



CITY MANAGER

\$125,000 to \$140,000 DOE

Florence, Colorado



Are you a municipal leader with the vision and skill to guide a historic community into a modern era? Do you lead with policy and proper procedure? Do you provide an approachable type management? Florence, Colorado, is seeking a City Manager who can embrace the City's heritage while leading it toward growth, innovation, and operational excellence.

We're looking for an exceptional leader who is:

- Confident, self-motivated, resilient and can maintain and promote a high level of staff performance to provide excellent customer service to the community.
- Willing to inform and guide the staff and Council with proper procedure, policies, and ordinances.
- Able to balance tradition and progress, modernizing operations while honoring Florence's historic character.

If you are ready to inspire trust, work collaboratively, and help shape the future of a safe, welcoming, and forward-thinking community, Florence invites you to apply.

ABOUT THE COMMUNITY

Florence is a small-town gem in southern Colorado, celebrated for its historic charm, welcoming atmosphere, and exceptional quality of life. Nestled near the Arkansas River and framed by mountain views, the City boasts a beautifully preserved downtown — listed on the National Register of Historic Places in 2017 — filled with local shops, antiques, restaurants, and art galleries, all offering a nostalgic yet vibrant experience.

Just minutes from Cañon City and a short drive from Colorado Springs and Pueblo, Florence provides easy access to hiking, rafting, climbing, and scenic byways while maintaining a relaxed pace and a lower cost of living than nearby urban areas. The community is known for its safety, small-town atmosphere, and excellent K-12 schools, including a new high school offering advanced trade programs.

Florence's rich history as a railroad and mining town now blends seamlessly with innovation, as seen in the growth of high-tech startups at the local Emergent Campus. Residents enjoy outstanding recreational opportunities along the Arkansas River and in the surrounding natural areas, making Florence a truly great place to live, work, and play.



POPULATION
3,822



MEDIAN HOUSEHOLD INCOME
\$57,239



MEDIAN HOME VALUE
\$200,000 – \$300,000

AVERAGE MONTHLY RENT
\$1,000

[Florence History](#)



[Tourism](#)



GOVERNANCE & ORGANIZATION

Florence operates under a Council-City Manager form of government. The Mayor is elected at large for a two-year term, and the six Council Members are elected by ward for four-year terms.

The City provides a full range of services including:

- Public Safety
- Public Works and Utilities
- Water Department that provides water to the region
- Cemetery
- Parks and Recreation and Municipal Pool





ABOUT THE JOB

The City Manager Department provides executive leadership and policy implementation for the City of Florence. It oversees all departments and collaborates closely with Council and the community.

Reporting to the Mayor and City Council, the new City Manager will:

- Provide administrative leadership and direction across all City departments
- Recommend and implement policies, goals, and objectives
- Serve as liaison to civic, governmental, and community organizations
- Develop a culture where staff is supported while maintaining productivity and accountability
- Develop and administer the annual City budget and long-range planning efforts
- Be visible in the community, actively participating in events, and local initiatives
- Ready to get to work and make an immediate, positive impact

DEPARTMENT QUICKFACTS



EMPLOYEES

41



DEPT. BUDGET

\$13.29
MILLION

KEY PROJECTS FOR 2025

- FINALIZE AND IMPLEMENT THE CITY'S UPDATED MASTER PLAN
- CONTINUE CAPITAL IMPROVEMENT PROGRAM FOR CITY INFRASTRUCTURE
- LAUNCH WATER RATE STUDY AND LONG-TERM UTILITY PLANNING
- STRENGTHEN REGIONAL PARTNERSHIPS AND BOARD REPRESENTATION
- SUPPORT ECONOMIC GROWTH THROUGH DOWNTOWN AND TECH-SECTOR COLLABORATION



THE IDEAL CANDIDATE

The ideal candidate will have experience in municipal government leadership. They will demonstrate:

- Confident, self-motivated, and resilient and can maintain and promote a high level of staff performance to provide excellent customer service to the community.
- Willing to inform and guide the staff and Council with proper procedure, policies, and ordinances.
- Personable within the organization and with citizens in the community.
- Transparent; high integrity.
- Able to say "No" when necessary; courageous in implementing Council policies.
- Willing to participate in local organizations and committee events.
- Ability to outreach to the County, regional partners and the surrounding communities.

This individual will be forward-thinking yet respectful of Florence's history, and willing to engage visibly with citizens, staff, and Council.

EXPERIENCE & QUALIFICATIONS

Required:

- Bachelor's degree in Public Administration, Public Policy, Finance, or related field
- Minimum four (4) years' municipal administration experience, including two (2) years in a manager/administrator role in a similarly sized or larger organization
- Valid driver's license and ability to pass background and MVR checks

Preferred:

- Knowledge of Colorado water rights and rural infrastructure
- Advanced degree (MPA or similar)
- Experience with small-town growth management
- Residency is highly preferred



SALARY & BENEFITS

Salary: \$125,000 to \$140,000 DOE

Health Insurance: Medical, Dental, Vision, and Supplemental Insurance

Paid Leave: Vacation and sick leave provided per personnel policy

Retirement: OneAmerica 457b with 3% City match

Additional Perks:

- Flexible 4x10 work schedule
- Gym access
- City-issued phone/vehicle (no allowance)
- Relocation assistance at Council discretion

HOW TO APPLY

Apply Here



For more information on this position, contact:

Marsha Reed, Senior Vice President

MarshaReed@GovernmentResource.com | 806-789-9641

The City of Florence is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists for this position will be subject to a comprehensive background check.