

STERLING

A Colorado Treasure

STERLING, COLORADO

CITY MANAGER

SALARY RANGE: \$120,000 TO \$150,000

THE COMMUNITY

Known as the Queen City of the Plains, the **City of Sterling** is a Home Rule Municipality located in Northeastern Colorado. Sterling is the most heavily populated city in Logan County with a population of 14,778 and serves as the County Seat. The City is 128 miles northeast of Denver, Colorado and is located on Interstate 76, a major east/west highway. Incorporated in 1884,



Sterling was the center of a significant agricultural region and was dependent upon the Union Pacific Railroad for shipping its agricultural products to national markets. The City continues to have both Union Pacific and Burlington Northern rail service to this day. Sterling's economy continues to be primarily based on agriculture, along with oil and gas production. Sterling also serves as a shopping hub for N/E Colorado and S/W Nebraska and hosts retail stores like Wal-Mart, Home Depot, Maurice's and the

Buckle as well as many other local retailers in the downtown area. Sterling enjoys a semi-arid climate and regularly has 331 clear sunny days per year. Sterling is also home to the Northeastern Junior College, a residential two-year college. Sterling is a regional center for health care and is home to the Sterling Regional Medical Center which provides a full range of health care, including

acute emergency medical care. The Medical Center employs over 350 people with over 34 physicians and dentists and an additional 140 physicians with staff privileges. Sterling has over 17 parks, most of which have dedicated concrete walking paths. Pioneer Park, located on the western edge of town, includes a wooded walking area along with a stream and disc golf course. The City is currently developing new paths and trails along riverside property.



City Government

The City of Sterling's government operates under a Council/Manager form of government. Council members are elected to four-year overlapping terms. The Mayor is elected to a two-year term. The City Manager is appointed by the Council and serves at the Council's pleasure. The City relies upon various advisory boards for recommendations concerning City development efforts. These boards include the Planning Commission, Public Works Board, Parks, Library and Recreation Board, Sterling Urban Renewal Authority Board, and the Sterling Housing Authority.

The City Manager is the chief executive officer of the municipal government. The Manager is accountable to City Council for the proper administration of all of the affairs of the City, exercising supervision and control over all of the executive and administrative departments. This oversight includes direct supervision over the Finance, Personnel, Public Works (Airport, Water & Wastewater, Water & Sewer, Street & Sanitation, Engineering and Code Enforcement divisions), Parks, Library and Recreation (which also includes the Museum, Cemetery and Forestry divisions), Fire (including county-wide EMS/Ambulance services) and Police Departments. The Manager also has oversight of the Sterling Emergency Communications Center. The City's annual budget for 2021 is \$29,778,000. There are 162 full time employees and 29 part time employees.

The Position

The City is seeking an energetic, experienced, and creative Administrator who is a proven leader and can develop a productive working relationship with a diverse group of people. The next City Manager will be an exceptional communicator with the ability to collaborate and engage with the elected officials, staff, business owners, and community members. The ideal candidate will have the ability to skillfully guide the Council and City staff through the decision making and policy



making process. The successful candidate will be of strong character, trustworthy, and ethical. This person should also be a process-oriented individual with strong financial and budgeting skills. The ideal candidate will be accessible to staff, lead by example, and support a positive working environment and organizational culture. The successful candidate will maintain a high level of accountability and prioritize activities to align with the strategic mission of the City: maintaining a high quality of life through programs and services. Key

issues facing the City are the diversification of business activity, the availability of affordable housing, and maintaining the character of the City including agriculture, arts and culture, open space and trails development. Other critical issues facing the City are developmental infrastructure strategies, especially concerning water and wastewater. It will be important for the next City Manager to embrace the culture of a diverse economy which is predominantly rural. The ideal candidate will be expected to demonstrate a knowledge of balancing these various issues. Key skills an ideal candidate will demonstrate, include but are not limited to savvy leadership, team builder and team player, strong communicator and listener, delegator, strategic planning, experience with water rights issues, understanding public lands management, ability to balance growth pressures, collaboration, and strong intergovernmental skills. The successful candidate will be an individual who understands the City's role in economic development and the rural environment. The City is seeking a "visionary" who will foster long-term relationships and develop organization-wide transparency, accountability, and flexibility.

Compensation and Benefits

The salary for the City Manager is dependent upon qualifications. The current salary range is \$120,000 to \$150,000.

In addition, the City offers a competitive benefits package that includes a comprehensive medical plan including health, dental and life insurance. The City funds a 401 (a) retirement plan at the rate of 7.37% after one year. The City observes 10 Holidays per year and offers sick, vacation and personal leave benefits.

Education & Experience

Minimum qualifications include a bachelor's degree in public administration, business administration or a related field from an accredited college or university. A master's degree is preferred. Also required is a minimum of 5 years experience as a City Manager, Assistant City Manager, Department Head or equivalent. An equivalent combination of education and experience will be considered.

Application Process

Applications will be accepted electronically through May 28, 2021 at 5:00PM (MDT). **The position may be open until filled.**

Apply to:

KRW Associates LLC, apply@krw-associates.com. To be considered for this opportunity, applicants must submit a cover letter, current resume and six professional references.

Questions should be directed to info@krw-associates.com

