurable outcomes for each unique contract, and developed a system through which grant recipients reported data towards each outcome
- Provided technical assistance to municipalities in developing regional agreements and implementing their grant projects and spoke to groups across the Commonwealth about implementing successful projects
- Developed and implemented a \$2,000,000 vocational training grant program to incentivize workforce training programs

May, 2007-
March, 2015

Select Board Member, Town of Westborough, Massachusetts
Elected member of the chief executive board for the Town of Westborough.

- Proposed and drafted a liaison program to improve communication between the Board and the 23 volunteer committees appointed by the Board
- Led the initiative for Westborough to become the first town in the Commonwealth to establish a tax work off program for veterans

Education

2010 **Doctorate, Law and Policy**, Northeastern University, Boston, MA
2006 **Master of Arts, History**, Providence College, Providence, RI
2003 **Bachelor of Arts, History and Political Science**, American University, Washington, DC

Professional Certifications

2019 **Black Belt in Process Improvement**, Denver Peak Academy, Denver, CO
2018 **Certificate in Public Engagement**, Pepperdine University, Malibu, CA
2016 **Six Sigma Green Belt Certification**, Aveta Business Institute, Cranberry Township, PA

Professional Community Service

September, 2024- Present Tree Line Pass, Board Member
May, 2024-Present The Colorado HIV Alliance for Prevention, Care, and Treatment, Member
April, 2024- Present City of Englewood Toastmasters Club, Founder and President
April, 2022- December, 2024 PFLAG Denver, Member, Secretary, Vice President, and President
April, 2022- Present City and County of Denver Commission on People with Disabilities, Member and Secretary
May, 2021- Present Englewood Lions Club, Member
April, 2019- September, 2021 Children and Families Board of Directors, Member
May 2018- August, 2020 City of El Segundo Technology Committee, Member
October, 2017- Present Shelter Partnership Associate Board, Member
March, 2016- January, 2017 Safe Houses of Hope Board of Directors, Member
April, 2015- January, 2017 Baltimore Bike and Pedestrian Advisory Committee, Member
August, 2013- September, 2017 Communities Without Borders Board of Directors, Member
December, 2010- January, 2015 One World Classrooms Board of Directors, Member

Tim Dodd currently serves as a member of the Denver Commission on People with Disabilities (DCPD), where he serves as Secretary and Co-Chair of the Accessibility Sub-Committee. In addition to his service on DCPD, Tim is a homeowner in the Westwood neighborhood of Denver and a member of the board of a nonprofit organization (Tree Line Pass) providing services to adults with neurodivergent disabilities, the Colorado HIV Alliance for Prevention, Care, and Treatment, and the Consolidated Morrison Road Pedestrian Mall Local Maintenance District. Professionally, he serves as the Deputy City Manager of the City of Englewood, overseeing four city departments, multiple programs (including sustainability, homelessness, and emergency management), with six direct reports and over 75 employees reporting through him. He holds a B.A. from American University, an M.A. from Providence College, and a Doctorate in Law and Policy from Northeastern University.