



Clear Creek County, Colorado  
**FINANCE DIRECTOR**

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**THE COUNTY**

Located about 35 miles west of Denver, on the eastern side of the Continental Divide, Clear Creek County, Colorado (pop. 9,355, area 396 sq. mi.), is naturally beautiful and one of the state’s original 17 counties. Within Arapaho, Pike, Roosevelt, and San Isabel National Forests, and 72% comprised of public lands, the county takes its name from Clear Creek, a major site of the 1859 Colorado Gold Rush, which led to the formation of Colorado Territory in 1861, and statehood in 1876.

Interstate 70, one of the most heavily trafficked roads in Colorado, runs through the county to Loveland Ski Area, a true state treasure and often the first ski

area to open, and then on to Ski Country and the Western Slope. Of the more than 50 Fourteeners (mountains taller than 14,000 feet) in Colorado, four (Bierstadt, Blue Sky, Grays, and Torreys) are in Clear Creek County. Guanella Pass and CO Highway 103, scenic byways, offer spectacular views of the changing aspen every fall.

The county is considered part of the Denver metropolitan area, with its major towns – Georgetown (county seat, elev. 8,530 ft), Idaho Springs, Empire, and Silver Plume – all along the I-70 corridor. Unincorporated areas include Dumont, Downieville, Lawson, and parts of Evergreen, among others. The Roundabout, county-owned public transit, helps connect the towns and communities. Visitors love the Georgetown Loop Railroad, a historic narrow-gauge railroad that runs about 4.5 scenic miles between Georgetown and Silver Plume. Several local historical societies are active and busy with volunteers.

Outdoor recreation activities include hiking, rafting on Clear Creek, skiing, fly fishing, cycling, mountain biking, and many others. The annual Georgetown to Idaho Springs Half Marathon is one of Colorado’s oldest such events, and the Slacker Half Marathon is also popular. The Clear Creek

Metropolitan Recreation District operates an excellent recreation center with aquatics areas, ice skating (seasonal), a gymnasium, a weight room, recreational programs, and child care, as well as baseball fields, and basketball and tennis courts. <http://www.clearcreekrecreation.com>

Denver’s world-class urban culture, universities, community colleges, major sports venues, and Denver International Airport are all easily accessible. The Clear Creek School District RE-1 and the Clear Creek County Library District serve the county.

The Clear Creek County Health & Wellness Center (Centura) is in Idaho Springs, with Centura’s St. Anthony Hospital 30 minutes away (Lakewood). The Clear Creek Fire Authority, Evergreen Fire Protection District, and Clear Creek County EMS provide fire and emergency services throughout the county.

For more information, please visit <https://www.clearcreekcounty.us> (Clear Creek County) and <http://www.clearcreekcounty.org> (Tourism Bureau.)

**THE ORGANIZATION**

A statutory county, Clear Creek County is governed by a three-member board of county commissioners (Board), each elected to four-year terms (limit two consecutive.) Two new commissioners will be elected to the Board this November. Other countywide elected officials include the assessor, clerk and recorder, coroner, sheriff, surveyor, and treasurer.

The Board appoints a county manager, who oversees multiple divisions: administration, public works, public and environmental health, human resources, information technology, strategic and community planning, finance, emergency

**QUICK FACTS**

- Population: ..... 9,355
- Size: ..... 396 sq mi
- Elevation (Georgetown): .. 8,530 ft
- FY 2024 Budget: ... \$176M (all funds)  
(GF \$22.1M)
- FTE: ..... 210.313
- 2024 Department Budget: . \$551.1K
- FTE: ..... 3.7
- County Seat: ..... Georgetown

medical services, and human services. The Board also appoints a county attorney. The leadership team uses the Predictive Index assessment tool to optimize performance and positive work culture.

The 2024 budget of \$47.6 million (expenditures all funds, GF \$22.1 million) supports 210.313 FTE, including PTE and seasonal. The county's GF reserves were \$19.7 million at the beginning of the year. Long-term debt (Health and Wellness Center) is \$4.48 million, with annual debt service around \$640,000 through 2030. Within three years, the county will retire additional debt of around \$687,000.

Property tax collections from the Henderson Mine, a molybdenum mine on which county revenue is heavily dependent, have decreased dramatically in recent years. As of the time of this writing, the General Assembly is considering legislation that could impact property tax collections.

**THE FINANCE DIRECTOR AND DEPARTMENT**

Reporting directly to the county manager, the finance director oversees a budget of \$551,000 and a department of 3.7 FTE: the director, a grants administrator, and two accounts payable/payroll specialists.

The finance department is the strategic business partner of every other county office and department – the director must understand each of their operations and unique

business needs, collaborate with them, and provide guidance. The department provides timely, accurate financial information to the Citizens of Clear Creek County, the Board, all elected officials, the county manager, and all county departments and offices.

In the last 2.5 years, the finance department has improved the county's financial position by reducing, but not yet fully eliminating, annual deficit spending, which continues to draw down fund balances; updated the county's budget preparation process; won the GFOA Distinguished Budget Presentation Award (2023); instituted a purchasing card system; and collaborated with human resources to reduce employee benefits costs substantially, while also improving the quality of benefits. Other issues include the need for ongoing training for all departments (budgeting, software) and the advancement of the county's purchasing policies and procedures.

**QUALIFICATIONS**

A bachelor's degree in accounting, finance, or a related field, and five to seven years of progressively responsible governmental accounting experience, including at least two years of management and supervisory experience, are required. Experience in budget preparation and financial reporting is also required, and technical training in automated accounting systems is expected. Experience in county government



is strongly preferred, but all qualified candidates, both local government and private sector, will be considered. A graduate degree, CPA designation, GFOA credentialing, and payroll expertise are all preferred.

**THE IDEAL CANDIDATE**

Clear Creek County's next finance director is a true professional with a strong strategic financial background, a superior work ethic, and a commitment to the health and well-being of the organization.

She or he is technically competent in all aspects of government finance with experience in as many of the following areas as possible: accounting, budgeting, capital project finance, internal controls, procurement, bonding, purchasing, investment of public funds, all relevant state laws, payroll, retirement and benefits costs, and sources of revenue of every kind and type. The successful candidate thinks holistically, taking these

**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: .....	June 9, 2024	Recommendation of Candidates: .....	June 25, 2024
Preliminary Interviews: .....	June 17-18, 2024	Finalist Interview Process: .....	July 11-12, 2024



individual aspects of the finance function and expertly coordinating them as part of the county's comprehensive finance strategy.

Equally important to their finance skills, the next director will be a working director and a true collaborator. The ideal candidate jumps in and performs routine tasks of every kind and type within this small department on a daily basis. More important, the preferred candidate must build relationships and work collaboratively with and through others, specifically every member of the county's leadership team, and every elected official. The next director must embrace and foster a close, collaborative working relationship with the human resources department for the benefit of the entire organization.

The ideal candidate will sustain the substantial progress the county has made in its budgeting and spending. More hard work awaits. The eventual closure of the Henderson Mine and potential new property tax legislation and ballot initiatives will have significant impacts on county revenues. The ideal candidate must be a fiscally conservative, strategic thinker. She or he must have a strong ability to handle criticism constructively while maintaining foresight and optimism. The ideal candidate must be able to say "no" diplomatically.

She or he will also be an effective, contributing member of the leadership team. The preferred candidate is in constant communication with all department heads, providing

them with strategic guidance, user-friendly training, and practical tools. Through mentoring and coaching, the ideal candidate is also committed to the meaningful, ongoing professional development of the finance department staff.

The ideal candidate has expert-level presentation and communications skills, and is able to communicate complex budget and finance concepts in a manner that is easily understood by anyone, regardless of the listener's experience level or sophistication.

The ideal candidate is calm and genuine, with good judgment, emotional intelligence, and common sense, and applies these traits in the development and oversight of finance policies. She or he is personable and approachable, with a sense of humor.

## TOTAL COMPENSATION

The hiring range for this position is \$134,000 to \$171,000, and appointment will be made depending upon experience and qualifications. In addition, the following benefits are available: medical (UMR HDHP (includes company-sponsored Health Savings Account) or Open Access PPO Plans), dental (Delta PPO), and vision (VSP) insurances; flexible spending accounts (medical and child care). Employer-paid benefits include short- and long-term disability, basic life, AD&D insurance, wellness program, and EAP. Education assistance is also provided. The county matches 4% to a mandatory 401(a) deferred compensation plan for retirement, and a 457(b) plan is optional. Paid time off includes vacation, an additional bank of accrual-based sick leave, and 10 holidays. Relocation assistance, a four-day work week, a hybrid work schedule, and possible additional incentives are subject to negotiation.

## APPLY

To be considered for this excellent professional opportunity, please email only your cover letter and resume to [apply@columbialtd.com](mailto: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>.