



Leaders at the Core of Better Communities

2010 Annual Awards Program

Professional Awards Nomination Form

Deadline for Nominations: March 12, 2010

Complete this form (sections 1, 2, and 3 as applicable) and submit with your descriptive narrative.

SECTION 1: Information About the Nominee

Professional Award Category (*select only one*):

- ☐ Award for Career Excellence in Honor of Mark E. Keane
- ☒ Award for Career Development in Memory of L. P. Cookingham
- ☐ Assistant Excellence in Leadership Award in Memory of Buford M. Watson, Jr.
- ☐ Academic Award in Memory of Stephen B. Sweeney

Name of person being nominated: Bruce T. Moore

Title of Nominee: City Manager

Jurisdiction/organization where nominee is employed: City of Little Rock

SECTION 2: Information About the Nominator/Primary Contact

Name of contact: Griffin Coop

Title: Management Analyst Jurisdiction: _____

Street address: 500 W. Markham Street

City: Little Rock State/Province: AR

Zip/Postal Code: 72201 Country: USA

Telephone: 501-371-6888 Fax: 501-371-4498

E-mail: gcoop@littlerock.org

SECTION 3 Endorsement of Elected Official *(for Award for Career Excellence in Honor of Mark E. Keane nominations only)* **or CAO** *(for Assistant Excellence in Leadership Nominations only)*

Signature of
endorsing elected
official or CAO:

Name of endorsing
elected official or
CAO: N/A

Title: N/A

Jurisdiction: N/A

Street address: N/A

City: N/A

State/Province: N/A

Zip/Postal Code: N/A

Country: N/A

Telephone: N/A

Fax: N/A

E-mail: N/A

ICMA Award Nomination
Category – Award for Career Development
Bruce T. Moore, Little Rock, Arkansas

Throughout his career, Bruce T. Moore has made career development and diversity primary components of his strategy for improving the City of Little Rock and its employees. As a result of his efforts, the City has developed a diverse cadre new talent that serves in the city's leadership positions as well as others who have gone on to impressive careers in public service outside the City.

When Mr. Moore was appointed City Manager in 2002, he took over a municipality that operated 13 departments without a single African-American department director among them in a city with more than 40% African-American population. Within three years, Mr. Moore increased the number of African-American department directors to five, including the first African-Americans to the positions of Fire Chief, Director of Fleet Services, Director of Community Programs, Director of Parks and Recreation in the city's history. Additionally, Mr. Moore hired the first females to service in the positions of Fire Chief, Director of Finance and Director of Community Programs. By placing women and African-Americans in these leadership positions, Mr. Moore not only gave these individuals an opportunity but also inspired younger employees by helping them realize they could rise to those positions regardless of their race or gender.

Mr. Moore has also used the city's internship program to develop new talent. Interns are encouraged to attend meetings and accomplish meaningful work throughout their time with the City. After their internships, many students have taken full-time positions with the city as Census Coordinator, Assistant to the Board of Directors and Assistant to the Mayor. Other interns have worked with the City of Little Rock and then gone on to positions with Senator Mark Pryor, the United States Senate Committee on Agriculture, the Arkansas Bureau of Legislative Research and the Arkansas State Police. One former intern with designs on becoming a city manager is the Assistant to the City Manager of

Cedar Park, TX and another is an ICMA Local Government Management Fellow with the City of Smyrna, GA.

Mr. Moore holds a Bachelor of Science degree from Henderson State University and a Master of Public Administration from Arkansas State University. As Chairman of the Board of Trustees at Henderson State, Mr. Moore announced a scholarship program that matches a local community's scholarship efforts. Through this program, Mr. Moore has helped many high school students realize their dreams of attending college and becoming community leaders.

Mr. Moore also serves on the Board of Directors of the International City Managers Association and the National Forum for Black Public Administrators.