



THE CITY OF GREELEY, COLORADO

DIRECTOR OF WATER AND SEWER



The City of Greeley seeks a Water and Sewer Director committed to providing utilities for a growing, dynamic community. The Director leads a group of water resources, operations and engineering professionals dedicated to serving the community and enhancing Greeley's leadership role in the Colorado water community.

Are you someone with the courage and vision to make a difference? Are you a proven leader with a desire to contribute in a significant way? If you are innovative, enjoy challenges and seek a position with significant opportunities and challenges, see what Greeley has to offer. Be part of a team with a legacy of foresight, quality, and planning dating back over 100 years. The individual selected is an integral member of the City of Greeley's executive team and reports directly to the City Manager and coordinates formal communication with the Water and Sewer Board.



THE COMMUNITY

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 junction of the Cache la Poudre and South Platte Rivers and 52 miles northeast of Denver. In 2017, Weld County had the second-fastest population growth in the United States, a 5.3% job growth rate, and a 2.6% unemployment rate.

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. Our Water and Sewer Department is on the front lines of agricultural and urban water sharing, where well-done innovation will lead to a more prosperous regional economy. Greeley has an estimated population of 108,000. 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 offers diverse arts, music and cultural events. This includes performances by 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.

With a plethora of parks and facilities encompassing over 650 acres, the recreational amenities in Greeley are endless. There are golf courses, recreation centers, swimming pools, fields and courts for sports, skate parks, playgrounds, fishing ponds, picnic areas, and more. Experience more time outdoors on biking and hiking trails in the community. Beyond our City, Rocky Mountain National Park and many other pristine alpine environments are all less than 50 miles away.

Greeley's commitment is to the quality of life and strengthening community infrastructure. The Water and Sewer Department is dedicated to this by repairing and replacing aging infrastructure, prompt leak repair, increasing capacity to the system, and upgrading facilities to make them resilient and efficient. In 2015, Greeley residents approved a 0.65 percent sales tax for street improvement. This 'Keep Greeley Moving' initiative provides an estimated \$13 million to work on neighborhood roads, road capacity and widening, road maintenance, and concrete upkeep. Greeley is responsive to transportation issues, maximizing State matching funds and investing in infrastructure that enhances quality of life and sense of place.

For more information on the community and region, please visit Greeley's Chamber of Commerce website at greeleycvb.com.



THE ORGANIZATION

Greeley operates under a Council-Manager form of government. There are seven elected officials on the Council including the Mayor. Councilmembers are residents of Greeley who care deeply about the City and choose to serve as an elected official.

Through its 896 full-time employees and with a total budget of \$367.8 million, the City of Greeley provides many services and programs to residents.

Exciting things are happening in Greeley:

- City Center South, a modern municipal office building recently constructed is now open. The new complex, houses City Council meeting chambers, Municipal Court, Information Technology, Water and Sewer offices, GTV8, and Central Records. The City is committed to developing centralized modern governmental workspaces with ample meeting rooms, effective collaborative spaces and up-to-date audio-visual equipment to facilitate video conferencing, meeting broadcasting and other time and travel efficiency tools.
- Greeley is home to a diverse mixture 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.
- Imagine Greeley, a public engagement campaign to collect input and feedback from the community on issues and opportunities, involved over 1,000 residents. Plans developed in areas ranging from public safety to housing, infrastructure, and growth. The imagining serves as a roadmap for the future.
- Ongoing investment in the redevelopment of Downtown Greeley with major investments in public art, road and pedestrian infrastructure, stormwater mitigation, redevelopment incentives, and sense of place enhancements attract 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 projects under construction include the construction of the UC Health Hospital in west Greeley, Campus Commons on the University of Northern Colorado campus, and much more. The South Maddle Apartments will feature mixed-use multi-family housing and street-level retail shops; this project builds on the momentum of new improvements to the 8th Avenue corridor.

Greeley is a great place for businesses and families to call home. The City's vision, of being an attractive and vibrant community in which to live, learn, work and play is alive and well in Greeley today.

For more information on the City of Greeley, please visit greeleygov.com.



THE WATER AND SEWER DEPARTMENT

The Greeley Water and Sewer Department continually looks ahead to provide a secure water future. Greeley Water and Sewer's legacy of foresight, quality, and planning dates back over 100 years. The city is located in a semi-arid climate that receives only 12 to 14 inches of precipitation annually, so its focus on water that allows for growth is a pressing concern. In 2017, Greeley won the "Best of the Best" Tap Water Taste Test administered by the American Water Works Association.

With the adoption of the 1958 City Charter, Greeley residents created a Council-appointed Water Board with the duty to "acquire, develop, convey, lease, and protect water and sewer assets, supplies, and facilities." The residents also gave the Board the power to set minimum water and sewer rates necessary for operations, maintenance, debt service, and depreciation. This separate rate-setting authority allows City Council to focus on economic development knowing there will be a healthy water system to support their efforts.

Greeley has one of the most robust water systems in the State of Colorado. Many components of Greeley's water system have been in use between 50 and 75 years, including some very senior water rights from a couple different basins. Greeley Water and Sewer operates two potable water treatment plants collecting supply from four geographic basins, utilizes a network of non-potable storage and conveyance mechanisms and operates a 14 million gallon per day advanced wastewater treatment facility. Water and Sewer Department operates day to day with an informed and professional staff, and the organization has AA credit rating associated with its strong business practices and foresight in planning. Greeley Water and Sewer Department is organized as an enterprise fund under the City of Greeley, and received recent approval to market and sell approximately \$50M of municipal bonding for the purpose of replacing aging infrastructure, extension of water transmission, acquisition of water resources, and the construction of future wastewater treatment nutrient removal upgrades. Greeley is engaged in Colorado river issues as one of the larger CBT shareholders and a major subscriber to the Windy Gap FIRMing project. In the last 50 years, Greeley's water demand has increased almost fivefold with a sustained growth rate of 2.9 percent. In that same time, the population has tripled. In the next 50 years, demographers expect the City's population to triple again, and through robust planning, water conservation, demand management, increased storage, enhanced non-potable systems, investment in our staff, and investments in infrastructure the Water and Sewer Department will be well positioned to meet the challenges and reliably serve current and future residents of this great and growing city. The Water and Sewer Board has a vital role in Greeley leadership, with seven voting members appointed by



the City Council, plus the Mayor, City Manager and Director of Finance as ex-officio members. The Director of Water and Sewer is the primary staff representative to this Board. As such, the Director has the responsibility to provide reports and recommendations to the Board related to autonomous ratemaking and water resource authority while adhering to the overall City Council policies and priorities as directed by the City Manager.

The Water and Sewer Department, with 121 full-time employees, serves a population of about 124,000, including some regional water service agreements. Greeley's drinking water comes from four major river basins: the Cache La Poudre River, the Big Thompson River, the Colorado River and the Laramie River. It treats and distributes about 9 billion gallons of water per year. The department has more than 500 miles of pipeline, two drinking water plants, a wastewater treatment plant, three treated water reservoirs, six raw water reservoirs, and a variety of pumping stations. Greeley's water conservation program is one of the largest and most successful in the state and has reduced water demand by more than 20 percent in recent years. Wastewater is transported from homes and businesses by gravity sewers to the Water Pollution Control Facility where it is treated to regulatory requirements and returned to the Cache La Poudre River. The Facility has won

many awards for operational excellence over the past several years.

Operating as enterprise funds, the departmental budget for the water totals \$87.8 million (\$53.5 million in capital) and the sewer totals \$14.5 million (\$5.7 million in capital). Significant capital projects currently under construction are the construction of 20 MGD of replacement treatment capacity at the Bellvue Water Treatment Plant and process improvements to the Boyd Lake Water Treatment Plant along with the enlargement of the Milton Seaman Reservoir.

THE IDEAL CANDIDATE

Desired attributes, skills and abilities of the next Director of Water and Sewer.

- A skilled and proven leader and manager with excellent interpersonal skills and ability to lead the Water and Sewer Department to the next level of performance.
- A relationship builder, able to manage up (City Manager and Water Board), down (staff and consultants), and out (to a variety of audiences locally, regionally and nationally).
- Have the knowledge and ability to take the Water and Sewer Board's vision and strategy and break it down to daily operations.
- An individual capable of enhancing relationships with regulatory agencies at all levels.
- Demonstrated success in large project management, able to manage multiple projects on time and within budget.
- Strong in succession planning and records management.
- Successful in negotiating complex agreements with multiple stakeholders.
- Strategic in thinking and planning, having the ability to see over the horizon for future opportunities and impacts yet able to manage day-to-day tasks effectively and efficiently.

Candidates must possess a Bachelor's degree in engineering, water resources, management, economics, business administration or a closely related field. Master's degree or JD preferred. Professional Engineer registration may be a plus when paired with strong communication skills. The ideal candidate will have at least seven or more years of progressively responsible management experience within a municipal utility system and a general understanding of water and wastewater regulatory environments in Colorado. Residency in the City of Greeley is highly desirable.

COMPENSATION AND BENEFITS

Salary range of \$150,000 to \$170,000 is dependent upon qualifications and experience. Excellent benefits are offered including: holidays, paid time off, life insurance, 401k plan with City contributions, medical, dental, and vision plans.

Selection is based on best fit, education, training, competency, and experience as it relates to the position of Director of Water and Sewer, successful completion of a thorough background investigation and reference checks.

The City of Greeley is an Equal Opportunity Employer.

RECRUITMENT SCHEDULE

Application deadline	October 25, 2018
Telephone interviews	November 5-9, 2018
Finalists invited to interview	November 14, 2018
Finalist interviews	December 3-5, 2018