

Public Works Director



City of
Greeley
Colorado

About Greeley, Colorado

Incorporated in 1886, Greeley became a Home Rule City in 1958 with the Council-Manager form of government. The county seat of Weld County, Greeley lies 30 miles east of the front range of the majestic Rocky Mountains near the confluence of the Cache la Poudre and South Platte Rivers and 52 miles northeast of Denver. Residents enjoy a four-season climate, living in a safe community, and being part of a robust economy.

Education, Economy and Community Excellence. Greeley thrives as the education, trade, transportation, cultural and marketing center of Weld County. It's one of the top ten most prosperous and most productive agricultural counties in the U.S. and the state of Colorado's most productive oil and gas operations. With an estimated population of 111,000, the City covers an area of 46.4 square miles at an elevation of 4,658 feet. Greeley is home to the University of Northern Colorado (UNC), the third largest university in Colorado and Aims Community College. In addition to investments in education, there is a true commitment to achieving community excellence through the development of economic opportunities, enhanced quality of life, cultivating community resources, talent and workforce development, enhanced transportation spending and the development of infrastructure to serve Greeley's future.

Greeley is home to a diverse mix of industries - from breweries to oil and gas, from unique shops to food processing, and from agricultural innovation to an incredible concentration of creative industries and individuals. The City attracts good corporate citizens with skilled-labor jobs that pay competitive salaries.

Arts and Culture. Greeley offers diverse arts, music and cultural events. This includes performances by the UNC's College of Performing and Visual Arts, Greeley Chorale and the Greeley Philharmonic Orchestra, and many more entertainers. Enjoy Greeley's Union Colony Civic Center hosting Broadway shows, art shows, movies, and performances. Greeley is also home to favorite community events such as the Greeley Stampede, Arts Picnic, Friday Fest, and so much more.

Parks, Recreation and Mountain Access. Naturally, the community enjoys a plethora of recreation opportunities and access from the City's own park and recreation network, which includes golf courses, swimming pools, and sports fields to the mountains and wilderness beyond, which boast of hiking trails, ski resorts, and the notable destination of Rocky Mountain National Park.

What's happening in Greeley?

Exciting things are happening in Greeley:

- » The City has received numerous accolades – in the past year alone it has been recognized as a Top Boomtown in America, a Best Place to Raise a Family in Colorado, and as one of the Hottest Job Markets. Greeley plays a leadership role in the greater region and is at the forefront of several exciting initiatives such as developing a regional transportation network, continuing its hallmark efforts in water resource planning and development, and capitalizing on community and economic development efforts.
- » Ongoing investment in the redevelopment of Downtown Greeley with major investments in public art, road & pedestrian infrastructure, stormwater mitigation, redevelopment incentives, and sense of place enhancements attracting investment and innovation. A new, upscale hotel and conference center recently opened downtown attracting new visitors, business meetings, and special events. New restaurants, hospitality, and retail outlets are choosing to locate in every corner of the city.
- » Major construction projects recently completed include the construction of the UCHealth Hospital in west Greeley, Campus Commons on the University of Northern Colorado campus, and much more. The South Maddie Apartments were recently completed featuring mixed use multi-family housing and street-level retail shops; this project builds on the momentum of new improvements to the 8th Avenue corridor.



The Organization

The City of Greeley has a budget of over \$470 million dollars and employs about 900 benefited employees with an additional 500+ seasonal and employees in thirteen departments. The City operates under a Council-Manager form of government with an elected Mayor and six Councilmembers. The City Manager and two Deputy City Managers work to implement the governing body's direction for the organization to ensure that city programs and operations reflect established policy goals and objectives.

City employees describe Greeley as a community and organization seeking excellence – they are focused on the services that they offer and how they deliver them in order to reach the community's potential. Teamwork is valued in supporting one another and creating accountability. The organization is moving to create a more agile work environment and be an employer of choice. There is a great opportunity for growth and development as individuals and as an organization as the community evolves. The City Council and community have traditionally been supportive with tax initiatives to provide additional resources. As a growing city, there is a strong focus on economic and community development with utilities and other infrastructure to match. The City seeks to strike a balance between maintaining what is unique to Greeley, such as its agricultural heritage, while at the same time embracing growth as a sizable metropolitan area.



The Position & Ideal Candidate

The Public Works Director – a position that reports directly to the City Manager with day to day supervision provided by the Deputy City Manager for Community Building – is responsible for overseeing these functional areas of the Department: civil engineering, traffic, streets, transportation services, transit, stormwater utility, fleet maintenance, facility maintenance, public parking and other public works projects and programs. The Public Works Director is expected to engage other City departments such as Water and Sewer, Community Development, and Culture, Parks, and Recreation in a collaborative manner. The Public Works Director is also expected to be a key contributor to the City's Executive Team and serve as a convener, collaborator and driver. This is a highly responsible executive staff-level professional position performing administrative work and serving as the department Director providing leadership and strategic direction. The incumbent performs complex managerial, administrative, and professional work in planning, organizing, directing, and supervising the department. The incumbent works in partnership with other employees, departments/divisions, agencies, and the public in delivering effective and innovative services.

The ideal candidate for this position will promote a standard of excellence and have the vision to plan for future resources and staffing needs. A track record of success in implementing strategic and capital plans as well as departmental systems and processes will be critical. Having a special focus on change management, coaching and mentoring staff, attracting and retaining highly skilled employees, and creating a highly strategic and results driven culture will be key.

Community growth will play a major role in everything that the department does from facility needs to transit planning. Upcoming projects on the horizon include an asset management program, sales tax/revenue stream initiatives, and citywide capital improvement planning integration. It is noteworthy that Greeley was one of the first cities to be accredited by the American Public Works Association. Also, a departmental organizational and operational assessment has recently been completed and will serve as a roadmap for the new Director.

An astute individual will understand the community's history and values while seeking to balance new ideas with adapting to the team and community. The individual should enjoy challenges, own their role, take initiative, apply leadership in a nimble manner, and provide well thought out recommendations. The ideal candidate will be poised and able to engage in difficult conversations while showing empathy and emotional intelligence. The most successful candidates will have served as a director before and understand the level of impact and sense of urgency associated with the position.

Core Values

The City of Greeley promotes employee participation in the delivery of quality services to and on behalf of the community. Accordingly, the City celebrates diversity in the workplace and operates under a set of core values that form the foundation on which employees perform work and conduct themselves in fulfilling the City's mission:

A City Achieving Community Excellence

Applied Wisdom

We believe that our individual and collective life experiences have given us the tools to make good judgments in addressing the issues we face. We commit to being lifelong learners.

Excellence

We will perform our duties with distinction and to the best of our ability. We will strive to improve our abilities to be innovative and set a standard for others.

Accountability

We commit to trustworthy, dependable public service, and are empowered to take individual and collective ownership to achieve our service goals.

Stewardship

We commit to the efficient and effective use of the resources we are provided. We will leave it better than we found it.

Principled Relationships

We strive to develop, strengthen, and honor caring relationships in such a way to challenge ourselves and others to be their best selves. We will practice the Golden Rule.

Integrity

We treat all people with respect, act honestly and honorably. We commit to doing the highest moral action.

Education & Experience

It is expected that the new Public Works Director will have a Bachelor's degree in civil engineering, public administration, business administration, or a closely related field with a Master's degree preferred. Seven years of progressively responsible management experience in public administration including at least four years of administrative experience as a division head in public works is also expected. A PE certification and knowledge of engineering standards are desirable. Residency within the City of Greeley is required.

Compensation & Benefits

The salary range for this position is \$145,600 to \$218,400. Actual salary will be dependent on the qualifications and experience of the successful candidate. The City offers comprehensive benefits that include:

- » **Time-Off:** 10 holidays annually and tiered paid time off accrual.
- » **Health Coverage:** Medical insurance (choice of two plans including a HDHP plan with an employer HSA contribution), dental insurance (employer covered for employee and very affordable for family) and vision insurance (employer covered for family), and a flexible spending account.
- » **Retirement and Income Protection:** Two 401(k) employee savings plans with a total 6% employer match: an automatic enrollment 401(k) plan with a City contribution of 4% of base pay with a vesting schedule of 4 years, and a voluntary 401(k) (Roth or pre-tax) with a 50% employer match of employee contributions up to 2% employer match. Also, a deferred compensation plan 457 plan, long and short-term disability insurance, and paid life insurance equivalent to 1.5 times annual salary.
- » **Other:** Employee Assistance Program, Employee Wellness Center and Program, and Relocation Assistance.

Application & Selection Process

This recruitment is open until filled. To be considered for this opportunity, please submit a cover letter, a resume, and a list of six professional references (will **not** be contacted until conditional offer made) via:
<https://secure.cpshr.us/escandidate/JobDetail?ID=1693>



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Resumes will be screened in relation to the criteria outlined in this brochure. Candidates deemed to possess the most relevant qualifications will be invited to participate in an interview with the consultant. Subsequently, the most qualified candidates will be invited to participate in a selection process with the city. An appointment is expected following the completion of in-depth reference and background checks to be coordinated with the successful candidate.

