

GUNNISON COUNCIL AGENDA
MEETING IS HELD AT CITY HALL
201 WEST VIRGINIA AVENUE, GUNNISON, COLORADO
2nd FLOOR COUNCIL CHAMBERS
Approximate meeting time: 1 hour

FRIDAY

FEBRUARY 3, 2023

SPECIAL SESSION

11:00 A.M.

I. Presiding Officer Call Regular Session to Order: (silent roll call by City Clerk)

II. Items for consideration at the Special Session meeting are:

A. Authorization to Purchase Two Police Patrol Vehicles

Background: At the May 10, 2022, Regular Session meeting Council confirmed the purchase and equipping of two patrol vehicles. The vehicles arrived in Denver in January 2023. As the vehicles were being prepped for delivery, it was discovered that they were manufactured with gas engines, not the electric hybrid as requested by the police department. Staff is asking Council to consider the purchase of two gas engine vehicles at a savings of \$5,000/vehicle.

Staff contact: Police Chief Keith Robinson

Action Requested of Council: A motion to authorize the purchase of two police patrol vehicles for an amount not to exceed \$117,943.00.

Estimated time: 10 minutes

B. Executive Session

Background: Council will go into Executive Session for the purpose of discussing next steps regarding the City of Gunnison City Manager position.

Staff contact: Acting City Manager Ben Cowan

Action Requested of Council: (1) A motion to go into Executive Session to consider personnel matters, pursuant to C.R.S. §24-6-402(4)(f), specifically to discuss next steps for the City Manager position; (2) Subsequent direction to staff for next steps in recruiting and hiring the City of Gunnison City Manager.

Estimated time: 40 minutes

III. Meeting Adjournment:

The City Council Meetings agenda is subject to change. The City Manager and City Attorney reports may include administrative items not listed. Regular Meetings and Special Meetings are recorded and action can be taken. Minutes are posted at City Hall and on the City website at www.gunnisonco.gov. Work sessions are recorded; however, minutes are not produced. For further information, contact the City Clerk's office at 970.641.8140. **TO REQUEST INTERPRETATION SERVICES OR TO COMPLY WITH ADA REGULATIONS, PEOPLE WITH SPECIAL NEEDS ARE REQUESTED TO CONTACT THE CITY CLERK 24 HOURS BEFORE ALL MEETINGS AT 970.641.8140.**



City of Gunnison

February 1, 2023

To City Clerk Erica Boucher,

Pursuant to Section 5.2 of the City of Gunnison Municipal Home Rule Charter, I, Diego Plata, Mayor of the City of Gunnison, am directing you, the City Clerk, to set a Special Session meeting of City Council for 11:00 A.M. on Friday, February 3, 2023, to be conducted in-person, to consider the following agenda items:

- Approval to purchase two police patrol vehicles; and
- A motion to move into an Executive Session to discuss next steps regarding the City of Gunnison City Manager position.

I understand the meeting will be properly noticed and posted per Colorado Open Meetings Law.

Thank you.

Mayor

2-1-23

Date

Memorandum

To: City Council
From: Keith Robinson, Chief
Date: January 31, 2023
Subject: Police Vehicles



The purpose of this memo is to update City Council on the current status of two Ford, SUV-Interceptor, vehicles to be used as marked police vehicles. Council originally confirmed the purchase and equipping of two vehicles on May 10, 2022. At that time the vehicles were ordered as gas engines as the electric hybrid was not available.

Ford cancelled the order, 9/15/2022, as the vehicles would not be manufactured as part of the 2022 order period. Ford agreed to update the order for 2023 and change the engine type to the electric hybrid.

At the November 8, 2022, council meeting the use of electric vehicles was discussed and council was good with moving forward with electric hybrid police vehicles.

The two vehicles cancelled in the 2022 order were received in Denver and confirmed on January 23, 2023. As Ford was prepping the two vehicles for delivery they discovered that the vehicles were manufactured with gas engines not the electric hybrid. We can refuse the purchase, but they have requested that we consider purchasing as gas engines.

The current vehicles would be delivered at a savings of \$5,000 per vehicle. Additionally, the upfitter has already been notified and was planning to pick the vehicles up and begin outfitting. Two current police vehicles have already been stripped for parts to be reutilized in the two new vehicles so the available patrol vehicles is down two till replaced.

Action Requested of Council: A motion to authorize the purchase of two patrol vehicles for an amount not to exceed \$117,943.00.



To: City Council
From: Ben Cowan, Acting City Manager
Date: Thursday, February 2, 2023
Subject: City Manager Search Executive Session

Purpose:

To provide staff direction on next steps in recruiting and hiring the City of Gunnison City Manager.

Background:

The City evaluated 27 candidates that applied to the initial announcement issued the second week of November with a response deadline of December 19. Ten of those applicants withdrew from the selection process. The three finalists all withdrew, with two withdrawing the night before finalist interviews and the selected finalist withdrawing before any offer or negotiations could take place. All the withdrawals were related to circumstances unrelated to the City of Gunnison, whether the benefit package, location, job description or otherwise.

Staff Recommendation:

Staff is requesting time with the Council in executive session to provide direction on next steps in recruiting and hiring the City of Gunnison City Manager.

Council's Strategic Criteria:

This policy initiative or project addresses/relates to each of these criteria as follows.

A. Public Safety and Community Resilience.

As the Chief Executive Officer of the City, the City Manager works to implement the City of Gunnison Strategic Plan including Public Safety and Community Resilience.

B. Public Engagement which fosters racial and cultural equity, inclusivity, and diversity.

The City of Gunnison is dedicated to the principles of equal employment. We prohibit unlawful discrimination against applicants or employees on the basis of age over 40, race, sex, color, religion, national origin, disability, military status, sexual orientation, gender identity, genetic information, or any other applicable status protected by federal, state or local law.

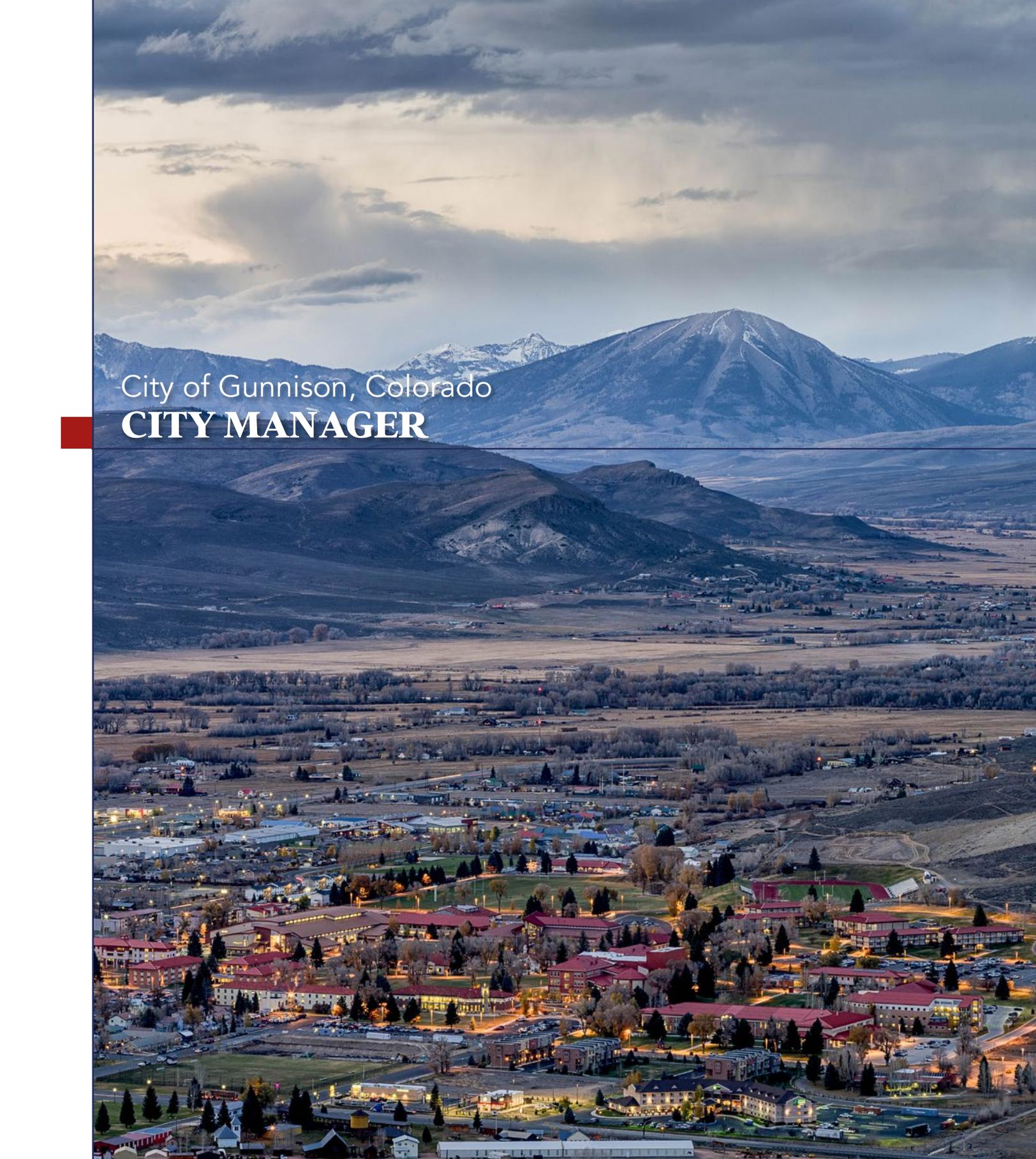
The City Manager further will be one that treats people fairly, values diversity, and fosters inclusion.

C. Achieving the City's Environmental Sustainability Goals.

As the Chief Executive Officer of the City, the City Manager works to implement the City of Gunnison Sustainability Plan, CARES 2030.

Action(s) Requested of Council:

- 1) A motion to go into Executive Session to consider personnel matters, pursuant to C.R.S. §24-6-402(4)(f), specifically to discuss next steps for the City Manager position.
- 2) Subsequent direction to staff for next steps in recruiting and hiring the City of Gunnison City Manager.



City of Gunnison, Colorado
CITY MANAGER

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Excellence in executive recruiting since 2016



GUNNISON, COLORADO

The City of Gunnison, is a peaceful, cherished Colorado municipality located in the beautiful, high-altitude Gunnison River Valley, surrounded by national forest and mountains on nearly all sides. Gunnison (pop. 6,653, area 4.85 sq mi, elev. 7,703 ft) is due south of Crested Butte and northeast of the incomparably beautiful San Juan Mountains.

Add the Gunnison River, Curecanti National Recreation Area, and Blue Mesa Reservoir, and Gunnison becomes very hard to top in terms of outdoor lifestyle. This geography also makes it one of the coldest locations in the country every winter.

The county seat and most populous city of Gunnison County, the city is named after John W. Gunnison, a West Point graduate and U.S. Army officer, who surveyed a path for the transcontinental railroad through the Rocky Mountains.

One of the city's largest employers, Western Colorado University (WCU) is an essential stakeholder. WCU's

robust presence, curricula, and cultural offerings help distinguish Gunnison from similar communities. Gunnison is also steeped in western and agricultural traditions, with farms and ranches all around. The city is socioeconomically diverse with large Latino and immigrant communities.

Residents enjoy every manner of outdoor activity year-round, including skiing, cycling, mountain biking, hiking, fishing, rafting, golf, boating, and others. Gunnison's parks and recreation infrastructure is excellent for a city of this size and includes the Gunnison Community Center (pool, fitness area, recreation and senior programming), indoor and outdoor ice rinks, a ski hill, miles of trails accessible within minutes, and 10 city parks, including a mountain park.

Tourism drives the local economy, and the annual Night of Lights event kickstarts the holiday season. The Gunnison County Chamber of Commerce and the Community Foundation of the Gunnison Valley are important partners. WCU hosts the ICELab, a coworking and innovation space managed in partnership with the city. The Gunnison Valley Health Hospital is a community-owned, nationally-ranked critical access hospital offering comprehensive health care services to the area. The Gunnison Watershed School District serves the city (community, high, middle, and elementary schools, plus Pre-K

and one charter), as does the Gunnison County Public Library.

Located along U.S. Hwy 50, Gunnison is about 125 miles southeast of Grand Junction and 65 miles east of Montrose – both cities have airports. The excellent Gunnison-Crested Butte Regional Airport serves the city and offers commercial flights (United) with connections to Denver International Airport, about four hours away by car, and various cities in Texas. The neighboring towns of Crested Butte and Mt. Crested Butte are 30 and 35 miles to the north along CO SH 135, which also leads to the Crested Butte Mountain Resort. Monarch Mountain is 45 minutes to the east.

For more information about the City of Gunnison. please visit <https://www.gunnisonco.gov>

CITY ORGANIZATION

Gunnison is a home-rule municipality operating under the council-manager form. The city council includes five members elected at large on a nonpartisan basis. Elections are held in November of odd-numbered years, with three council seats up every two years. The two receiving the highest number of votes win four-year terms, the next highest, a two-year term, and all members are limited to two terms. The city council hires the city manager, the city attorney, and the municipal judge, and confirms the city

QUICK FACTS

Population	6,653
Size	4.85 sq mi
Elevation	7,703 feet
FY 2023 Budget (Proposed) ...	\$38.M (GF \$10.6M)
FTE:	10733

manager’s appointments of the city clerk and finance director. The FY 2023 Budget (proposed) is \$38.6 million (GF \$10.6M), supporting 107.33 employees.

Municipal services include police, fire (in collaboration with the Gunnison Fire Protection District), public works, community development, parks and recreation, full-service utilities (electricity, water, wastewater, refuse, and recycling), city clerk, municipal court, city attorney, and general administration (city manager, finance, information technology, etc.) The city draws water from nine city-owned wells, and utilities are very important to city governance and finance. The city recently completed a wastewater treatment plant and rebuilt an electrical substation.

Gunnison Rising is a 1,700-unit residential and commercial development project on the city’s east side, that will eventually increase the city’s housing supply by about 50% and overall size by one third. The biggest issue facing the city is deficient infrastructure, particularly streets, and a serious backlog of capital improvement and maintenance projects – a half-cent sales tax measure failed to pass in November. Affordable and attainable housing remain challenging, and the city seeks to build on its recent success with the Lazy K project. Other issues include electric grid capacity and redundancy, utility rates, multi-modal transportation



safety, employee recruitment and retention, implementation of the Gunni CARES 2030 initiative (sustainability, climate action), an update to the parks master plan, and balancing cultural traditions with modern directions as the community evolves.

CITY MANAGER POSITION

Gunnison’s most recent city manager served the city successfully for over six years and left in late-October to serve as the new town manager of Vail, Colorado. The mayor, all council members, the acting city manager, the city’s leadership team, and community stakeholders collaborated on the preparation of this document.

Working at the direction of the city council, the city manager is the city’s chief administrative officer, responsible for day-to-day administration and all her or his duties set forth in the city

charter. Direct reports (7) to the city manager are the police chief, city clerk, finance director (also manages human resources), public works director, community development director, parks and recreation director, and information technology director.

A four-year degree in a relevant field of study, preferably in public administration, business administration, or a related field; at least five to ten years of progressively responsible experience in local government, including at least five as a municipal manager, deputy, assistant, or major department head; or any equivalent combination of education and experience are all required. Graduate study in public administration or a related field, experience serving communities with universities or colleges, and experience serving mountain or

WHAT HAPPENS WHEN

Absent unforeseen circumstances, the recruitment will follow the schedule below. Be mindful of the filing deadline and final interview dates, which are unlikely to change.

SCHEDULE

Filing Deadline:	December 19, 2022	Recommendation of Candidates: .	January 10, 2023
Preliminary Interviews:	January 2-6, 2023	Finalist Interview Process: . . .	January 19-20, 2023

resort communities, especially those with extreme winter conditions, are all preferred.

THE IDEAL CANDIDATE

Gunnison's next city manager is an experienced local government leader and an effective manager, who appreciates Gunnison as a community, a city, and as her or his home. A professional demeanor, strong work ethic, integrity, and a commitment to ethics and transparency are required. City council is looking for a winner, someone who can prioritize and get things done – they expect the ideal candidate to continue the advancement of multiple projects.

The ideal candidate models the city's values of trust, respect, creativity, innovation, and life balance and believes that teamwork and collaboration are essential in achieving community results.

The successful candidate has considerable experience in the implementation of community and economic development, including the skill set to help the city council and local stakeholders lead the community to invest in capital improvements and infrastructure, which have admittedly been ignored, in some cases for decades. Experience in communities that have successfully passed tax-related ballot measures is highly desirable.

To that end, the next city manager is approachable and skilled at maintaining and maximizing effective, collaborative relationships, especially with Western Colorado University, Gunnison County, neighboring municipalities, the business and nonprofit communities, and all other local partners and stakeholders, including the state departments of transportation and local affairs and the Gunnison Valley RTA.

The ideal candidate has expert-level inward- and outward-facing communication and presentation skills, and the ability to relate to persons from every walk of life, from ranchers to university administrators, and from the affluent to the working class and those in need. The ability to speak Spanish is a major advantage. The next city manager is politically astute but apolitical, with the courage to say "no" firmly when called for, but tactfully and politely.

The ideal candidate has good business sense and effective negotiation skills. The successful applicant also has a demonstrated, successful track record in the areas of diversity, equity, and inclusion, and in effective community engagement.

The successful candidate has strong leadership and management skills, with the ability to motivate, empower, and maximize the strengths of every city employee, especially the team of department

TOTAL COMPENSATION

The annual salary range for this position is \$170,000 to \$210,000, and appointment will be made depending upon the qualifications of the selected candidate. In addition, Gunnison provides the following benefits: medical, dental, vision, and life (\$100,000) insurances, paid 75% for the employee and dependents, with three PPO choices and other optional benefits. Employee assistance program, related services (counseling, financial, legal), and wellness program, including free membership to the Gunnison Community Center (recreation). Gunnison matches a total of 10% toward two retirement plans, 5% each in the 401(a) and 457(b) defined contribution plans, both through the Colorado Retirement Association. This position enjoys paid vacation (three weeks per year), 12 sick days, and 12 paid holidays. Relocation assistance and reasonable options related to housing are subject to negotiation

heads. She or he is humble and free of ego. The next city manager is an active listener and a team-builder, who is appreciative and supportive of staff, not a micromanager.

The ideal candidate has humility, emotional intelligence, common sense, a sense of humor, and a love the outdoors in all seasons, including during of cold weather.

APPLY

To be considered for this excellent professional opportunity, please email only your cover letter and resume to apply@columbialtd.com, naming your files Last.First.CL and Last.First.Resume. Receipt of your submittal will be acknowledged within two business days. All applicants will be updated on their status following the Recommendation of Candidates.

If you have any questions regarding the recruitment process, or this opportunity, please feel free to call Andrew Gorgey directly at (970) 987-1238. For more information, visit the Columbia Ltd website: <https://columbialtd.com>.