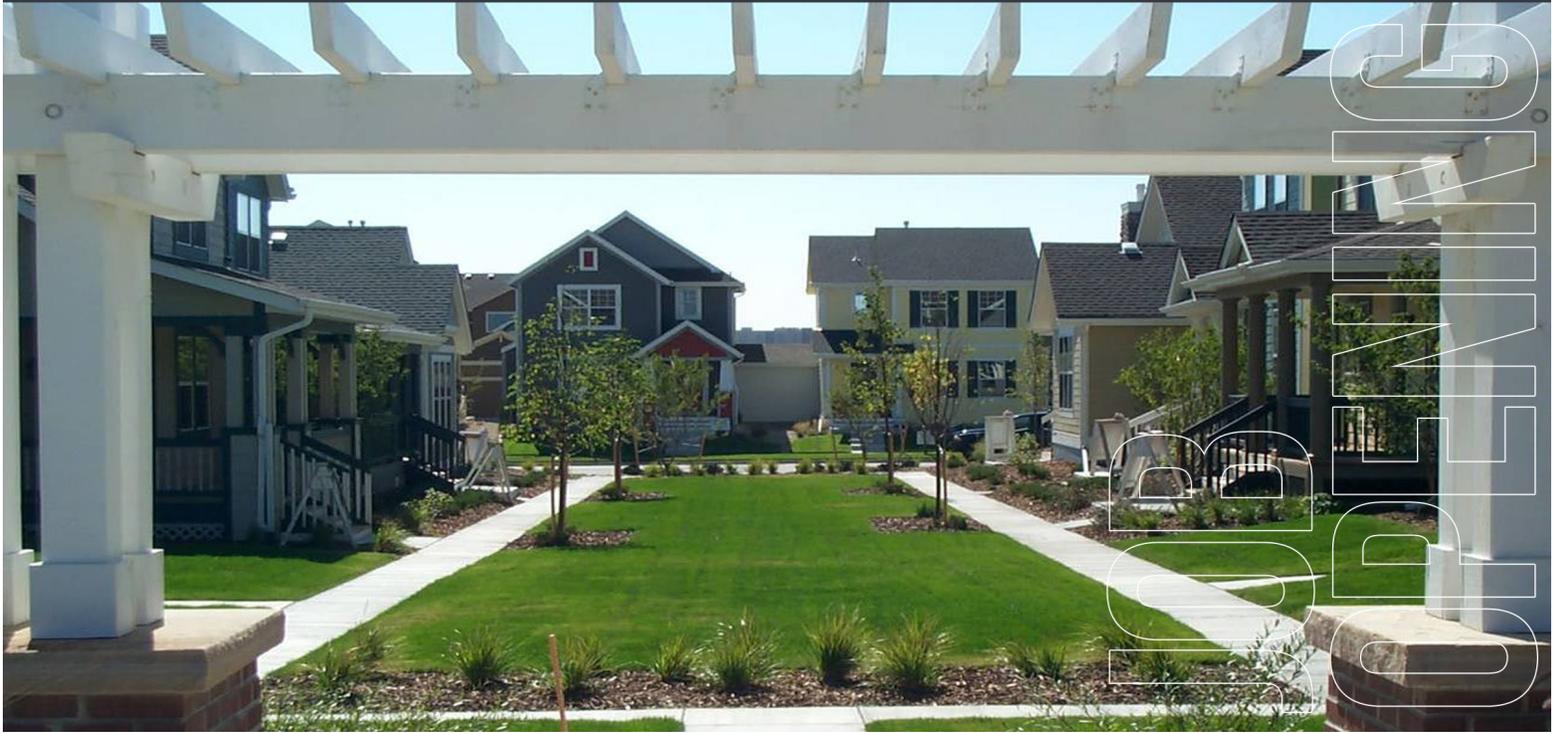


Apply now for

CITY MANAGER

at apply@krw-associates.com



THE POSITION

The City of Brighton seeks an experienced and proactive City Manager to take this dynamic community to the next level. The ideal candidate will be a logical, thoughtful leader with exceptional strategic planning skills who will help the City identify opportunities to move the community forward while honoring its past. The City Manager will encourage a collaborative spirit throughout the organization, building trusting relationships with staff, Council, and the community.

The chosen candidate will be politically astute without being political, with unquestioned integrity and the willingness to make difficult decisions when necessary. The City Manager will foster organization-wide transparency, accountability and flexibility when needed. A visionary who is not afraid of calculated risk-taking, the City's next Manager will have the ability to envision the "big picture" while also considering how smaller details may impact outcomes.

The City has experienced, skilled, and dedicated staff of directors who are passionate about doing their jobs with excellence. The City Manager should build a strong rapport with employees and must be able to delegate with clarity and authority. The successful candidate will be an optimistic team leader who appreciates the dedication and hard work of staff, and inspires them to reach their greatest potential. To be an effective leader of this team, the new Manager will operate from a base of mutual respect, maintain an open, transparent communication style, and gather input in decisions.

The City Manager must work well with the City's diverse population, encouraging community civility and building positive relationships with local businesses, and community organizations. The selected individual will be required to be a full-time resident of Brighton and should be willing to stay in the position long-term.

CITY MANAGER

ABOUT BRIGHTON

Brighton is a vibrant, close-knit Colorado city that deeply values its history and agricultural roots while embracing progress, innovation and sustainable growth. Conveniently located 20 miles north of downtown Denver, 20 minutes from Denver International Airport and about 30 minutes from Boulder, Brighton has attracted residents who want to feel like they are part of a small town while having access to the amenities of larger urban areas, making it the ideal location for nearly 40,000 residents. As the county seat for Adams County, we offer a diverse demographic population and a strong, well-educated workforce. Local industry includes energy, healthcare, retail, hospitality, higher education, agriculture and manufacturing.

Brighton has experienced rapid growth in the last 17 years, from about 21,000 in 2000 to nearly 40,000 today. By 2025, Brighton is anticipated to grow by roughly 20 percent. Brighton's housing costs remain among the lowest in the metro area. Median value of owner-occupied homes in Brighton is \$307,000. We have a homeownership rate of 71%. Residents can choose from a variety of housing options.



Brighton offers a culturally diverse population, with a high level of citizen involvement. The median age is 32.9, with a household median income of \$65,544 which positions the City two percent higher than the state average and 16 percent higher than the national average.

Restaurants, retail and businesses continue to be attracted to Brighton. Currently 1,300 businesses are located in Brighton, employing 15,000 people. In the last year, we've

created an additional 2,000 jobs and we anticipate that number to continue to rise. Brighton offers lower taxes and sustainable growth – a winning combination for a new business owner, or a large manufacturer planning to relocate.

The total 2017 budgeted expenditures which includes all Funds, equals \$100,524,640; General Fund \$33,917,806, Capital Projects Funds \$13,097,435, Utilities Funds \$44,226,116, Impact Fees Fund \$3,200,000, Internal Service Funds \$5,122,000 and other funds \$961,283.

DEMOGRAPHICS AT A GLANCE

	Total	%
White	20,427	53.18
Hispanic	15,857	41.29
Black	621	1.62
Asian	611	1.59
American Indian	198	.52
Pacific Islander	25	.07
Multi-race	504	1.57
Other	63	.16

THE ORGANIZATION

Brighton was incorporated in July 1887 and became a Home Rule City in 2000. Home Rule, under Article XX of the Colorado constitution, gives municipalities the power to make legislation relevant to their areas, exercise control over issues of local concern, and collect local sales tax. The City has a Council/Manager form of government. City Council sets the policies and the administrative responsibilities rest with the City Manager, who serves at the pleasure of City Council. The City Council consists of nine members; a Mayor elected at large and eight Council members elected from four wards. A Mayor Pro-Tem is elected by Council every two years after the local election.

The City has about 320 benefited employees and up to 300 seasonal and part-time employees. The staff leadership is made up of the City Manager, two Assistant City Managers, nine department directors and a contract City Attorney. Citywide employee engagement is very important. City committees include the Employee Advisory Committee, 3E's Committee (excellence, enthusiasm, and empowerment) and the Brighton Employee Charities Committee. The committees host numerous employee outreach and engagement events and opportunities

CITY MANAGER

throughout the year and conduct an annual employee survey. High quality customer services to the public and fellow employees is a strong value held by our staff.

The City's Utilities Department operates as an Enterprise fund and provides quality water, wastewater treatment, and storm drainage services to the community. The Brighton Reverse Osmosis Water Treatment Plant is one of the largest municipal reverse osmosis water treatment plants west of the Mississippi River. Additionally, the new Greensand Filter Plant treats water pumped from the Beebe Draw alluvium and is designed to remove manganese and then blend the treated water with the Reverse Osmosis treated water.



The City's Police Department is committed to the concept of Community Policing and focuses on collaboration between police and community. Currently, the department has 65 sworn officers.

The City's Streets Department currently maintains more than 300 miles of streets within the city limits of Brighton and its Fleet division provides acquisition and maintenance of all city-owned vehicles.

The City's Parks & Recreation Department is responsible

for maintenance of three cemeteries, one pet cemetery, 960 acres of parkland, 27 miles of well-used trails, 20 athletic fields and 19 playgrounds. This marks the 31st year Brighton has been designated as a Tree City USA by the Arbor Day Foundation.

Other departments in the City include Administrative Services, Finance, Community Development, Public Information & Community Resources, Information Technology and Economic Development.

EDUCATION AND EXPERIENCE

The selected candidate must hold a master's degree from an accredited college or university in public administration, business administration, or a related field and must have ten or more years of progressively responsible municipal government operations experience including at least seven years as a city/county manager, deputy/assistant city/county manager or department director. An equivalent combination of education and experience will be considered.

COMPENSATION AND BENEFITS

Salary range for the position is \$175,000-\$190,000 per year dependent upon qualifications, plus excellent benefits including holiday pay, paid time off, 401A (employee contributes 9% and employer contributes 9%, the City does not contribute to Social Security), health, vision and dental insurance, life insurance, AD&D, an employee assistance program and fitness/recreation benefit options. Voluntary benefits include AFLAC, 457 and Roth retirement plans, identity theft protection and flexible spending accounts. The City offers many other benefits to help employees make Brighton their "home" including, education reimbursements, professional development opportunities and much more. Employees are vested after 3 years. The City Manager will receive a car allowance.

THE APPLICATION PROCESS

Applications will be accepted electronically from April 3 through May 5, 2017 by KRW Associates, LLC, apply@krw-associates.com and must include a cover letter, resume and six professional references. Questions should be directed to info@krw-associates.com. The City of Brighton is an Equal Opportunity Employer.