

The City of Golden, Colorado

Invites your interest in the position of

CITY MANAGER



City of
Golden



THE CITY OF GOLDEN, COLORADO

Upon entering Golden's historic downtown, visitors are enthusiastically greeted with a large, western-style sign arching across Washington Avenue which reads, "Howdy, Folks! Welcome to Golden," and proudly boasting the slogan, "Where the West Lives." This iconic sign perfectly captures the spirit of Golden, a friendly and forward-thinking city proud of its Western heritage.

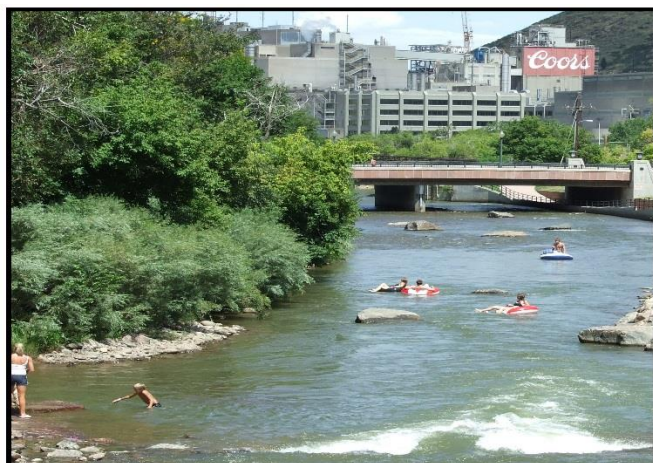
Founded in 1859, Golden was the territorial capital of Colorado from 1862 until 1867. Today, it is nine square miles filled with undeniably beautiful scenery in every direction. Golden is nestled in the foothills of the Rocky Mountains and protected from the rest of the Denver-metro area by two impressive mesas to the east. It is considered a true getaway even though it is no more than 30 minutes from downtown Denver by car or Light Rail. If you're more of an outdoor enthusiast, Golden boasts 24 miles of trails that connect to a vast amount of open space. The City is recognized nationally for its bike and pedestrian friendliness.



Cascading out of the mountain, past City Hall and into town is Clear Creek, full of abundant and clear mountain water and a mecca for kayakers, tubers and fishermen. It is no wonder that in 1873 Adolph Coors decided it was an ideal location for a brewery. The MillerCoors brewery is still the largest single site brewery in the world, and Golden also has five micro breweries all within walking distance of each other. In addition, there is an extensive array of attractions, including 10 museums, which offer a source of cultural pride. The city offers golfers a true challenge at Fossil Trace, a premiere and award-winning golf course. Kids big and small can enjoy the Splash water park, one of the largest water parks in the metro area. Add in the year-around festivals and events and you'll always find something happening in Golden!

An eclectic array of independent restaurants, boutiques, galleries and coffee shops line Washington Avenue and adjoining streets. Golden is also a hotbed of entrepreneurship as the home of the very best in science, technology and energy companies. Among those are CoorsTek, SourceGas, the National Renewable Energy Laboratory and the National Earthquake Information Center. In the heart of downtown is the world-renowned Colorado School of Mines, giving the city a strong and enduring educational and research presence.

Whether you're shopping, dining, walking your dog, cycling, kayaking, climbing or hangliding, Golden has become a true destination city for people in the metro area and around the world. For more information about Golden, Colorado visit www.cityofgolden.net or VisitGolden.com.



Policy Framework

Golden is a community that has determined its identity and articulated a vision for the future. The best description of this identity and vision is contained in ***Golden Vision 2030***, a project that engaged the entire community and resulted in a set of guiding principles and community values which have become the foundation for current and future policy direction.

In addition to Vision 2030 Golden has several established policies and planning documents, including:

- New Comprehensive Plan adopted in 2011
- Parks and Recreation Master Plan
- Clear Creek Corridor Master Plan
- Neighborhood Plans
- Budget, Investment and Financial policies

Every two years following the seating of newly elected or re-elected councilors, the City Council meets to review strategic issues and set priorities for the next two year period. This effort always starts with Council's support for the core infrastructure and municipal services that help create such a wonderful place to live, work, play, and serve each other. In addition, every two years, Council identifies a few specific targeted areas where City Council, staff, and the community can work together to measurably demonstrate a positive impact and improvement. For 2014 and 2015, Council has chosen to focus on:

- A vibrant economy
- Healthy people
- A connected community
- Sustainable choices and environment



Golden Vision 2030 Guiding Principles and Community Values

Guiding Principles

These two structural principles are the foundation upon which the Golden community intends to act and make decisions:

Our city government is responsive, approachable, good at listening, welcomes participation and involvement, is fair to all parts of the city and is accountable.

Our community values require that we direct and manage change, assure smart growth (transportation & development), affordable housing, and sustainability. As a community, we expect sustainability that preserves the small town look, feel and character.

Community Values

The “heart and soul” values comprise a set of community elements that are consistently very important to Golden residents. These values are to be a substantial consideration in all major community decisions. As defined in this document, our community values include:

- **An accessible and walkable community**
- **Active outdoors and the environment**
- **Safe, clean and quiet neighborhoods**
- **Support for local business and downtown**
- **Convenience and community amenities**
- **Support for our history, culture and education**
- **A family and kid friendly town**
- **Friendliness and appreciation of our neighbors**
- **Our sense of community**
- **Belonging/volunteerism**

THE CITY GOVERNMENT

The City operates under the council-manager form of government. Accordingly, policy-making and legislative authority are vested in the City Council, consisting of the Mayor and six other members. The Council is elected on a non-partisan basis for four-year staggered terms, with elections every two years. Four of the council members are elected by wards, two by districts (each encompassing two wards), and the Mayor is elected at-large. The City Council is primarily responsible for passing ordinances and resolutions, adopting the budget, appointing committees, and hiring the City Manager, City Attorney and the Municipal Court Judge. The City Manager is responsible for carrying out the policies and direction of the Council, overseeing the day-to-day operations of the City and appointing the heads of the various departments.

THE GOLDEN CITY COUNCIL

Mayor	Marjorie Sloan
District 1	Saoirse Charis-Graves
Ward 1	Marcia Claxton
Ward 2	Joe Behm (Mayor Pro-Tem)
District 2	Marcie Miller
Ward 3	Pamela Gould
Ward 4	Laura Weinberg

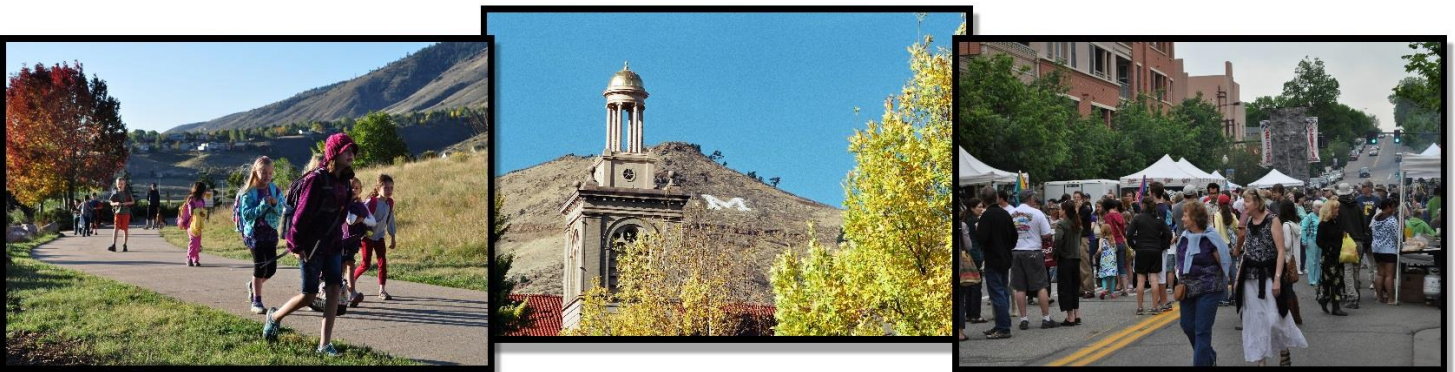
The City provides a full range of services including police, fire, streets, water, wastewater, drainage, public improvements, parks and recreation, planning and development, and general administrative services. The Parks and Recreation, Public Works, and Police Departments are all nationally accredited, with the City having the first municipal parks and recreation department in Colorado to achieve such distinction. The City is one of seven jurisdictions in the nation to achieve accreditation in all three departments. These distinctions are an indication of the quality of the City's employees, operations, and services provided. Golden's 2015 total budget is \$71,684,795. The City has 217 full-time employees, 320 part-time and seasonal employees and 90 volunteer firefighters. The current City Manager, Mike Bestor, is retiring with almost 22 years in the position.

The City Manager is appointed by and serves at the pleasure of the City Council. As the Chief Executive Officer, the City Manager appoints all department heads. He or she advises the Council and makes recommendations on matters related to the operation of the City including the responsibility for overseeing all departments and staff. The annual budget and 10-year Capital Improvement Program are prepared and presented to the City Council by the City Manager. The Mayor and City Manager prepare the agenda for each City Council meeting and provide the City Council with all necessary documentation for each order of business.



ISSUES AND OPPORTUNITIES (Not prioritized)

- Golden has a .9% annual residential growth cap and there is little remaining developable land. As a result, Golden must deal with in-fill development, high cost of housing and impacts from rapidly expanding neighboring communities.
- Strong budgetary policies are in place which require funding the annual maintenance of existing infrastructure as the first priority for capital improvement plans.
- Golden's staff at all levels is comprised of highly competent, dedicated and long-tenured members and a good succession planning process is in place for senior and mid-level management positions.
- The City Council is supportive of continuous quality improvement processes including employee training and development.
- Golden City Councils have a long history of focusing on big-picture, long-range budget issues which has helped keep the city in a strong financial position. Golden actually increased its General Fund Balance during the Great Recession!
- The City aggressively seeks opportunities to enhance its economy while at the same time maintaining and improving Golden's highly valued quality of life, rich history and community character.
- Golden has many interested and active citizens and volunteers serving on 11 standing boards and commissions.
- Housing in Golden is limited in quantity and fairly expensive for the region. (Residency is required for the City Manager.)
- Golden is a regional player in transportation policy as it seeks to protect its character in the face of rapid metro-wide growth.



ABOUT THE CITY MANAGER POSITION

Golden is seeking an experienced and capable City Manager with excellent interpersonal skills and a commitment to achieving the goals set by City Council. The new City Manager will provide effective direction, leadership and resources to staff to ensure that Council policies are implemented and goals are achieved. The new manager must have a team-oriented and collaborative style which encourages creativity and values excellence. Must build and maintain effective working relationships with the Mayor and each Councilmember, department heads, employees and the community.

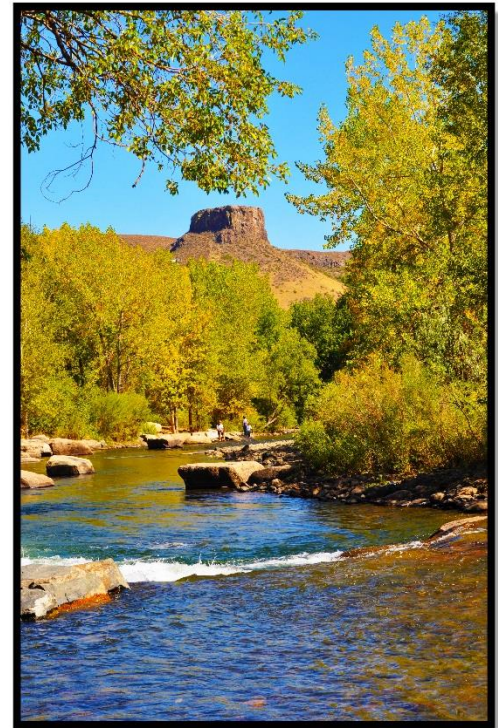
Minimum Requirements include:

- Bachelor's degree from a four-year college or university with major course work in public administration, business, or related.
- At least six years of increasingly responsible experience in a local public agency in an administrative and managerial capacity involving responsibility for the planning, organization, implementation, and supervision of all municipal functions.
- Proven strong management and leadership skills, be an open and positive communicator, a team manager, strong in finance and budget, a proven advocate for employee development and skilled in employee relations.
- Residency is required subsequent to appointment.

Ideal candidates will fit the following profile:

Professional Skills

- Record of inspirational leadership and vision
- Professionally knowledgeable and up-to-date on municipal matters
- Progressive - focused on the future
- Committed to staff succession planning, training and development
- Skilled in verbal and written communications
- Customer service and community relations focused
- Proven record of budget, fiscal management and economic development accomplishments
- Able to develop and maintain quality intergovernmental relations
- Familiar with municipal management of emergency operations



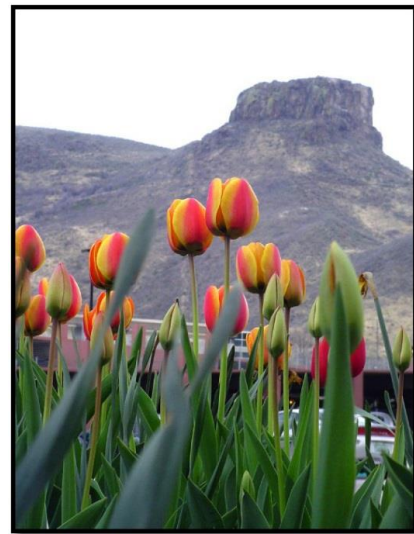
Management and Leadership Style

- Analytical, data-driven, innovative and does not settle for the status quo
- Creative, adaptable and receptive to positive change
- Understands and values the principles of job satisfaction and work/life balance
- Addresses issues in a timely manner
- Solicits and listens to ideas from Council, community and staff, empowers others, builds consensus and collaboration — non divisive
- Self-confident without being intimidating or ego-driven
- Strength with courage to stand up for his/her convictions; publicly support Council, community and staff
- Sense of humor; doesn't take things personally
- Common sense decision making
- Personal and professional commitment to the ICMA Code of Ethics
- Committed to continuous quality improvement
- Doesn't make change simply for the sake of change



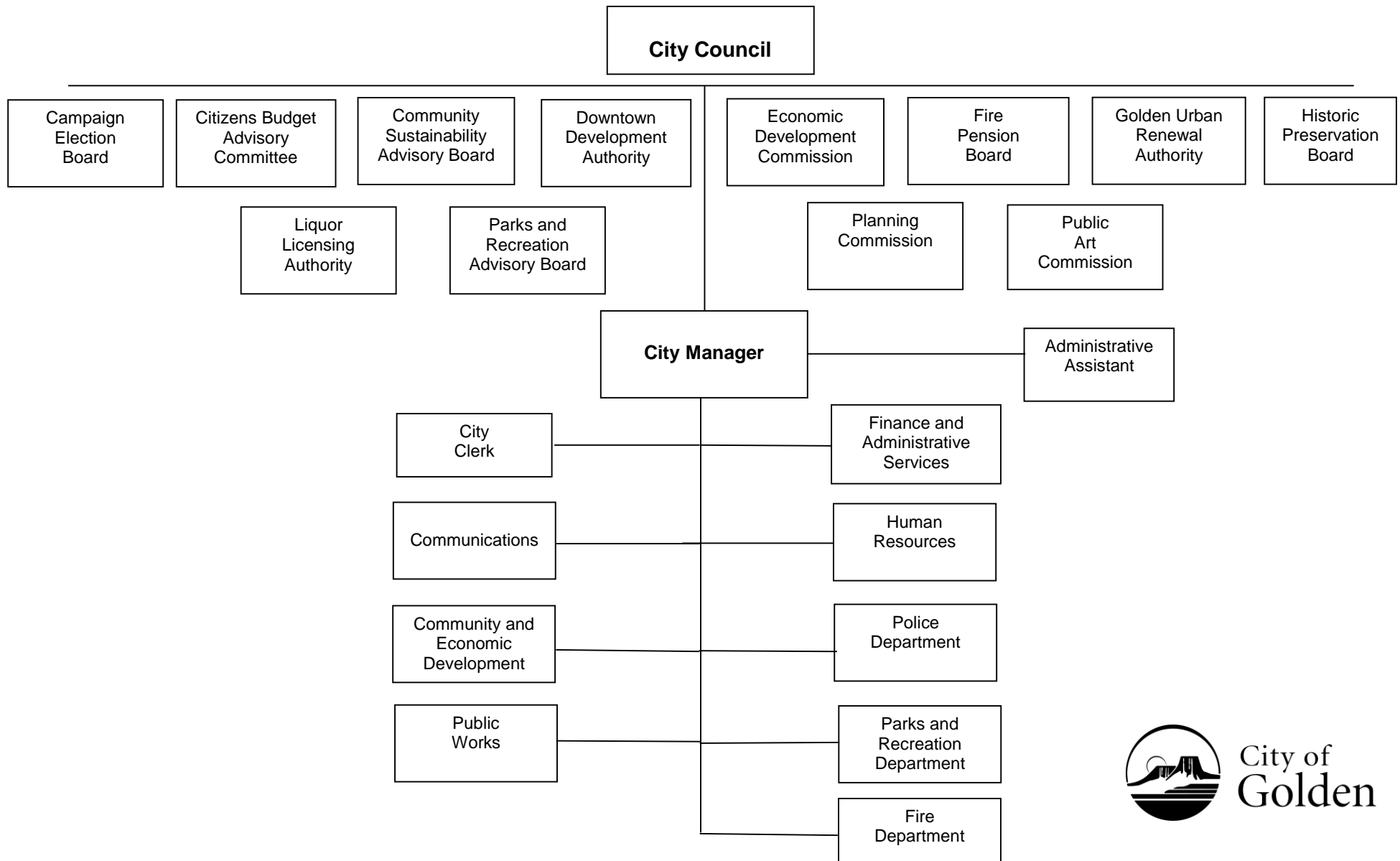
Professional Characteristics and Attributes

- Respects and strengthens the Council/Manager form of government, and the role distinctions among the Council, the manager, city staff and citizens
- Committed to openness and transparency
- Strong advocate for sustainability
- Tech-savvy
- Supports and will continue the current open-door policy between City Council, City Manager, staff and citizens
- Encourages innovation and managed risk; is tolerant of honest mistakes admitted openly
- Makes it a priority to keep all Councilors equally informed
- Politically astute
- Demonstrated commitment to the profession of municipal management
- Willing to make a long-term commitment to Golden



CITY OF GOLDEN, COLORADO

Organization Chart



COMPENSATION

The compensation for the City Manager position will be highly competitive. The starting compensation level is dependent upon the selected individual's qualifications and matched with the desired attributes being sought by the City. Residency is required subsequent to appointment. The City will pay reasonable and customary moving expenses for the next City Manager.

TO APPLY

Additional information can be found at the consultant's website: www.slavinweb.com and the City's website: www.cityofgolden.net.

Apply by May 8, 2015 with cover letter, resume and current salary to:



Robert E. Slavin or David Krings
SLAVIN MANAGEMENT CONSULTANTS
3040 Holcomb Bridge Road #A-1
Norcross, GA 30071
Phone: 770/449-4656
Fax 770/416-0848
Email: slavin@bellsouth.net



The City of Golden is an Equal Opportunity Employer

