

# The City of Loveland, Colorado

Invites Qualified Candidates to Apply For

## Public Works Director



### ABOUT LOVELAND

Loveland with a population of 72,000 within 35 square miles has enjoyed a steady population growth of approximately 2 percent annually over many years. The community is located 46 miles north of downtown Denver on the I-25 Corridor. Nestled in a valley at the entrance to the Big Thompson Canyon, Loveland is known as the “gateway to the Rockies.”

Loveland’s education and income levels are above national averages, and the community has received many awards and recognitions for its quality of life including being named the #3 Healthiest Small City in America and being part of the Happiest (most satisfied residents) Metro Area (Loveland/Fort Collins) in America.

Loveland is rapidly becoming one of the major retail and financial centers of northern Colorado. Regional attractions include a retail lifestyle center with over 70 specialty shops and restaurants. Other areas of commerce and entertainment include the Budweiser Events Center and other nearby retail and hotel complexes. Also, downtown Loveland has an eclectic selection of boutiques, shops, and galleries. Finally, the Rocky Mountain Center for Innovation and Technology project housed within the former Agilent/HP site is expected to become a significant employer in the region.



## EDUCATION

Loveland is served by the Thompson School District which is a leader in Colorado for K-12 education. This District encompasses 362 square miles and includes 12 early childhood centers, 20 elementary schools, five middle schools, five high schools, and two charter schools. Loveland High School's ACT composite scores are above both national and state averages. In addition the High School has received many awards including a 2014 National Gold Council of Excellence Award by the National Association of Student Councils for its exemplary record of leadership, service, and activities that serve to improve the school and community. For additional information about the school district please visit [www.thompson.k12.co.us/](http://www.thompson.k12.co.us/).

There are also many private faith-based schools including Resurrection Christian School which is the largest pre-K-12 grade private school in northern Colorado. In addition, there are many higher education schools near Loveland including the University of Colorado in Boulder, University of Northern Colorado in Greeley, and Colorado State University in Fort Collins. Front Range and Aims Community Colleges are other post-secondary education campuses in the area.

## LEISURE AND CULTURE

Loveland has a well-deserved national reputation as a community that places a high value on the arts. For many years Loveland has hosted two of the largest outdoor sculpture exhibitions in North America, Sculpture in the Park and the Loveland Sculpture Invitational. These two shows attract 450 artists with annual public attendance consistently ranging between 18,000–25,000. The City's public arts collection consists of more than three hundred diverse works valued at approximately \$7.6 million, most of which has been donated by arts organizations, citizens, and artists.

With an average of 300 days of sunshine annually and low humidity Loveland experiences pleasant weather year-round. There is always something happening in this community from musical concerts, art shows, and theater productions to professional hockey games, community celebrations, and a multitude of conventions.



Loveland offers a variety of both indoor and outdoor activities enjoyable for every season.

Additional information about Loveland is available at <http://www.cityofloveland.org>.



## CITY GOVERNMENT

The City of Loveland which has operated under the council-manager form of government since 1963 is a home-rule City with a Charter adopted by its voters in 1996. The City is governed by the Mayor and eight Council Members. The Mayor is elected for a two-year term by the community at large, and two Council Members are elected from each of four wards to four-year overlapping terms. There are no term limits for the Mayor or Council Members.



The City is a full-service organization including a Power utility, regional Fire and Rescue Department, and Cultural Services. City employees are known for possessing a high-energy work ethic with an engaged and helpful attitude.

The City is proud of its financial sustainability policies including funding an extensive Capital Improvement Program (CIP) without the use of bond financing.

The City has been recognized for its many innovations. The Milken Institute in 2013 named Loveland/Fort Collins as # 20 in the “Nations’ Top Performing Cities”, and Forbes in 2010 named Loveland/Fort Collins as a “Best Performing Cities”. The link to the 26-minute television video below provides many examples of recent City innovations.

[Innovation at the City of Loveland](#)

### ***City Mission Statement***

**Achieve Loveland’s  
community vision  
through innovation,  
dedication, and  
excellent service.**

### ***Community Vision***

**Loveland: a vibrant  
community,  
surrounded by natural  
beauty, where you  
belong.**

### ***City Employee Values***

- Accountability—We accept personal responsibility for actions and work product.
- Collaboration—We establish and maintain good working relationships; work and communicate effectively and cooperatively with others.
- Innovation—We display original thinking and meet challenges with resourcefulness.
- Integrity—We adhere to high ethical and professional standards.
- Courtesy and Kindness—We exhibit and cultivate friendliness; treat people with fairness, respect, decency, and compassion.
- Safety—We promote awareness and demonstrate commitment to safety.
- Services—We demonstrate quality and excellence in service with a customer focus.

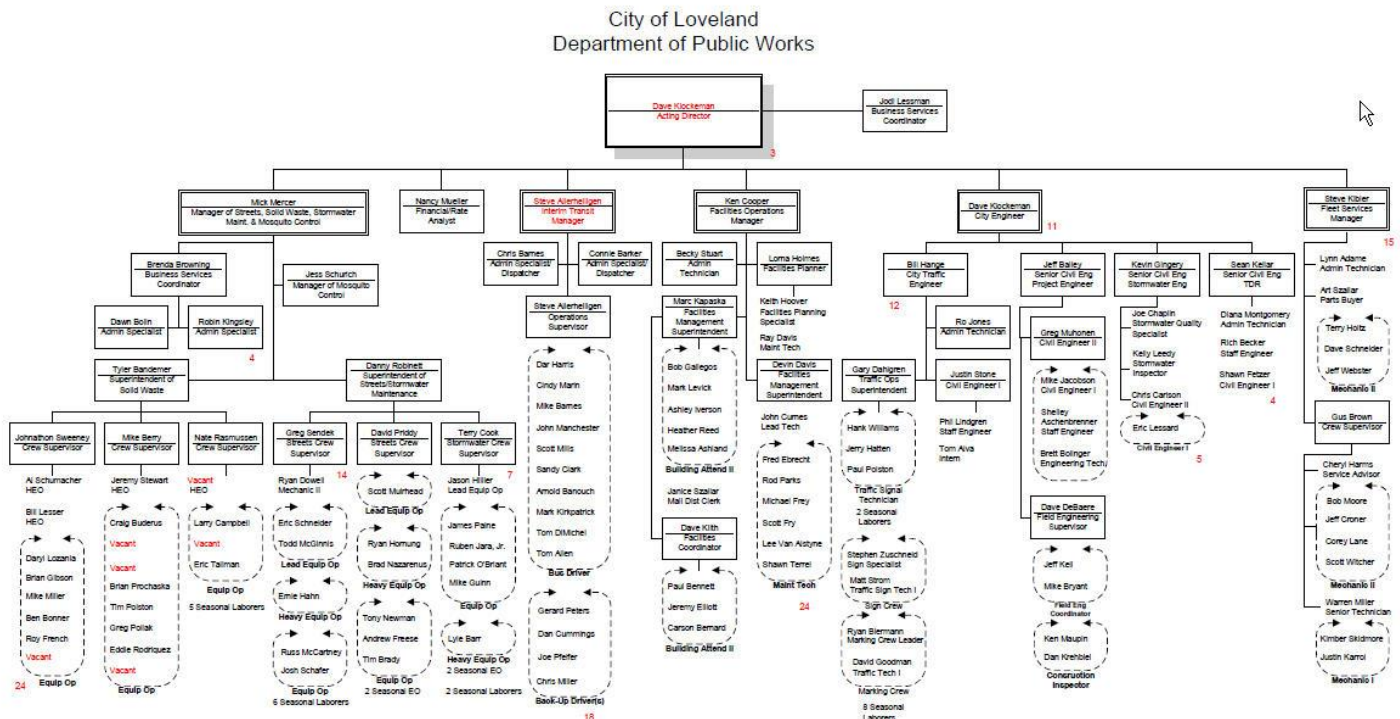
The above City employee value statements have been reinforced by including them as core competencies in all job descriptions as well as being used for employee performance appraisals.

The City’s management team, referred to as the “M-Team” consists of 16 staff members including the Public Works Director.



## ABOUT PUBLIC WORKS

The Public Works Director reports to the Assistant City Manager and is responsible for an annual operating budget of \$39.2 million and 136 FTE's. Public Works which is the largest City department is organized into the following six divisions: 1) Administration; 2) Engineering and Transportation; 3) Facilities; 4) Fleet; 5) Streets, Solid Waste, Stormwater, and Mosquito Control (by contract); and 6) Transit. The most recent Public Works Director was in that position for more than ten years.



The Public Works Department provides the following services:

- transportation system design;
- street construction, management, and inspection;
- pavement management;
- traffic engineering and installation, operation, and maintenance of all traffic signals, signs, and pavement markings;
- snow and ice removal;
- stormwater collection system design and maintenance;
- fixed route and paratransit bus services;
- solid waste management and recycling;
- mosquito control;
- management, maintenance, administration, and purchase of all City vehicles and equipment as well as maintenance of Thompson School District buses and vehicles; and
- planning, design, construction and maintenance services for City facilities; scheduling use of City facilities for meetings and special events.

## ***Public Works Department Mission Statement***

**The City of Loveland  
Public Works  
Department embraces  
a culture that values  
our community,  
customers, fellow  
team members,  
safety, fiscal  
accountability, and  
environmental  
responsibility.**

## ***Public Works Department Vision***

**Building Loveland's  
Future through  
Exceptional Service,  
Safety, and  
Performance (ESSP)**



The following are awards received by the Public Works Department in the last three years.

- ❖ 2013 Facilities – Colorado Facilities Award of Excellence – Loveland Disaster Assistance Center
- ❖ 2012 US Green Building Council – GOLD
- ❖ 2012 Fleet Division – APWA Colorado Chapter award for Shared Motor Pool
- ❖ 2011 Fleet Division – APWA Colorado Chapter award for Operator Training
- ❖ 2011 Stormwater – APWA Colorado Chapter award for Wernimont Regional Detention Pond
- ❖ 2011 Engineering – APWA Colorado Chapter award for Project of the Year – I-25 and US 34 Interchanges Improvement Project

## **ISSUES AND OPPORTUNITIES**

The following is a summary of the issues and opportunities to be managed by Loveland's next Public Works Director.

**Flood Recovery**—the Public Works Director is working with the Assistant City Manager and others to implement projects required as a result of a major flood in September 2013. The City will be spending \$25-40 million

over the next few years for flood damage repairs and other projects which are being funded 80-85 percent with federal and state revenue.

**Street System**—the City has approximately 305 miles of

arterial, collector, and local streets with an overall Pavement Management Index (PMI) rating of approximately 90 on a 0-100 scale

which exceeds industry averages. The Public Works Department is also responsible for maintaining the City's 198 blocks of alleys most of which have a gravel surface and are not included in the PMI rating. The next Public Works Director will have to use diligence and initiative to ensure the City maintains and preferably improves its PMI rating.



**New Public Works Facility**—a new Public Works Service Center is currently being constructed and will be completed by the end of 2014 (see rendering at top of page 1). This building will consolidate Public Works personnel from several locations into a building that will house the vast majority of Public Works employees. The next Director will ensure a smooth transition into the new facility occurs without service disruption.

**Solid Waste Diversion**—the City currently has approximately a 60 percent landfill diversion rate which exceeds industry standards. The City is interested in continuing to increase its solid waste diversion rate.

**Facilities Master Plan**—a 25-year Facilities Master Plan will be completed before the next Public Works Director is hired. The new Director will oversee implementation of this plan.



**Environmental Sustainability Plan**—Public Works is coordinating the in-house preparation of an Environmental Sustainability Plan which has been in the development stages for a few years. The next Director will be responsible for ensuring the plan's completion.

## **JOB REQUIREMENTS**

The minimum job requirements are: 1) Bachelor's degree in Public Administration, Engineering, or related field from accredited college or university with Master's degree preferred; and 2) seven years' supervisory/management experience relevant to essential job functions; equivalent combination of education and/or experience may substitute for education requirement on a year-for-year basis.

### *Desired Professional and Personal Attributes*

The following are the desired professional and personal attributes for Loveland's next Public Works Director:

- Strong manager with collaborative leadership skills and ability to inspire and motivate Public Works employees;
- Continuous improvement philosophy with track record of implementing innovative projects and services;
- Personable, approachable, and upbeat;
- Good public presentation skills with ability to explain complex issues in layperson language and considerable experience making presentations to City Councils or comparable groups;
- Values positive employee relations and is consensus builder who respects the individual and collaborates as a team;
- Strong intergovernmental relations skills with ability to gain respect and work effectively with other area municipalities and state and federal governments;
- Active listener who communicates effectively with all stakeholders;
- Works on interdepartmental teams on special projects in cooperative manner and ensures same for other Public Works staff;
- Relationship-builder especially with other "M-Team" members; and
- Keeps current on industry trends and best practices.



## COMPENSATION

The salary range for this position is \$99,800-\$159,600 annually with an expected hiring range of \$99,800-\$129,700 depending on qualifications and experience. The City offers an excellent benefits package including contribution to a Money Purchase Plan for retirement and a free health clinic for employees and their families. The City will pay reasonable and customary moving expenses for the next Public Works Director.



### **To Apply:**

In order to be considered for this position, please send your resume and cover letter with current salary by **June 27, 2014** to [pwconsulting@cox.net](mailto:pwconsulting@cox.net). For additional information about this job, please contact:

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The City of Loveland is an Equal Opportunity Employer