

CITY MANAGER

Annual Salary:

\$295,000–\$330,000 DOE/DOQ

Loveland, Colorado



Are you a proven executive with a record of strengthening complex organizations, retaining talented teams, and delivering measurable results? Are you a people-first leader who exercises strategic judgment and builds productive relationships with elected officials, employees, residents, and partners? If so, the City of Loveland invites you to apply to become its next City Manager.

Appointed by and reporting to the nine-member City Council, the City Manager serves as chief executive of a full-service organization of approximately 950 benefit-eligible employees, directs nearly every City department, and is the Council's principal advisor on budget, policy, and long-range planning.

We're seeking a leader with a demonstrated record of:

- Strengthening complex organizations and retaining and developing talented employees
- Bringing departments together and building productive relationships with Council, staff, residents, businesses, and community partners
- Sound financial stewardship, strategic judgment, and measurable results

Loveland is a vibrant community, surrounded by natural beauty, where you belong. Read on to learn more about this opportunity!



Executive Recruitment Provided by



ABOUT THE COMMUNITY

Nestled in a lush valley at the entrance to the Big Thompson Canyon, Loveland is hailed as the Gateway to Rocky Mountain National Park and Estes Park. Located along I-25 roughly an hour north of Denver, it is the second most populous city in Larimer County and the 14th most populous in Colorado, with nearly 81,400 residents and room to grow.

With more than 300 days of sunshine, warm summers, and snowy winters, Loveland is an outdoor paradise. Residents enjoy over 5,000 acres of open space and natural areas, scenic lakes, the Big Thompson River, and trails such as Devil's Backbone, along with golf, festivals, and year-round recreation close to home.

Loveland is a city where art and science meet. Its nationally recognized public art program, Benson Sculpture Garden, galleries, and foundries sit alongside a thriving technology and creative economy. Known as Colorado's Sweetheart City, Loveland is also famous for its Valentine Re-mailing Program, which sends love notes around the world each February.

Founded along the Colorado Central Railroad in 1877 and incorporated in 1881, Loveland grew from an agricultural and sugar-beet center into a thriving, innovative city at the heart of northern Colorado, a region known for its entrepreneurial spirit and growing technology sector. Residents value safe neighborhoods, strong schools, civic engagement, and a welcoming, small-town spirit.

GOVERNANCE & ORGANIZATION

Loveland operates under its home rule charter and a council-manager form of government. The nine-member City Council includes a Mayor elected at large to a two-year term and eight Councilors, two from each of four wards, serving staggered four-year terms. The Council selects a Mayor Pro Tem from its membership, and elections are held in November of odd-numbered years. The Council appoints the City Manager, City Attorney, and Municipal Judge, and is supported by 25 advisory boards and commissions.

ABOUT THE CITY OF LOVELAND

The City of Loveland is a full-service, home rule municipality delivering police, public works, community placemaking (parks and recreation, cultural services, and library), development services, economic development, and municipally owned water, wastewater, power, and fiber broadband utilities. The City also partners in regional enterprises including the Northern Colorado Regional Airport and the Loveland Fire Rescue Authority, which operates under an intergovernmental agreement with the City and surrounding communities.

Approximately 950 benefit-eligible employees, and about 1,350 employees in total, serve the community under an internal culture built on One City, One Team. Employees are guided by the City's shared mission, vision, and values and a commitment to delivering the best possible services with the human and financial resources entrusted to them.



POPULATION
81,387



MEDIAN HOUSEHOLD INCOME
\$84,604



MEDIAN HOME VALUE
\$479,000
AVERAGE MONTHLY RENT
\$1,730

HISTORY



TOURISM





ABOUT THE JOB

The City Manager reports directly to the City Council and directs, administers, and coordinates the activities of the City in accordance with the policies, goals, and objectives the Council establishes. As the Council’s principal advisor, the City Manager develops proposals on issues of community importance and builds a process of strategic financial planning grounded in prudent use of public funds, a balanced budget, and sound revenue and expense forecasting.

The City Manager is also the City’s chief ambassador, serving as liaison to civic groups, residents, media, major employers, the school district, and regional and state partners.

The successful candidate will provide executive leadership for:

- Citywide strategic, operational, and long-range planning based on Council goals
- The citywide budget, financial forecasting, and fiscal sustainability
- The executive leadership team, including performance evaluation of directors
- Personnel policy, organizational culture, and succession planning
- Public information, community engagement, and consensus building on sensitive issues

DEPARTMENT STRUCTURE

The City Manager oversees nearly all City operations; only the City Attorney’s Office and the Municipal Court report separately to the City Council.

Positions Reporting to the City Manager

- Deputy City Manager
- Deputy City Manager / Chief Financial Officer
- Airport Director
- Chief of Police
- Chief Human Resources Officer
- City Clerk
- Executive Project Manager
- Assistant to the City Manager
- Executive Coordinator
- Admin Support I

Departments Reporting Through the Deputy City Managers

- Communication & Engagement
- Community Placemaking (Parks & Recreation, Cultural Services, Library)
- Development Services
- Economic Development
- Information Technology
- Public Works
- Utilities

Organizational Quick Facts

- **Employees:** Approximately 950 benefit-eligible; 1,350 including limited-benefit employees
- **City Manager’s Office Budget:** \$1.27 million
- **Direct Reports:** 11 (six within the City Manager’s Office); seven additional department directors report indirectly
- **Property Tax Rate:** 9.564 mills
- **Boards & Commissions:** 25

FULL JOB DESCRIPTION



KEY INITIATIVES

The next City Manager will have the opportunity to shape Loveland's future through several priorities in the first two years:

Financial Sustainability

Changes in sales tax revenue in recent years have reshaped the General Fund. The City Manager will lead a clear, long-term plan to align revenues, expenses, and service levels with community expectations, bringing innovative thinking to revenue diversification, efficiency, and strategic investment.

Community Trust & Transparency

Residents want to understand the City's finances and decisions. The City Manager will develop a proactive communication strategy that explains the current state of municipal affairs in plain terms, invites community engagement, and builds confidence in how public resources are managed.

Council Partnership

The City Manager will work alongside the City Council to define clear roles and expectations, strengthen a collaborative working relationship, and present a unified, constructive image of City leadership to the community.

One City, One Team

Building on the City's internal culture, the City Manager will continue breaking down silos, encouraging ongoing collaboration across departments, and balancing Council priorities with intentional, visible time spent with staff.

Stability & Succession Planning

After a period of leadership transition, the organization is ready for steady, long-term leadership. The City Manager will invest in staff development, mentoring, and succession planning to build a strong talent pipeline and sustain institutional knowledge.



THE IDEAL CANDIDATE

The ideal candidate is a proven, values-based executive with a demonstrated record of strengthening complex public organizations and delivering measurable results. They will have led organizations through change, brought departments together around shared goals, and built a culture where talented employees choose to stay and grow. Ethical, courageous, and politically objective, they exercise sound, strategic judgment and are invested in Loveland for the long term.

Exceptional people leadership will distinguish the next City Manager. The successful candidate will have a track record of retaining and developing staff, mentoring future leaders, and building succession depth, while remaining visible and approachable throughout the organization. Equally important is demonstrated success building productive relationships with a City Council, staff, residents, businesses, and community and regional partners, and serving as a credible advocate for the City.

Financial expertise is also important. The ideal candidate will bring a record of sound fiscal stewardship and the ability to communicate complex financial information clearly and transparently. A collaborative partner to the City Council, they will set healthy boundaries while championing a One City, One Team culture.



EXPERIENCE & QUALIFICATIONS

Required:

- Bachelor's degree in Public Administration, Business, or a related field; an equivalent combination of education and experience may substitute on a year-for-year basis
- Ten (10) years of progressively responsible and diverse public or business administration experience
- Five (5) years of experience at the City Manager or director level, or comparable private-sector experience
- Valid driver's license
- Residency within the City limits or the Community Influence Area within six months of employment

Preferred:

- Master's degree in a related field

SALARY & BENEFITS

The City of Loveland offers a competitive salary and a comprehensive benefits package. The hiring range for the City Manager is \$295,000–\$330,000, depending on experience and qualifications.

Compensation

- \$295,000–\$330,000 DOE/DOQ

Health & Wellness

- Two medical plan options through UMR, with the City contributing approximately 80% of the employee premium; HDHP includes a City-funded HRA
- Dental (Delta Dental of Colorado) and vision (VSP) coverage
- No-cost on-site Employee Wellness Center (Marathon Health) and free virtual visits through Teladoc
- Medical premium incentive program, discounted Chilson Center fitness passes, and Employee Assistance Program

Retirement

- Mandatory 401(a): 3% employee and 5% City contribution, increasing with longevity; 100% vested after three years
- Voluntary 457 deferred compensation and Roth options
- Participation in Social Security

Paid Leave

- 125 hours of vacation annually to start, increasing with service
- 96 hours of medical leave annually
- Ten paid holidays plus three floating holidays

Other Benefits

- City-paid life and AD&D insurance (1.5x salary, up to \$200,000) and short- and long-term disability
- Flexible spending accounts, 529 college savings plan, and employee discount program

Additional executive benefits not included in the City's standard package will be negotiated with the City Council.

HOW TO APPLY

APPLY HERE



For more information on this position, contact:

Larry Gilley, Senior Vice President

larrygilley@governmentresource.com | 325-660-4208

The City of Loveland is an Equal Opportunity Employer. Finalists will be subject to a comprehensive background investigation, including a driving record check, and selection process. All records submitted on behalf of an applicant who becomes a finalist shall be available for public inspection or copying, except for letters of reference and medical, psychological, and sociological data concerning them.

