

City Manager

City of Yuma, Colorado

Salary Range: \$130,000—\$185,000

Depending on Qualifications

Seeking applications from dedicated and experienced
municipal professionals



KRW associates
Public Sector Executive Search and Organizational Consulting



The City & Surrounding Community

The City of Yuma, CO (pop. 3,500), is an inviting, safe and growing community located in northeastern Colorado, at the intersection of US Highway 34 and State Highway 59, and 142 miles east of Denver. Incorporated in 1887 and named after Native American Yuma, the City occupies one square mile in western Yuma County (pop. 10,050) and is situated just 40 miles from both the Kansas and Nebraska borders. Yuma has long been home to hardworking farmers and ranchers and other agri-business professionals. It is surrounded by cattle ranches, and dryland and irrigated farming operations. Residents are also employed in other sectors, such as government, health care, education and manufacturing, all of which drive the local economy.

Yuma enjoys over 300 days of sunshine annually, and has a semi-arid climate with hot summers and fairly mild winters. In this beautiful climate, it's comfortable to enjoy outdoor activities year-round. Each fall and winter the Yuma area is especially popular with hunters who enjoy pheasant hunting.

Residents take pride in their community. Yuma's downtown area is home to shops, cafes, hotels and other small businesses. Yuma School District-1, home of the "Outlaws", serves nearly 900 students at its four public schools (Pre-K - 12th grade) and is a hub for the community through its sports and activities.

Other key community resources and amenities include an Enrichment Center, the Yuma District Hospital & Clinic, the Yuma Municipal Airport, a home-town newspaper-the *Yuma Pioneer*, 13 churches/places of worship, and three municipal public parks. Locals and visitors also enjoy the Indian Hills Golf Club, a nine-hole public golf course and restaurant which is managed by the High Plains Recreation Association.



Yuma is a home-rule municipality that operates under a council-manager form of government. The City Council serves as the legislative and governing body for the City. The City Manager reports to the City Council and leads a team of 44 municipal employees.

To learn more, go to: [Home | City of Yuma](#)

The Position

The City Council is seeking an experienced and energetic municipal leader with a proven track record, to lead the City of Yuma. The City Manager will be a visible and engaging leader in the community.

The City Manager works under the general guidance of the Mayor and City Council and is responsible for day-to-day administration and operations of all city departments with the exception of the City Clerk/Treasurer, Chief of Police and the City Attorney. This position is responsible for ensuring that all areas operate according to applicable laws, ordinances, sound work flows, efficient processes, appropriate fiscal controls and within budget.

The City Manager provides leadership and direction to staff, and performs professional level duties associated with personnel management, finance and budgeting, strategic planning, grant writing, community outreach and enrichment, engineering, city planning, public works, facilities maintenance, legislative action, parks & recreation, library services, emergency services, animal shelter management, information technology, and airport operations.

The City Manager keeps the City Council advised of the financial condition of the City, and is responsible for the annual budget proposal. The City Manager works with elected officials and staff to formulate and implement the long-range plans, including developing and carrying out the vision, mission, goals and priorities of the community.

The City Manager is responsible for staff recruiting, hiring, training, and performance evaluations and encourages effective communication at all levels within the City.

Striving to
make our
community a
great place
to live and
grow.

The successful candidate will:

- Provide strategic leadership in the development and implementation of policies and initiatives.
- Represent the City in meetings with the City Council and other groups including but not limited to the Yuma County Water Authority, the Landfill Board, the Economic Development Council, and the County Commissioners.
- Provide strategic leadership in the researching of state, federal and private grant resources, write applications to secure funding and monitor compliance of awarded grants.
- Collaborate with the City Council to promote responsible and sustainable economic growth, business development and land use.
- Lead the effort to plan and complete necessary capital improvements. Negotiate and monitor contracts.
- Serve as the primary liaison between the staff and City Council. Provide regular reports and recommendations to the Mayor and Council regarding operations, services and policy matters.

Qualifications

Minimum

- Bachelor's degree in Public Administration, Business Administration or closely related field. A minimum of five (5) years of demonstrated leadership experience in municipal or county government. A combined equivalent of education and experience which provides the applicant with the knowledge, skills and abilities to perform the job may be considered.
- Applicants with experience as a city/county manager, deputy city/county manager/ or department head will be given strong consideration.
- Must possess or be able to obtain a valid Colorado Class "C" Driver's license.

Preferred

- Master's degree in public administration or related field.
- Five (5) years of experience in municipal government administration serving as a city/county manager, deputy city/county manager in a city of similar size.
- ICMA Credentialed Manager.



The Ideal Candidate

- Is eager to embrace the Yuma community and be visible in the community.
- Is ethical and of strong personal and professional character.
- Is skilled in preparing and administering municipal budgets, and directing and administering municipal programs.
- Is proficient in analyzing comprehensive reports and providing professional oversight of important projects and initiatives.
- Is an experienced and effective leader who will develop and mentor staff to ensure a healthy and efficient work environment.
- Is a visionary who has an appreciation for and understanding of small-town values, the agricultural industry, the local rural setting and culture, and its inter-relationship and delicate balance with economic development.
- Has previous experience in municipal government in a supervisory role with executive leadership responsibilities.
- Is a strong and effective communicator, verbally and in writing.
- Is experienced and comfortable preparing and presenting clear and organized presentations, documentation, and reports.
- Demonstrates a strong understanding of local government operations, including municipal codes, regulations and ordinances.
- Has experience with municipal finance, city planning, capital projects, public works, economic development, community engagement, housing and airport operations.

Ethical

Visionary

Strong Leader

Experienced in Local
Government

Excellent Communicator



Opportunities & Challenges

Key Challenges & Expectations facing the City Manager

1. **Economic Development & Business Growth** – Attract new businesses, while supporting existing ones.
2. **Budget Constraints & Funding Strategies** – Many projects need grants or supplemental funding sources.
3. **Street & Infrastructure Upgrades** – Address street repairs and secure funding to cover the backlog in needed updates.
4. **Community Engagement & Public Trust** – Build strong relationships with residents and stakeholders.
5. **Emergency Services & Fire Department Support** – Ensure that the Yuma Volunteer Fire Department has the resources it needs. Facilitate ongoing discussions of implementing an EMS District.
6. **Housing & Workforce Development** – Address the demand for workforce housing and skilled labor.
7. **Long-Term Sustainability & Strategic Planning** – Ensure that Yuma remains a livable, vibrant community for future generations.

Current Projects & Initiatives

The new City Manager will have an opportunity to lead the following efforts.

1. **Affordable Housing Development** – A 70-acre project aimed at providing attainable housing for the community. Securing funding and planning infrastructure will be a top priority.
2. **New City Swimming Pool Development** – The city is exploring options for a new swimming pool and is currently working with an architect for planning and design.
3. **Street Repairs & Infrastructure Upgrades** – Yuma is in critical need of street repairs and updates, with a projected cost of \$42 million. The city has applied for a \$25 million RAISE Grant to help address these needs. Securing additional funding and developing a long-term street improvement plan will be a priority.
4. **Yuma Municipal Airport Expansion** – The airport needs a longer runway and an on-site mechanic to attract more aircraft and increase airport usage. Securing funding and planning improvements will be essential for economic development.
5. **Ambulance Service Funding & Sustainability** – A recent meeting with county and city leaders highlighted concerns about funding and sustaining emergency medical services.
6. **Placemaking & Economic Development** – The City has been investing in community park spaces, but more needs to be done to attract businesses and residents.



Benefits & Compensation

Salary Range: \$130,000—\$185,000— depending on qualifications.

In addition to a competitive salary, Yuma offers an **excellent benefit package** including the following.

- **Health insurance** (CEBT*- premiums paid by the City). The employee currently pays 10% of the family, employee/spouse or employee/kids' coverage. The City pays 100% of the employee only coverage.
- **Dental and Vision insurance** (CEBT*) This is paid for by the employee.
- **Life insurance** (CEBT*).
- **Retirement plan benefits** (Colorado PERA & Social Security or ICMA & Social Security).
- **Generous paid time off**- 96 hours of PTO/year plus an additional accrual based on years of service. Leave is prorated out of the first year. Example: if an employee started July 2, 2025, they would get 48 hours.
- **Ten (10) paid holidays per year;**
- **Flexible Spending Account (FSA)** for Health-related and/or Dependent Care Expenses).
- **Voluntary Supplemental Benefits** are available for purchase (e.g. additional life insurance, medical reimbursement plans, medical transport services, etc. are available through Colonial Life, MASA, and AFLAC.)

*Colorado Employer Benefits Trust is a self-funded, governmental multi-employer trust that provides employee benefits for over 440 public entities with over 37,000 employees and dependents covered in Colorado.





Apply Online

Go to: www.KRW-Associates.com/open-positions.

Click on [Position Information](#), then [Apply Here](#) at the bottom of the posting.

Provide your cover letter, resume and six (6) professional references.

Deadline: Friday, April 18, 2025, 5:00 PM Mountain Time.

Questions?

KRW Associates LLC is assisting the City of Yuma with this search.

Questions should be directed to info@KRW-Associates.com or

KRW Associates Managing Partner Lorne Kramer | 719-310-8960 or

KRW Senior Associates, Mark Collins | 307-460-1941 or Gina McGrail | 303-249-9572.

The City of Yuma, CO is an equal opportunity employer.

