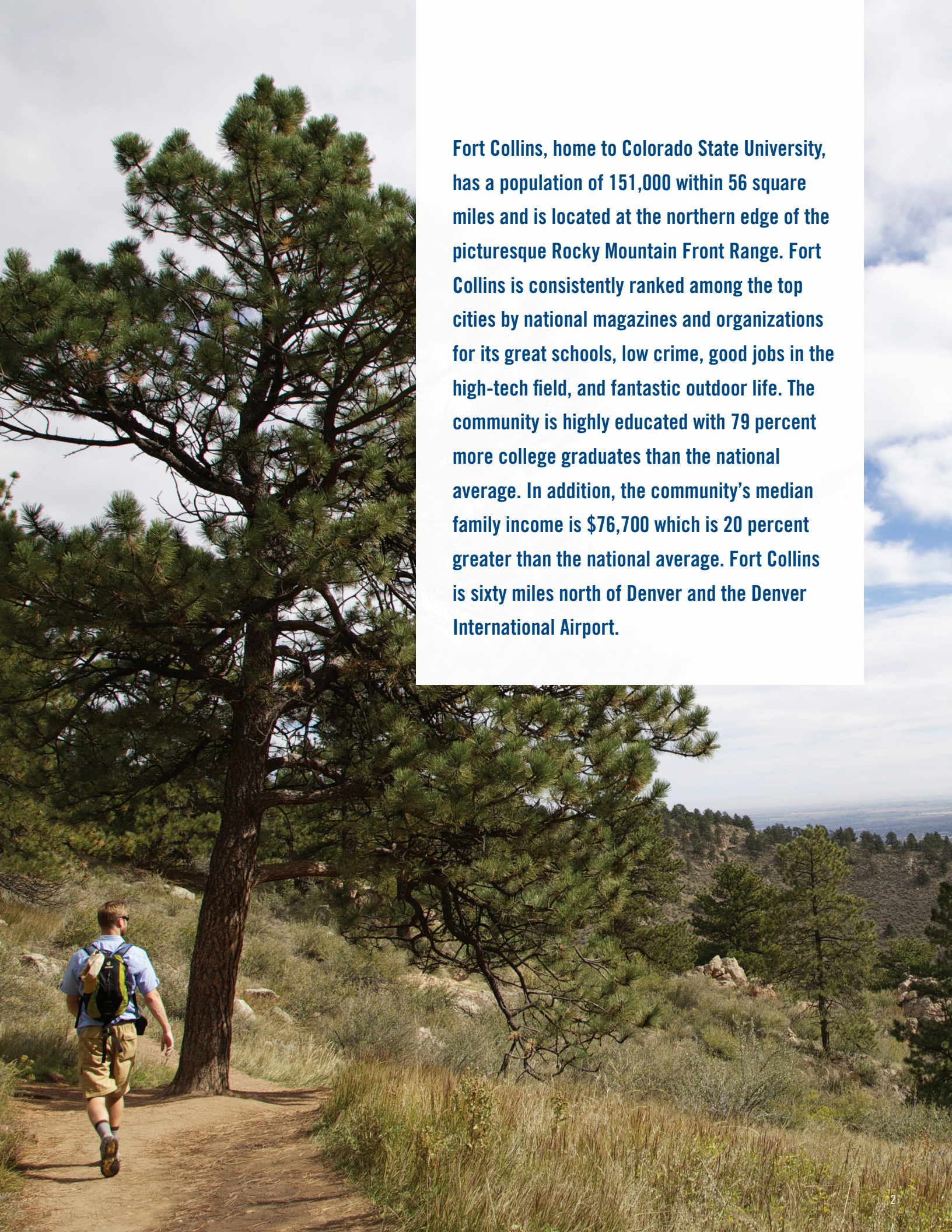




The City of Fort Collins, Colorado
Invites Qualified Candidates to Apply For

Deputy City Manager/Chief Operating Officer



Fort Collins, home to Colorado State University, has a population of 151,000 within 56 square miles and is located at the northern edge of the picturesque Rocky Mountain Front Range. Fort Collins is consistently ranked among the top cities by national magazines and organizations for its great schools, low crime, good jobs in the high-tech field, and fantastic outdoor life. The community is highly educated with 79 percent more college graduates than the national average. In addition, the community's median family income is \$76,700 which is 20 percent greater than the national average. Fort Collins is sixty miles north of Denver and the Denver International Airport.

2012 Top Downtown in the Country

Livability.com, November 2012



Robert Havlick Award
for Innovation in Local
Government recognizing
the Sustainability Services
Area formation

Alliance For Innovation, March 2013

History

French trappers first established a campsite along the Cache La Poudre River in the 1700's. Due to western expansion the U.S. government established a military outpost to protect settlers as they made their way across the prairie and over the continental divide. Business people were attracted to the area and claimed the area known as Fort Collins as the military left the region in 1868.

Flash forward one hundred years as Fort Collins became an early hub of technology with the relocation of high tech companies in the 1970's. The tech boom and bust in the 2000's attracted a new kind of resident—entrepreneurial, innovative, and creative, embracing the pioneer spirit that settled the region originally.

Economy

Fort Collins has a strong economy anchored by the Colorado State University (CSU) campus with nearly 25,000 students and 7,000 employees. Founded in 1870 as a land grant college, students from every state and 95 foreign countries attend CSU. Graduate and undergraduate degrees are offered in nine colleges, and CSU is known for major research advances in agriculture, engineering, veterinary sciences, technology, and water.

Major private sector employers in Fort Collins include Hewlett Packard (1,250 employees), Poudre Valley Hospital (3,000 employees), and Woodward, Inc. (1,300). Innovation occurs across industry sectors in Fort Collins. Craft brewer, bioscience, software, hardware, water innovation, and clean energy companies contribute ideas, inventions, and products that positively impact the local economy. In 2010, 225 patents were registered to researchers, scientists, and entrepreneurs in Fort Collins.

Known as the community's "crown jewel" Downtown Fort Collins has a large selection of eclectic, unique shops and restaurants. In the summer public plazas invite social gatherings and outdoor concerts. Old Town Square, a pedestrian only business district, is a vibrant hub of activity for all ages with outdoor patios and regularly scheduled entertainment.



Platinum Bicycle Friendly Community

League of American Bicyclists, May 2013



Education

The Poudre School District (PSD) serves approximately 24,000 students and includes four high schools in Fort Collins and the surrounding area. In addition there are several charter schools in Fort Collins including Ridgeview Classical Schools which was rated among the top ten charter high schools in the nation (*U.S. News & World Report*, December 2008). For more information about PSD, please visit psdschools.org.

Additional educational institutions in Fort Collins include Front Range Community College, the Institute of Business and Medical Careers, University of Phoenix, and Regis College.

Recreation

With 875 acres of developed park land including six community parks and 49 neighborhood/pocket parks, recreation opportunities abound in Fort Collins. The City also maintains 30,000 acres of natural areas and more than 32 miles of recreational trails.

Money Magazine ranked Fort Collins

6th Best Place to Live in the Nation in 2010

Vision

To provide world-class municipal services through operational excellence and a culture of innovation.

Mission

Exceptional service for an exceptional community.

Values

- Outstanding Services
- Innovation and Creativity
- Respect
- Integrity
- Initiative
- Collaboration and Teamwork
- Stewardship

City Government

Fort Collins was incorporated in 1873 and has operated under the council/manager form of government since 1939. The City Council consists of six district Council Members elected on a non-partisan basis for four-year terms and a Mayor elected at-large on a non-partisan basis for a two-year term. The Mayor Pro Tem is chosen from among the entire Council and serves a two-year term. The City has 27 Boards and Commissions that provide advice and recommendations to the City Council on issues such as affordable housing, art in public places, the environment, human relations, and the needs of senior citizens, youth, and women.

The City Council appoints a City Manager who is responsible for managing municipal operations that consist of a \$504 million calendar-year budget and 2,299 FTE's. The current City Manager has worked for the City for 17 years and was appointed City Manager in 2004. In addition to traditional municipal services, the City has an electric utility, a regional airport jointly owned by the City of Fort Collins and the City of Loveland, and the Fort Collins Museum of Discovery which was created through a unique public/ private partnership.

Fort Collins' voters have approved many capital improvement initiatives over the last forty years that have created new amenities and addressed municipal needs including two additional parks, a new City office building, a transit center, a downtown parking structure, and a horticulture center. The City has implemented these initiatives in a fiscally prudent manner as evidenced by its AAA bond rating.

Each year the "World Class People" program recognizes City employees for their outstanding service, teamwork, individuality, and creativity. This is an opportunity to demonstrate how City employees contribute to making Fort Collins a great community. When past honorees were asked what they liked most about working for the City, most cited the people they worked with and the opportunity to make a difference in their community. Also, in a recent survey of City employees 60 percent indicated the City of Fort Collins is the best place they have ever worked.

The City and community have received more than 60 honors and awards over the last several years that recognize the quality of life and economic and environmental sustainability that exists in Fort Collins. To view a list of these honors and awards, please visit the following web site fcgov.com/visitor.

Deputy City Manager/ Chief Operating Officer Position

To Apply:

Please send your resume and cover letter in a Word format with current salary to pwconsulting@cox.net by January 10, 2014. For additional information about this job, please contact:

Robert E. Slavin

President
Slavin Management
Consultants
770-449-4656
slavin@bellsouth.net

Paul Wenbert, ICMA-CM

Western Regional Manager
Slavin Management
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480-664-2676
pwconsulting@cox.net

An Equal Opportunity Recruiter/Employer

The City of Fort Collins is in the process of transitioning from a traditional municipal government organizational structure to a CEO/COO corporate model as another step in operationalizing the City's vision of continuing to be a world-class community. To assist in this transition the Deputy City Manager position is being transformed to a DCM/COO. The current DCM who has served in that position for 24 years will be retiring in March 2014.

In this corporate model the City Manager will focus more on external issues and working with the City Council. The DCM/COO while also working with the City Manager and City Council on external matters will spend more time working with the City's Executive Leadership Team (ELT) to implement the City's strategic plan and deal with internal operational matters. The DCM/COO will assume a broad array of responsibilities spanning the full operations of the City and will serve as Acting City Manager in the absence of the City Manager. Also, the DCM/COO will work with the City Manager and the ELT to develop and refine the corporate model Fort Collins will use.

Additional DCM/COO responsibilities include:

- Providing guidance and advice to City Manager and Service Area Directors on implementation of key City initiatives;
- Ensuring alignment between strategic plan and City operations by:
 - serving as a link between internal and external initiatives
 - focusing on large operational issues that link to strategic community-focused issues
 - providing background and political and social context to City employees to ensure proper implementation of strategic initiatives;
- Monitoring progress of initiatives ensuring key deliverables are done on time and within budget;
- Improving ELT's decision-making process by clarifying decision-maker and other team roles on cross-functional projects;
- Assisting in City Council agenda preparation; and
- Planning and coordinating a variety of complex projects including performance excellence and the City's strategic plan

Job Requirements and Compensation

The minimum job requirements are: 1) graduation from accredited four-year college or university with degree in Public Administration, Political Science, Business Administration or a closely related field with Master's degree strongly preferred; and 2) high-level government management experience with at least ten years of management experience in the public and/or private sector preferred. Equivalent combinations of experience and education will be considered.

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Recruiter/Employer****Desired Professional and Personal Attributes**

The following are the desired professional and personal attributes for Fort Collins' DCM/COO.

- Strategic thinker with successful track record of producing bottom-line, results-oriented outcomes
- Good business acumen with entrepreneurial approach to city government
- Experience operationalizing strategic plans with ability to define implementable segments of plan
- Strong, tactful, and powerful communicator who explains complex issues in layperson language
- Driver who works with a sense of urgency in a positive and personable manner
- Change-agent who embraces continuous improvement philosophy and is quick study on addressing barriers to change
- Experience with performance management and evaluation of services
- Strong organizational and time management skills with ability to prioritize key initiatives and manage work flow in complex environment with many stakeholders who have "must do" projects
- Politically astute yet apolitical
- Good public presentation skills with experience making presentations to City Councils or comparable groups
- Able to inspire and motivate City employees

Compensation

The salary range for the Deputy City Manager position is \$137,775 to \$192,225 annually depending on qualifications and also includes the following benefits package:

- Medical, dental, and vision insurance
- Flexible spending accounts
- 401(a) and 457 plans in lieu of participating in state retirement system*
- Paid vacation—20 days accrued annually at hire increasing with length of service to 24 days annually, plus 5 days lump sum at the beginning of each year
- Paid sick leave and long and short-term disability
- Nine paid holidays
- Life insurance
- Annual executive physical
- Wellness programs
- Employee assistance program

**The City contributes 10 percent of the employee's salary into 401(a) money purchase plan and matches up to 3 percent of employee contributions to 457 deferred compensation plan*

The City will pay reasonable and customary moving expenses for the DCM/COO who will be required to live within Fort Collins' city limits.

The City's current organizational chart which will be revised to reflect the Deputy City Manager/Chief Operating Officer (DCM/COO) position is shown below.

