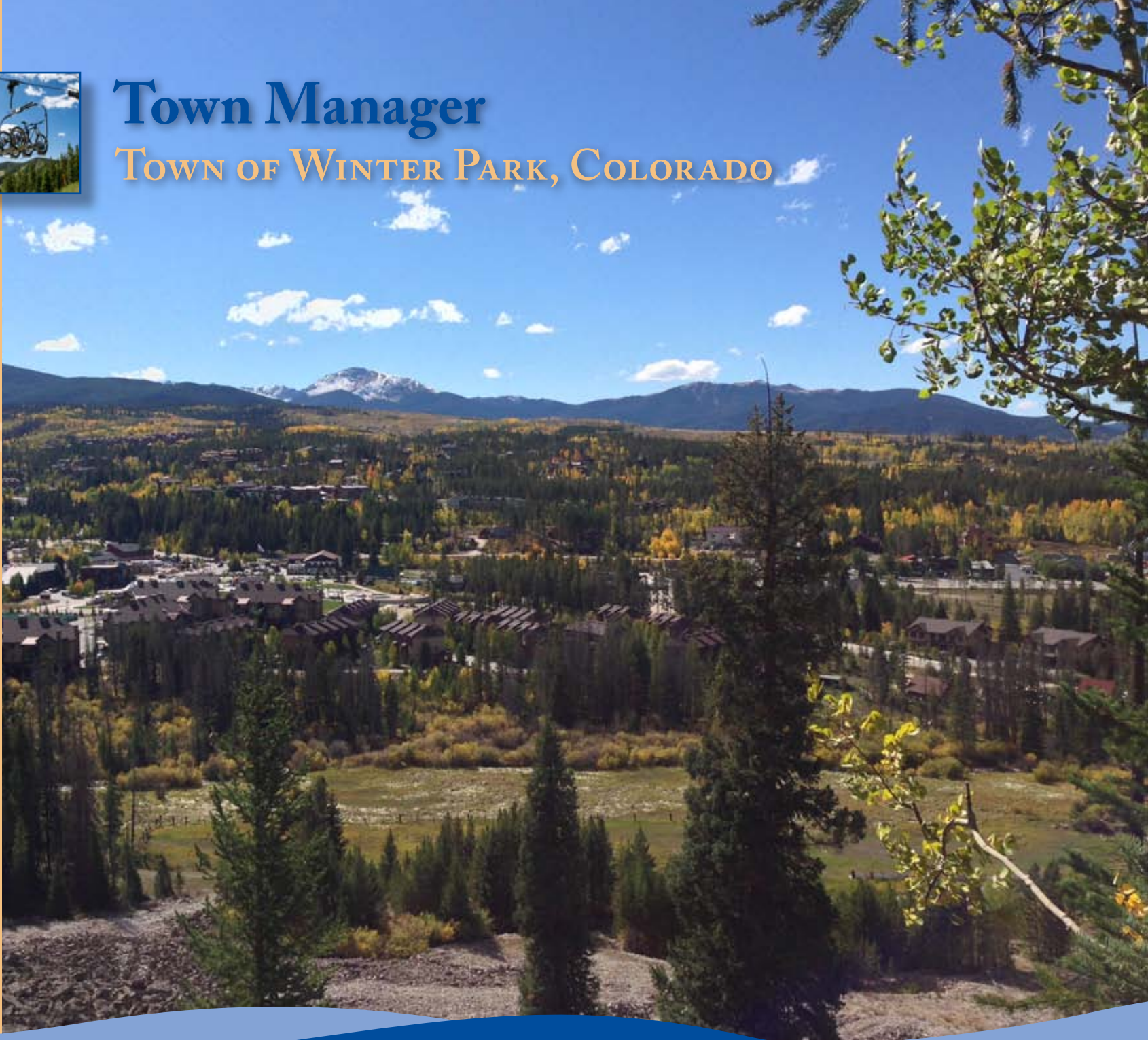




# Town Manager

## TOWN OF WINTER PARK, COLORADO



Peckham & McKenney  
"All about fit"

**PECKHAM**  
&  
**MCKENNEY**  
EXECUTIVE SEARCH

## THE COMMUNITY

Nestled on the western slope of the Continental Divide, the Town of Winter Park is an authentic, active mountain town, offering the best of Rocky Mountain living. Located in Grand County, the Town is surrounded by the Arapaho National Forest and three wilderness areas: Indian Peaks, Byers Peak, and Vasquez. The Town is also home to Winter Park Resort. Recently acquired by Alterra Mountain Co., the Winter Park Resort is one of the top 10 visited resorts in North America, Colorado's longest continually operating ski resort, and the bedrock of the Town's winter economy. While the Town Center lies at 9,052 feet above sea level, its highest point is 12,060 feet, making Winter Park the highest incorporated town in the nation.

Winter Park (pop. 1,030, 7.5 sq. mi.) is unique among Colorado's major ski and resort towns. While the ratio of second homeowners to permanent residents is roughly 9:1, and the Town's winter daytime population swells above 15,000, Winter Park is unique because it has mostly flown under the radar with respect to expansion and development. Significant growth is expected over the next few years with new development projects already underway, more annexations likely, and affordable and workforce housing receiving considerable attention. The future vision is not necessarily to replicate Breckenridge or Vail, however, because residents love, and seek to preserve, Winter Park's small-town feel.

Winter Park is proximate to Denver, just 70 miles west of the metropolitan area, a one-hour drive along Interstate 70 (the state's main east-west transportation corridor), then north along US Highway 40, which runs through Town. Denver International Airport is 90 minutes away. Amtrak's California Zephyr serves the Town along with Colorado's only ski train, guiding passengers through the historic Moffat Tunnel, then descending spectacularly along the Front Range to the revitalized Union Station in downtown Denver.

With over 600 miles of trails, 300 days of sunshine, and more than 300 inches of snow each year, it's no wonder Winter Park is known as "Colorado's Favorite Playground" and earned the coveted title of Colorado's "Top Adventure Town" from Elevation Outdoors.com in November, 2017. Winter tourism encompasses the majority of the local economy, although the area is fast becoming a four-season vacation destination, with over 600 miles of trails for hikers and bikers in the summer, plus rafting, fishing, golfing, horseback riding, and the longest alpine slide in Colorado. The Rendezvous Event Center at Hideaway Park downtown hosts excellent summer concerts and festivals, and Rocky Mountain National Park, just 35 miles to the north, brings about a million vehicles through Winter Park every summer.

Winter Park is served by the East Grand County School District, named a "District of Distinction" by the Colorado Department of Education. The District provides K-12 education at Fraser Valley Elementary School in Fraser and East Grand Middle School and Middle Park High School, both in Granby.

To learn more about the Town of Winter Park, please visit <http://www.wpgov.com>



## THE ORGANIZATION

The Town of Winter Park incorporated September 26, 1978, adopted its Home Rule Charter April 12, 1983, and operates as a home-rule municipality under a Council-Manager form of government. The Town Council consists of seven members, elected at large on a non-partisan basis in April of even-numbered years, and serving either two or four-year staggered terms, without limit. The Council selects from among their number a Mayor every two years.

The Town has a total of 38 full-time and up to 15 seasonal/part-time employees. Winter Park provides a full range of services including law enforcement; construction and maintenance of streets and infrastructure; planning, zoning, and building code enforcement; a free public transit system (The Lift); cultural and recreational facilities and events; parks and trail development; and marketing, and economic development.

Winter Park is in an enviable financial position. The Town has experienced record sales tax collections for the past four years, primarily driven by a focus on special events, summer marketing efforts, and improved Town and resort amenities. The FY 2018 budget is \$18 million. Reserves total \$11.3 million (GF \$6.9 million), with a net position of \$28.5 million, including \$17.4 million in capital assets. Total municipal debt is \$17.3 million.

Winter Park shares the Fraser Winter Park Police Department with the Town of Fraser, five miles to the north, along with a combined Building Department with Fraser & Granby. The East Grand Fire District provides fire protection service, the Grand County EMS, ambulance service, and the Grand County Water & Sanitation District #1, water and stormwater. The Winter Park & Fraser Chamber is an essential community partner providing marketing and event services to the Town. The Town, Chamber, Winter Park Resort, and others recently engaged in a joint marketing strategy (shared branding).

Issues facing Winter Park include decreasing the dependence on sales taxes, which account for 60% of total Town revenues; sustainability and stability during economic downturns; attainable housing, economic development, growth, annexation, and their impacts on government services, infrastructure, and the environment; the release of a new comprehensive plan; planned construction of a new transit maintenance facility; the build-out of several developments, including Hideaway Station, which includes a new grocery store (Fireside Market) and 38 affordable housing units; water quality and availability; increasing the number of full-time residents; and building a year-round community. With the purchase of Winter Park Resort by Alterra and the launching of the Ikon Ski Pass, Alterra is investing significant funding into Winter Park Resort and has far reaching expectations for the expansion of the mountain, development, and amenities for their guests.

## THE POSITION

The Town Manager is the chief executive and administrative officer of the Town, serving at the pleasure of the Town Council. She or he is responsible for carrying out the policies and ordinances approved by Council, coordinating the day-to-day operations of the Town, and supervising the various departments. Veteran Interim Town Manager Stan Zemler is leading a strategic planning session with the Town Council in July.

The next Town Manager will inherit an experienced, skilled, cohesive, and polished senior leadership team and staff. The consensus

is that wholesale changes in organizational structure or senior staffing are not needed. There is no need for creative destruction, or fundamental organizational change.

A Bachelor's Degree in Public Administration or related field is required, and a Master's Degree is preferred. A minimum of five years of management experience in municipal government of comparable size and structure is required. Experience in a resort community is a plus. Residency within Winter Park corporate limits is both encouraged and preferred.



## THE IDEAL CANDIDATE

Winter Park's next Town Manager is an experienced leader, who appreciates the Town not only as a world-class destination, but as her or his home. The Town Council seeks a confident, values-based leader with a strong work ethic, who is decisive, strong enough to keep the Town Council focused and on track, and politically astute. The successful candidate ensures effective communication between Council and staff in each direction.

The next Town manager is a progressive, visionary leader. She or he recognizes that Winter Park is poised for significant change, and has the experience and commitment to lead the Town through that change, while helping maintain the Town's small-town character. Ideally, the next Town Manager will already have been through this development cycle elsewhere.

The ideal candidate has expert-level inward- and outward-facing communications skills, to be used in briefings to the Town Council, interactions with management and staff, and engagement with all citizens, who are well-educated and informed. She or he is accessible and friendly and listens actively and empathetically. Council expects the Town Manager to be visible in the community, and to be meaningfully engaged with it.

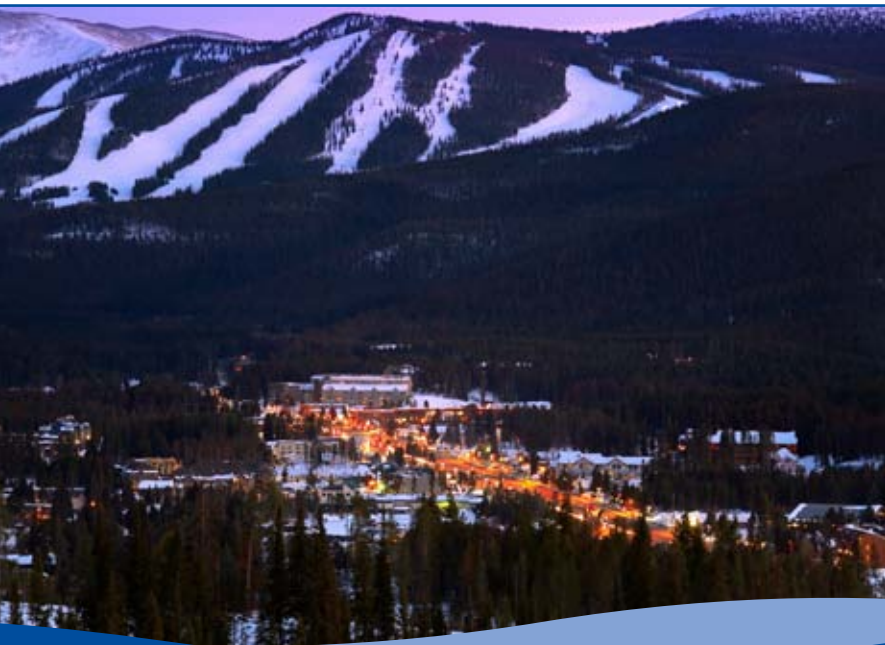


The next Town Manager has a creative, solution-oriented approach to development, and a commitment to safeguarding the Town's interests. He or she will interact with a high-profile group of sophisticated, experienced developers, actively shaping Winter Park's future. Strong collaboration and negotiation skills are essential. She or he is a relationship-builder, who seeks win-win solutions and has the ability to bring disparate viewpoints together for a common, positive future.

The ideal candidate has demonstrated, strong leadership and management skills. She or he is positive and approachable, with a sense of humor, and the ability to empower, develop,



and inspire every other town employee. The next Town Manager is supportive, inclusive, and collaborative, with the ability to delegate confidently to skilled team members, holding them accountable without micromanaging. She or he is efficient, and able to handle multiple, complex responsibilities simultaneously.



The ideal candidate will embrace the challenges, and corresponding rewards, of living in this beautiful location, which include long but sunny winters. Each applicant is directed to research the cost of housing in Winter Park prior to submitting an application.

## THE COMPENSATION

The hiring range salary for this position is \$125,000 to \$155,000, and the appointment will be made depending upon the qualifications of the selected candidate. In addition, the Town provides an attractive benefits package, including: medical and dental insurances (10% employee contribution for employee coverage and 25% employee contribution for added dependents); life (\$50,000), long- and short-term disability, and AD&D insurances (100% Town contribution to all); wellness program and \$500 annual wellness payment; and an Employee Assistance Program. Retirement benefits customary to the position through ICMA-RC are offered, 401(a) mandatory (7.65% Town match), 457(b) optional (4% Town match). This position enjoys paid time off (144 hours/year), eight paid holidays, continuing education reimbursement, professional association dues, and fees for registration and travel related to professional development. Relocation assistance and housing allowance subject to negotiation.

## SEARCH SCHEDULE

Filing Deadline.....July 2, 2018  
 Preliminary Interviews.....July 9-13, 2018  
 Recommendation of Candidates..... July 17, 2018  
 Finalist Interview Process ..... July 31, 2018

These dates have been confirmed, and it is recommended that you plan your calendar accordingly.

## THE RECRUITMENT PROCESS

To apply for this exciting career opportunity, please visit our website at:

**Peckham & McKenney**  
[www.peckhamandmckenney.com](http://www.peckhamandmckenney.com)

Resumes are acknowledged within two business days. Please do not hesitate to contact Andrew (Drew) Gorgey toll-free at (866) 912-1919, if you have any questions regarding this position or the recruitment process.



[www.peckhamandmckenney.com](http://www.peckhamandmckenney.com)