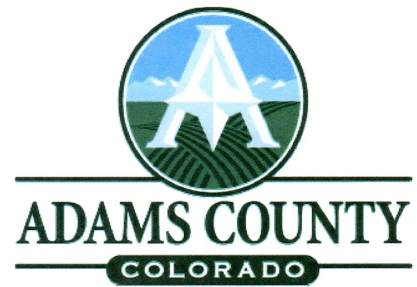


# Adams County, Colorado

Invites your interest in the position of

## COUNTY MANAGER



### ABOUT ADAMS COUNTY , COLORADO

Adams County, Colorado is seated in Brighton and is located on the Great Plains of northeastern Colorado just east of the Front Range of the Rocky Mountains. Adams, along with six other counties constitutes the Denver Metropolitan Area. Adams County is approximately eighteen miles wide and seventy-two miles long and covers 1,182 square miles. Topographically it is a series of valleys separated by gently rolling uplands. The County includes a number of growing municipalities including Brighton, Commerce City, Northglenn, Federal Heights, Thornton, Bennett and portions of Aurora, Westminster, Arvada, and Lochbuie.

#### *History*

In 1594, Spaniards in search of gold traveled through the open plains of Colorado including an area that would later become Adams County. Santa Fe based traders soon followed, holding regular rendezvous along the South Platte River, bringing with them their culture and heritage still found in the County's Hispanic population. Major Stephen Long led the first "official" American expedition to the area in 1820. During the expedition, Major Long's group held the first Fourth of July celebration in Colorado as they camped along the east side of the South Platte River. Major Long is still memorialized by the mountain named for him, "Long's Peak", which can be clearly seen from Adams County's high plains.

### *Forming the County*

In 1902, voters approved the creation of Adams County, which, before that time, had been part of a much larger Arapahoe County. The County was named after Alva Adams, a popular governor in office at the time of the 1902 election. The county courthouse was temporarily housed in the residence of Daniel Carmichael, the founder of Brighton. After a fire destroyed the house in January of 1904, the offices relocated to a rented house at the intersection of Third and Bridge Streets. In an election held November 8, 1904, Brighton was chosen as the permanent County seat. As was befitting a new and prosperous county, a courthouse was built at the intersection of Fourth and Bridge Streets in 1906. The City of Brighton currently utilizes the building for its offices.



### *Industry*

As agriculture became more specialized, the abundance of vegetable crops quickly led to the growth of a canning industry in the County. Several canneries operated factories here in the early 1900's. One of the most famous of these canneries was "Kuner", a brand still selling in stores today and now owned by Fairbault Foods. With the addition of commercial dairies and a sugar beet factory, the County became the "bread basket" of the Denver area.

One of the first lasting industries, not directly an offshoot of agriculture, was the Continental Oil Company refinery in Commerce City in the early 1930's. This facility, now owned by Suncor Energy Inc, and others that followed, allowed and encouraged the development of the County's oil and gas reserves. Even today, the county ranks sixth in the state in production of oil, helping the industry to thrive.

### *Growth*

At the end of World War II, only two incorporated towns existed in the County west of the South Platte River: Westminster, which at the time had a population of 2,000, and Federal Heights with a population of only a few hundred. Today, that portion of the County contains all or part of five different municipalities. The first of these new communities was Thornton, incorporated in 1956, and followed by Northglenn, incorporated in 1968.

It is difficult to comprehend the scale of growth that has taken place in the County over the last 60 years though the change in population gives some idea of how enormous it has been. In 1950, the population of the County was estimated at 40,234. In 2012, the population increased to approximately 459,730 residents, making it one of the largest counties in Colorado. Though the County has experienced significant growth in the last century, its eastern landscape still maintains much of the rural character that once existed throughout.

Population Demographics		Labor Force Demographics		Primary Employers	
• Total population	451,574	• Total labor force	224,215	Univ of Colo Denver	4,897
• Unincorporated pop.	90,092	• Unemployment rate	7.9%	Univ of Colo Hospital	3,954
• Caucasian	77.7%	• Median family income	\$62,439	Children's Hospital	2,747
• African American	3.1%	• Mean family income	\$72,222	United Parcel Service	2,100
• Am Ind/AlaNative	1%	• Median household inc.	\$55,258	Echostar Commications	1,100
• Other race	11.6%	• Mean household inc.	\$65,821	Avaya Communications	1,000
• Two or more races	3.4%	• Median home value	\$198,600	Western Distributing	750
• Hispanic/Latino	34.8%			Wagner Equipment	727
				FedEx Ground	700

## ADAMS COUNTY GOVERNMENT

Adams County is governed by a three-member Board of County Commissioners (Board). Members are required to live in specific districts but are elected at-large on a partisan basis. The Board administers all County functions, appoints other boards and commissions, and attends and represents the County as directors of regional and county organizations. Other locally elected officials include the Assessor, Clerk and Recorder, Coroner, Sheriff, Surveyor, Treasurer, and District Attorney.

The Board acts as the County's legislative body and appoints a County Manager who serves as chief administrative officer. The primary responsibilities of the Manager include policy implementation, direction of programs/service delivery, and resources management of the organization. The Manager conveys the Board's policy directions to department directors and coordinates the flow of information and advice from elected offices and department directors to the Board. Adams County provides a full range of services, including judicial and public safety; construction and maintenance of highways, streets and other infrastructure; parks and recreation; planning and development; employment and social services and general administrative services. The County's total budget for FY 2013 is \$472,075,891 (General Fund \$162,000,000). There are approximately 1,840 FTE County employees.

### Board of County Commissioners

**Eva J. Henry**  
**District 1**

**Charles "Chaz" Tedesco**  
**District 2**

**Erik Hansen**  
**District 3**

In November 2012, voters approved an increase of the number of elected commissioners from three to five. The voters also determined that the members of the Board shall be residents in districts and each elected by the voters of the whole County.

The Board of County Commissioners (BOCC) is now considering three alternatives for the new boundaries establishing five commissioner districts. The final map of the five commissioner district boundaries will be selected by the BOCC on June 26, 2013.

In 2014, there will be three BOCC seats up for election/re-election. One seat will have a two-year term in order to stagger the terms for the five seats. In 2016, three of the commissioner seats will be up for election/re-election, one of which will be for the seat with the initial two-year term.





**OPPORTUNITIES AND CHALLENGES (Not Prioritized)**

- This is a great professional opportunity for the right person: Adams County is among the fastest growing county in Colorado; its population is the youngest in the Denver Metropolitan Area (avg. age around 30); the County has plentiful affordable housing and a workforce comprised of dedicated and eager workers.
- Board of County Commissioners (BOCC) will increase from three to five members in 2015. Under the new system, members will be elected on a partisan basis to overlapping four-year terms. Members will be required to live in districts but will be elected at-large.
- Through legislative action and practice, the BOCC is becoming more policy and less administrative oriented. By BOCC action, the responsibility for County administration and management has been more clearly placed under the County Manager.
- The County is geographically and demographically well positioned for economic development with a strong need to attract more well-paying jobs for its fast-growing population.
- Exploit the Front Range Airport as an economic development engine for the County including further exploring the concept of developing a “Space Port” at the facility.
- Five RTD FasTrack commuter rail stops are fully funded and will serve Adams County residents.



## THE COUNTY MANAGER

The County Manager is appointed by the Board of County Commissioners. Under the direction of the Board, the role and function of the County Manager is to provide administrative and managerial direction as the organization's chief administrative officer. The County Manager's primary responsibilities include Board policy implementation, selection and management of all department directors under the Board's responsibility, direction of programs/service delivery, and resources management of the organization. The County Manager conveys the Board's policy directions to department directors and coordinates the flow of information and advice from elected offices and department directors to the Board. He or she coordinates County resources to accomplish the objectives of the Board of County Commissioners. The County Manager also coordinates and maintains relations with other jurisdictions and agencies.



The new County Manager will assume responsibility for one of Colorado's largest counties with a tradition

of quality public service and innovation and a track record of accomplishments. He or she must be able to anticipate and prepare innovative service delivery solutions in an evolving and changing system and assist in guiding the County through a period of exciting change, growth, and opportunities.

### Minimum Requirements include:

- Ten years of progressively responsible experience in the executive management of public or private organizations. Candidates who have experience in a jurisdiction of similar makeup and complexities and with the ability to build and maintain cooperative relationships will be favorable considered.
- Bachelor's Degree in Business Administration, Public Administration or related field. Master's Degree in Public or Business Administration is preferred.

The ideal candidate will:

- Have significant leadership and management experience in a public agency of similar makeup and complexities to Adams County.
- Be a strong, visionary leader committed to continuous quality improvement, customer service and performance management.
- Be an experienced and talented public sector executive who is knowledgeable of state, federal and local government processes.
- Have significant experience and a proven track record in performance/priority based budgeting. Be able to build and maintain cooperative relationships with a wide variety and diversity of stake holders.

*(Continued on page 6)*

# Adams County, Colorado 2013 Strategic Work Plan

## Board of County Commissioner Goal Descriptions

- \* **Build trust within the organization and throughout the community.**
- \* **Improve internal communications to strengthen relationships both within the County and regionally.**
- \* **Strengthen administrative processes that focus on the efficient and effective delivery of service.**
- \* **Support economic development opportunities that stimulate job growth and foster our economic stability.**
- \* **Promote efforts to improve the overall quality of life of our residents.**

*(Continued from page 5)*

- Be an outstanding leader and motivator who is inclusive, team-oriented and focused on accountability.
- Have a big picture orientation - - be strategic and visionary while also being fully engaged in County programs and services.
- Be politically aware and astute yet apolitical; able to understand the politics of the community.
- Will understand and fully accept the policy-setting role of the BOCC along with the responsibility of the County Manager to execute and implement BOCC policy.
- Have a full understanding of the complexities of county government with multiple elected officials and have the ability to work effectively within this structure.
- Be experienced with change management to effect positive results in a growing/changing organization.
- Be available, accessible and responsive.
- Have a positive attitude.
- Be a problem-solver who is strong and decisive as appropriate.
- Will engender trust and credibility; a person of the highest integrity.
- Have experience working with an elected policy-making body comprised of three or more members.

## COMPENSATION

Adams County, Colorado

The compensation for the County Manager position will be highly competitive. The starting compensation level is dependent upon the selected individual's qualifications and match with the desired attributes being sought by the County. The County will pay reasonable and customary moving expenses for the next County Manager.

Please visit Adams County on line at [www.co.adams.co.us](http://www.co.adams.co.us)

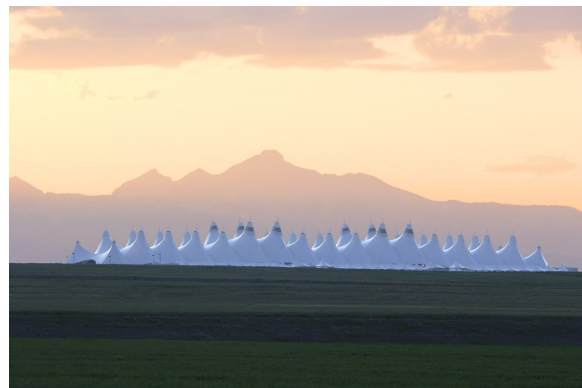
## TO APPLY

In order to be considered for this position, please send your resume and cover letter with current salary by June 21, 2013, to [slavin@bellsouth.net](mailto:slavin@bellsouth.net).

For additional information about this job, please contact:

Mr. Robert Slavin, President or  
Mr. Paul Wenbert, Western Regional  
Manager

**Slavin Management Consultants**  
3040 Holcomb Bridge Road, Suite A-1  
Norcross, Georgia 30071  
770-449-4656 (phone)  
770-416-0848 (fax)  
[slavin@bellsouth.net](mailto:slavin@bellsouth.net)  
[www.slavinweb.com](http://www.slavinweb.com)



**AN EQUAL OPPORTUNITY RECRUITER/EMPLOYER**