



CITY OF GRAND JUNCTION

# City Manager



## The Position

The City of Grand Junction is seeking a visionary, innovative leader to be the driving force behind the City's strategic vision and who can foster a powerhouse team of department heads and staff. Grand Junction is a safe, welcoming, healthy, and accessible city that builds on its collective character to be a place where opportunity abounds, resources are well-managed, and people are connected and engaged in their community.

The City Manager leads and executes the comprehensive operations of the City of Grand Junction, overseeing an array of critical departments including Human Resources, Finance, General Services, City Clerk's Office, Police, Fire, Engineering and Transportation, Community Development, Information Technology, Visit Grand Junction, Utilities, Communications and Engagement, and Parks and Recreation. The City Manager provides vital administrative support to the City Council and numerous advisory boards and commissions.

The City Manager ensures that departmental activities and initiatives are in line with the goals, policies, and regulations set forth by the City Council. They oversee the development and execution of goals, collaborating closely with stakeholders to address community needs, and tackle municipal challenges head-on. The City Manager ensures the City clearly communicates City programs, policies, and activities while providing timely response and resolution to difficult and sensitive issues brought forth by residents and businesses.

In addition to strategic oversight, the position is responsible for formulating long-term plans and policies and working closely with boards, committees, and officials to ensure effective implementation. They work with department heads to manage departmental strategies, evaluating performance, and fostering a culture of excellence through staff development and training initiatives. Financial acumen is crucial as they oversee the City's operating and capital budgeting processes, expenditure approvals, and long-range financial planning.

The City Manager maintains 13 direct reports, including the Police Chief, Fire Chief, Finance Director, Parks and Recreation Director, Utilities Director, Engineering and Transportation Director, General Services Director, Human Resources Director, Community Development Director, Visit Grand Junction Director, Communications and Engagement Director, Information Technology Director, and City Clerk.

## The Priorities

- Develop and maintain positive relationships with the City Council, department heads, and key staff.
- Continue to build relationships in the community and foster public private partnerships to deliver services, initiatives, and projects to meet Grand Junction's growing needs.
- Execute the City Council's strategic plan by utilizing the implementation matrix, focusing on key capital projects and initiatives ([One Grand Junction Comprehensive Plan](#)).
- Evaluate capital projects on the horizon, considering short and long-term implications, debt capacity, and financial responsibility in light of rising costs and supply chain issues.





## The Successful Candidate

The successful candidate for this position will be an ethical, exceptional leader focused on achieving the goals of the strategic plan and also able to drive operations working with the strong departmental leaders in the City. They will demonstrate the ability to collaborate well internally and externally, building relationships and cultivating partnerships with various public, private, and nonprofit entities to enhance community outcomes. Their customer-focused mindset will drive initiatives aimed at delivering exemplary service to constituents and engaging the community and its many partners. The City Manager will remain politically neutral, provide consistent communication with all members of the Council, and maintain professionalism.

The successful candidate will have a strong foundation in economic development and financial management. They are committed to sustaining and enhancing the City's growth trajectory, while ensuring prudent fiscal stewardship and preserving the City's unique identity and heritage. Their track record of achieving positive feedback from the community underscores their ability to align actions with community needs and aspirations.

The City Manager will recognize the importance of public safety, particularly in the recruitment and retention of police and fire personnel and will prioritize employee recruitment and retention initiatives. They will understand the crucial role that dedicated City staff in all departments play in maintaining community safety and well-being and will be dedicated to supporting and nurturing these essential teams. Building upon the foundation of existing strong directors and staff, the successful candidate is committed to being a good employer, fostering an environment where employees feel valued, supported, and motivated to excel. Their leadership style will instill confidence and inspire others to perform at their best, contributing to the continued success of the organization.

The ideal candidate is a visionary leader who is aligned with the City's overarching strategic plan and helps ensure the organization is focused on both the long-term strategic goals and day-to-day service delivery. Their ability to inspire others, coupled with their commitment to continued success, will ensure that Grand Junction continues to innovate and remains the economic and cultural hub of the Western Slope.

## Qualifications

**Minimum requirements** include any combination of education and experience equivalent to a bachelor's degree in business or public administration or related field. Seven years of increasingly responsible experience in municipal government, including five years of administrative and supervisory responsibility. Strong fiscal and human resources management experience is required.

**Preferred qualifications** include a master's degree, an ICMA Credentialed Manager or eligibility and commitment to become credentialed, and a demonstrated ability to lead a strong, experienced professional senior management team. Demonstrated experience with public private partnerships, economic development, growth, tourism and placemaking, large capital projects, oversight of utilities, and providing the full complement of city services in a complex environment is also preferred.

## Inside The Organization

The City of Grand Junction is a home rule municipality and the most populous municipality of Mesa County, Colorado. The City is a full-service municipal government organization providing a broad range of services for its community members. The City employs 860 full-time employees. The total all funds 2024 adopted budget is \$322.5 million.

The City was first settled in 1881 and was incorporated in 1882. It became a home-rule city in 1909 by adopting its charter pursuant to Article XX of the Constitution of the State of Colorado. The City operates using the Council-Manager form of government. Named for its enviable location at the confluence of the Colorado and Gunnison rivers, Grand Junction is a special kind of crossroads – a joining of ancient and modern, rustic and refined, and nature and culture. Whether you are indoors or out, Grand Junction provides experiences you will not find anywhere else in the world. It was named among the New York Times' 52 Places to Go in 2023 along with many other prestigious international destinations, and in 2024 was named among the Top 10 Main Streets in America by USA Today.



**The Strategic Plan includes five strategic priorities which provide overarching direction for the implementation of the plan, including:**

**Placemaking** – The City catalyzes projects and investments that emphasize people-centric spaces with inclusive infrastructure that promotes vibrant, multi-use environments to ensure people can comfortably live, recreate, and move throughout our community.

**Thriving and Vibrant** – The City is recognized for its economic vitality, innovative and visionary policies, intentional growth, talented workforce, and fostering a thriving environment for all.

**Welcoming, Livable, and Engaging** – The City fosters a sense of belonging, where people are accepted as themselves and have access to the amenities and services they need to thrive, and actively seeks participation from our community.

**Safe and Healthy** – The City's public safety departments are exemplary providers of police, fire, and emergency medical services and work in close collaboration with community partners to ensure a safe and healthy community.

**Resource Stewardship** – The City is committed to balancing fiscal responsibility and environmental health and fosters a unique blend of natural beauty and urban innovation by maintaining an accessible well-kept environment, enhancing outdoor lifestyle, and preserving community character.

## Mission and Values:

### **Continuous Improvement**

Working together to be the best by challenging the status quo.

### **Collaborative Partnerships**

We work together using all areas of expertise to achieve a common goal.

### **Exemplary Service**

We excel at fulfilling the needs of our community through thoughtful interactions.

## The Community

Grand Junction is the gateway to the mountains and canyon lands of Western Colorado and Eastern Utah. Centrally located between Denver, Colorado (250 miles east) and Salt Lake City, Utah (270 miles west), Grand Junction is surrounded by 1.2 million acres of public land. Residents enjoy world-class skiing, snowboarding, mountain biking, whitewater rafting, fishing, golfing, and exploring hiking trails through the Colorado National Monument and the Grand Mesa National Forest. Grand Junction's robust downtown hosts multiple arts, music, food, and market events annually. With approximately 159,000 people residing in Mesa County (68,000 within the City limits), this area has many big town amenities without the big town stresses such as traffic and trail congestion. With an average of 245 days of sunshine, it's the perfect place to work and play.

The name Grand Junction stems from the junction of the Colorado River (formerly known as the Grand River) and the Gunnison River. The area was first settled by Europeans in the 1880s, but the area's history of human civilization stretches back thousands of years including the Ute and Fremont tribes, among others. Remnants of tribal history remain, including petroglyphs and cave paintings. In the late 19th century, settlers were drawn to the fertile Grand Junction area for its agricultural potential. This oasis remains one of Colorado's largest food producers, including peaches, pears, cherries, apples, and other produce, and also hosts a well-established winemaking region with many producers seeing increased national recognition.

In addition to food production, the Grand Junction area includes unparalleled natural beauty. Nature's Trifecta lives here, which includes Colorado National Monument, known as a mini-Grand Canyon; the Grand Mesa, the largest flat-top mountain in the world bursting with over 300 lakes; and Rattlesnake Arches, the second-highest concentration of natural arches in the world.

## Quick Facts

- Population (2022): 68,000
- Median Household Income: \$62,993
- Median Home Value: \$317,700k
- Median Age: 39.4

*All demographic information was sourced from the U.S. Census Bureau.*





## Compensation and Benefits

The expected hiring range is \$250,000 – \$275,000, depending on qualifications, with an excellent benefits package.

Residency within the City limits after appointment is required and total compensation will include relocation assistance.

Benefits offered include the following:

- Medical, dental (employer-paid), vision, life, and short-term disability insurance
- Mandatory participation in MissionSquare 401(A) retirement program with a 9% City match
- Generous paid-time off (employees accrue general leave to be used for vacation, illness, parental leave, and paid holidays – accrual begins with 32 days and increases each additional 5 years of service up to 20 years)
- Health savings accounts/Flexible spending accounts
- Employee Assistance Program
- College savings plan
- Participation in Grand Junction Federal Credit Union membership
- Employee Health Clinic
- Employee Childcare Center

**For more information, go to the City's benefit guide [here](#).**



## How to Apply

Applications will be accepted electronically by Raftelis at [jobs.crelate.com](https://jobs.crelate.com). Applicants complete a brief online form and are prompted to provide a cover letter and resume. The position will be open until filled with a first review of applications beginning **July 3, 2024**.



## Questions

Please direct questions to Catherine Tuck Parrish at [ctuckparrish@raftelis.com](mailto:ctuckparrish@raftelis.com) and Alexa Worrell at [aworrell@raftelis.com](mailto:aworrell@raftelis.com).