



**OUTSTANDING OPPORTUNITY TO
SERVE THE CITIZENS OF
AURORA, COLORADO
AS THEIR NEXT
CITY ATTORNEY**

ABOUT AURORA

Situated on prairie grasslands, rolling hills and the Black Forest's Northern tip, Aurora offers something for every lifestyle, from convenient urban living to master-planned communities.

The City has thriving aerospace, defense, bioscience, healthcare and distribution industries, among others. Aurora is also a diverse global community. People from around the world live, work and have businesses throughout the community, creating a culturally rich environment and one of our greatest assets.

Long known as the Gateway to the Rockies, this All-America City on the eastern edge of the Denver-Aurora Metropolitan Area boasts spectacular views of the Front Range spanning from Pikes Peak in Colorado Springs to Longs Peak in the Rocky Mountain National Park.

More than 340,000 residents choose to live in Aurora, making it the third largest city in Colorado and the 56th largest in the United States. It's also one of the safest cities of its size in the nation.

Aurora has become a dynamic urban center with an emphasis on smart growth, infill development, sustainability and livable neighborhoods. Only slightly more than half of Aurora's 154 square miles is currently developed—there is ample opportunity for Aurora to continue to grow.

Additional information about Aurora is available at: www.auroragov.org

HISTORY

Incorporated in 1891, Aurora was originally named Fletcher by its founder, former Chicago resident Donald Fletcher. In 1907, the community changed its name to Aurora. Agriculture was the main industry in Aurora's early years.

In 1921, while Aurora still had less than 2,000 residents, the U.S. government selected Aurora as the site for Fitzsimons Army Hospital to treat the wounded—especially those affected by mustard gas and tuberculosis—during World War I. In 1938, the Lowry Air Force Base located partly in Aurora was built. In 1942, the Army Air Corps built Buckley Field, now named the Buckley Air Force Base. These bases enhanced Aurora's military presence and helped to spur Aurora's growth to a community of 50,000 residents by 1960.

Fueled by interstate highway construction and the desirable quality of life offered by the area, Aurora's population increased more than five-fold to 276,000 by 2000. However, the 1990s were not without their challenges as the Lowry Air Force Base and the Fitzsimons Army Hospital were closed by the federal government. The community responded to these challenges by converting Fitzsimons into a world-class medical campus and one of the largest bioscience parks in the country.



Mayor and City Council adopted City Vision and Goals

The City's goals and objectives form the foundation for a set of long-range planning processes, including five-year revenue and spending projections. The updated Goals and Objectives adopted by the City Council in 2013 collectively outline the City's vision for the future. The vision encompasses six major areas of focus:



1. Assure a safe community for people;
2. Serve as leaders and partner with other governments and jurisdictions;
3. Ensure excellent infrastructure that is well-maintained and operated;
4. Create a superior quality of life for residents making the city a desirable place to live and visit;
5. Be a great place to locate, expand and operate a business and provide for well-planned growth and development: and
6. Provide a well-managed and financially-strong city.

Economic Outlook

Colorado's economy has performed better than the nation since the end of the recession. It is expected to experience further economic growth in 2014 and 2015, driven by improvements in the housing market, personal income, and job growth. The recovery in Aurora continued with the fourth consecutive year of positive revenue growth as 2013 ended the year with a 4.9 percent increase over 2012. This growth was primarily driven by a prominent increase in sales tax collections and a notable increase in building material use tax stemming from construction activity in the city.

- The number of housing permits issued in Aurora peaked in 2005 with 2,337 permits. In 2013, the number of permits increased 11.0 percent over 2012 with 830 permits issued, yet remained 64.5 percent lower than the 2005 peak. Home prices in Denver-Aurora surpassing pre-recession levels, low interest rates, and limited vacancies as well as decreasing foreclosures will drive moderate housing market growth through 2015.
- State wage and salary income grew by 4.0 percent in 2013 and is projected to grow at a faster rate of 5.7 percent in 2014. Typically, Aurora's wage and salary data trends with the state and metro area. Local wage and salary data continues to be driven by the job mix in Aurora, which includes a high percentage of low paying jobs in industries such as construction and retail.
- Aurora's unemployment rate peaked at 10.8 percent in 2008. As the local labor market improved, the unemployment rate decreased to 7.1 percent in 2013. Aurora is expected to continue adding jobs, however, the rate of growth will be partially offset as workers re-enter the workforce.

HOUSING

In the 1980s, the City established a vision of creating new employment centers with high-paying jobs along with housing options desired by these employees. As a result, many new housing developments with higher-end detached single-family and condominium units have been created. One of these developments, Southshore, was named the Community of the Year in 2007 by the Home Builders Association of Metropolitan Denver.

FITZSIMONS LIFE SCIENCES DISTRICT

With the closing of the Fitzsimons Army Hospital by the federal government in 1995, Aurora partnered with the University of Colorado Health Sciences Center and the University of Colorado Medical School to create the Fitzsimons Redevelopment Authority. The result of this collaboration is the establishment of the Fitzsimons Life Sciences District, a 578-acre site that includes the Anschutz Medical Campus and the Colorado Science and Technology Park. The district has 22,000 employees dedicated to bioscience, healthcare, medical education, and advanced research. This is the largest bioscience development in Colorado and one of the largest in the country.

There are still 184 acres at the Fitzsimons Life Sciences District yet to be developed. When completed, the total public and private investment in the Fitzsimons Life Sciences District will be \$4.2 billion, and the district will be home to 30,000 employees. The district currently has two hospitals--University of Colorado Hospital and Children's Hospital Colorado. A new 182-bed Veterans Affairs hospital will also open in the coming years.



LEISURE & CULTURE

Aurora's climate is mild and dry with more than 300 days of sunshine annually offering ample opportunity to participate in outside activities year-round. Residents and visitors to Aurora enjoy the scenic mile-high beauty of the eastern Colorado prairie with views of both Pike's Peak to the south and the Rocky Mountains to the west. The community has a multitude of recreational facilities including:

- Sports Park, a City-owned facility that has 23 full-sized soccer fields and 12 baseball/softball fields that host national and regional tournaments;
- Seven municipal golf courses ranging from traditional layouts to award-winning championship courses;
- More than 100 improved parks and over 50 miles of hiking and biking trails;
- Two indoor pools, five outdoor pools, and two City reservoirs that allow for swimming, fishing, and wind sailing;
- One full-service City recreation center, three community centers, and three neighborhood centers;
- A City skate park and dog park;
- The Morrison Nature Center situated on 200-acres of open space featuring classes and interactive exhibits; and
- The 1,100-acre Plains Conservation Center featuring the flora and fauna of Colorado's eastern plains.

The community also boasts many cultural assets including the Aurora History Museum, Aurora Symphony Orchestra, Fox Arts Center, Aurora Singers, Delaney Farm Historic District, and the Aurora Cultural Arts District.

TRANSPORTATION

Aurora serves as a strategic transportation hub centrally located in the United States. The City is located just minutes from Denver International Airport and Front Range Airport and intersected by I-225, I-70 and E-470. The Regional Transportation District provides commuter and light rail and bus service for the metropolitan area. Aurora currently has two light rail stations. Eight additional light rail stations are currently under construction. Also under construction are two commuter rail stations (including a combined light rail-commuter rail transfer station) that will connect the light rail line to a future commuter rail line with service to Denver International Airport.

NEIGHBORHOODS

Aurora has a diverse housing stock located in more than 450 neighborhoods, 382 of which are City-registered neighborhood associations. Tree-lined streets, open prairie, majestic views of the mountains, and many neighborhood parks make Aurora neighborhoods an ideal place to call home. Aurora's Neighborhood Services Department works in conjunction with neighborhood groups to maintain an attractive community appearance and enhance residents' quality of life.

EDUCATION

The City of Aurora is served by a total of seven school districts. Most of the community is served by two public school districts—the Cherry Creek School District and Aurora Public Schools. More than half of Aurora's students attend schools in the Cherry Creek District which is one of the top performing school districts in the country. In addition, Aurora Public Schools has been making improvements to every school building due to a voter-approved \$225 million bond program.

Aurora has the following eight campuses of higher education: University of Colorado Anschutz Medical Campus; Anthem College; Columbia College; Regis University; Platt College; Pickens Technical College; Concorde Career College; and Community College of Aurora.

THE CITY GOVERNMENT

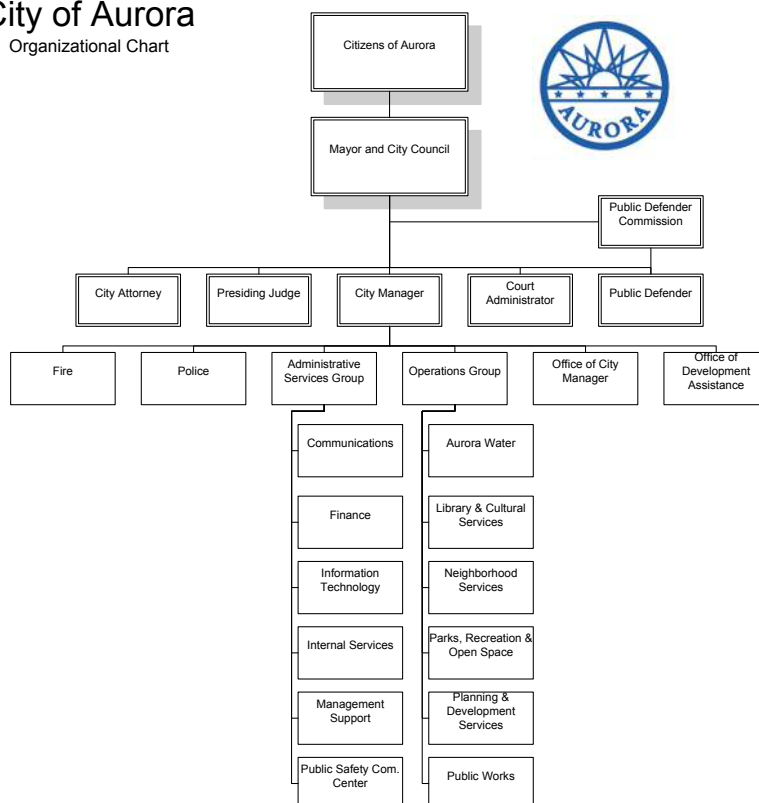
GOVERNANCE & ORGANIZATIONAL STRUCTURE

The City of Aurora has operated under the council-manager form of government since 1954. The City Council consists of a Mayor and 10 Council Members elected to four-year overlapping terms. The Mayor and four Council Members are elected at-large, and the other six Council Members are elected by wards. Aurora is the 25th largest council-manager city in the country.

The City has a long history of its mayors being actively involved in day-to-day representation of the City. In recognition of this, the Mayor's position was changed to full-time in 1993 by Aurora voters. The Mayor's duties which consist of chairing City Council meetings and voting to break ties on Council agenda items were not impacted as a result of the change to a full-time position.

The City Council appoints a Mayor Pro Tem annually for a one-year term. The Mayor Pro Tem serves as mayor in his or her absence and also makes appointments to the six Council Commit-

City of Aurora
Organizational Chart



tees that address various policy issues. Each council member serves on a total of two committees. Following is a list of the Council committees: Management and Finance; Infrastructure and Operations; Planning, Economic Development and Redevelopment; Public and Intergovernmental Relations; Public Safety; and Quality of Life.

The City Council appoints the City Attorney, City Manager, Presiding Judge, and Court Administrator.

The City Manager ensures that the policy direction set by the City Council is carried out and that City services are delivered equitably to all residents. The City Manager is responsible for recommending the budget to the City Council and for hiring and providing managerial leadership to City staff.

The City Attorney provides day-to-day legal advice to the City Council, City Manager, all Boards and Commissions and other City officials on ethical matters, ordinances, contracts, land use, litigation and a wide range of other legal issues. The City Attorney also oversees private law firms retained to assist the City with specialized legal matters.

The City is a full-service operation with 2,691 FTE. The City conducts collective bargaining with both Police and Fire unions.

THE CITY ATTORNEY'S OFFICE

The City Attorney's Department provides legal counsel to the Mayor, City Council, City Manager, operating departments, and boards and commissions. The City Attorney also provides litigation services in all State and Federal courts, prosecutes cases in jury trials before the Municipal Court, and coordinates the jury trial docket to dispose of cases in a timely and equitable manner. Other legal services include: monitoring risk exposure and revising related policies and procedures, conducting contract negotiations, drafting contracts, reviewing draft ordinances and resolutions, assessing and advising on enforcement issues, responding to citizen inquiries and complaints, and processing various claims. The City Attorney accommodates complaints and/or requests for information from citizens, while recognizing its role is that of an attorney for the City entity, and not the public at large. The City Attorney prepares responses to contentious public inquiries, and works with the Mayor, City Council and staff in mitigating/preventing adverse publicity for the City.

The City Attorney is appointed by and reports directly to the City Council. The City Attorney maintains objectivity and independence necessary to provide effective and objective legal advice to the City Council. The City Attorney works cooperatively with the City Manager to ensure effective communications and advice to the City Council.

The City Attorney manages a department budget of \$8.02 million and is responsible for supervising a staff of 50.75 FTE.

The City Attorney's Office has two divisions, the Civil Division and the Criminal Justice Division. The Civil Division works to prepare City ordinances, defend the City in litigation, and provide legal counsel to City offices and City Council. The Criminal Justice Division handles prosecution of violations of municipal ordinances and regulations.

Civil Division

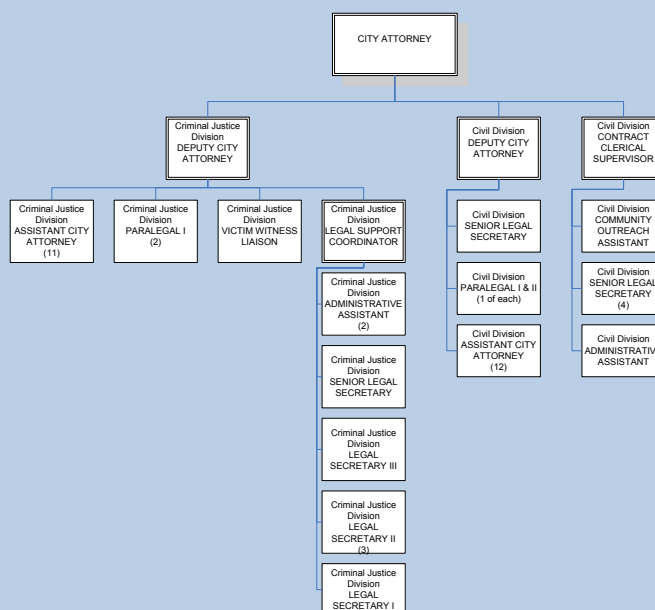
Net Cost: \$6,068,797; Allocated Staffing: 26.75 FTE

The Civil Division prepares City ordinances and resolutions, defends the City in litigation, and provides legal counsel to City offices and City Council through both oral and written advice, including the drafting of memoranda and review of legal documents. Department performance may be measured primarily by maintaining the confidence of Council/clients and by performing all legal work with the highest quality in a timely manner.

Criminal Justice Division

Net Cost: \$1,944,902; Allocated Staffing: 24.00 FTE

Provides trained and qualified attorneys to represent the City in the role of prosecuting violations of municipal ordinances and regulations. Further provide trained and qualified attorneys to process and address any appellate work stemming from an action.



ISSUES AND OPPORTUNITIES — The following is a list of issues and opportunities that Aurora’s next City Attorney will address:

- The development of the 1,500-room, 400,000 square foot conference center “Gaylord Rockies in Aurora” to include an indoor/outdoor Rocky Mountain recreational waterpark.
- Opportunities for mixed-use development adjacent to Denver International Airport (DIA).
- The new transit oriented developments adding up to 10 new stations on the “Aurora Line” and East Corridor as part of the FasTracks mass transit system expansion to DIA.
- A variety of land use issues with the City and County of Denver concerning development near DIA.
- Implementation of Colorado's new marijuana law in Aurora.
- A potential 2015 ballot measure concerning the establishment of Aurora as a combined city and county government. If the 2015 measure and subsequent statewide constitutional measure are both approved, a charter review study will be required to implement the transition to the City and County of Aurora.
- Needs to be an ongoing evaluation of the type and amount that outside counsel is used by City Attorney’s Office.



THE IDEAL CANDIDATE

It is anticipated the City Attorney will be a highly competent professional and strong generalist, with a solid record of pre-trial risk assessment, and in-depth understanding of issues confronting Colorado cities and the western region and an appreciation for the role differences between elected officers and appointed officials. Typical candidates include City Attorneys, Assistant City Attorneys and other public and private attorneys who have the necessary expertise and personal characteristics desired by the Mayor and City Council. Additional requirements are as follows:

Education, Certification and Experience

Candidates will be expected to have a Juris Doctorate degree from an accredited school of law. Important qualifications include extensive experience practicing law including knowledge of local government law and the ability to manage a large, complex law office. Active membership in the State Bar of Colorado is required.

Expertise

- First-rate lawyer – creative, thoughtful, technically competent, innovative and credible, with a solid work history.
- Thorough understanding of the legal principles, practices and precedents that are directly related to the role and responsibilities of a city attorney. Has a positive track record in successful pre-trial assessment.
- Highly skilled and poised communicator who is effective one-on-one or in public meetings that require clear, concise and objective responses to complex legal questions.
- Competent manager of both issues and staff – capable of sustaining a respectful and productive work environment that inspires teamwork and positive results and values staff contributions.
- Knows how to mentor and develop staff, respects budgetary parameters, attracts and retains top talent, with an appreciation for a diverse workforce.
- Highly knowledgeable in western and US water laws.

Personality / Management Style

- Independent thinker with creative problem-solving approach and an eye for detail; dedicated to public service; keeps the interests of the City at heart.
- Self-starter, positive, appropriately assertive and proactive.
- Strives to earn and maintain the Mayor and City Council's trust and respect, yet willing to raise difficult issues when necessary.
- Maintains very high ethical standards – a person of exceptional character who naturally earns the confidence and trust of others.
- Politically astute without being political. Has experience working with local elected officials and knows the difference between legal advice and policy-making roles and does not resist difficult issues.
- Minimizes the City's exposure to liability while achieving the Mayor and Council's policy direction.
- Willing to take prudent risks – has a track record as an attorney of helping clients reach their goals by developing legal, alternative approaches.
- Effectively manages a large law office and delivers high-quality, timely service.
- Knows when and how to effectively select and manage outside counsel.
- Can effectively communicate to City leaders the possible impacts of certain decisions on staff and financial resources.
- Has an established network of reliable resources; is respected in the state's municipal law community and understands Colorado's local government political/financial/legal landscape.

- Excellent communication skills; able to explain legal issues in a clear and understandable manner and is proactive in communication sharing.
- Is a team player who works closely with the City Manager and department heads in examining potential legal impacts and developing alternatives to address a wide range of policy and operational issues.
- Collaborative – seeks to establish effective working relationships with other legal representatives in the region while partnering with Mayor/Council and City management.
- Can be relied upon to provide sound legal advice even when it may not be the popular answer.
- Will be approachable and accessible to the Mayor and all Council members, as well as to his or her staff.

COMPENSATION

The compensation for the City Attorney will be highly competitive including a fringe benefit package with:

- a choice of excellent and comprehensive health, dental, vision, and life insurance plans;
- flexible spending accounts for health and dependent care expenses;
- participation in City's retirement plan;
- a selection of deferred compensation plans;
- long-term disability insurance;
- an employee assistance program; and
- voluntary long-term care and universal life insurance programs.

The starting salary will be dependent on the selected individual's qualifications and match with the desired attributes being sought by the City. The City will pay reasonable and customary moving expenses for the next City Attorney who is required to live within the city limits.

TO APPLY

To be considered for this position, please send your resume and cover letter with current salary by June 30, 2014 to slavin@bellsouth.net.

For additional information about this job, please contact:

Robert E. Slavin, President

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AN EQUAL OPPORTUNITY EMPLOYER AND RECRUITER