City of Fort Collins

OUR COMMUNITY
OUR ORGANIZATION



THE COMMUNITY

Fort Collins is a community with a strong sense of place—one of the best places for job seekers in Colorado, one of the best towns in America, and among the healthiest, most livable, and bicycle-friendly cities in the nation.

The City of Fort Collins sits nestled against the foothills of the Rocky Mountains alongside the Cache La Poudre Riverbanks. At 5,000 feet in elevation, residents enjoy a moderate, four-season climate with an average of 300 days of sunshine per year. With 174,800 residents, Fort Collins is Colorado's fourth-largest city and spans 57 square miles. With the 20-year growth projection, the City of Fort Collins is expected to reach 255,000 residents.

The first people who hunted in this region arrived approximately 11,000 years ago, and Northern Colorado remains an integral part of the traditional and ancestral homelands of many Tribal Nations, including the Arapaho, Cheyenne, and Ute. Today, Fort Collins has a vibrant Native American community that represents numerous Tribal affiliations.

European American trappers and traders arrived by the early 1800s but rarely established permanent settlements. Gold and silver discoveries in the Colorado mountains in the mid-1800s and the prospect of land for farming and ranching attracted people from eastern cities and across the globe to the Colorado Territory, including what would become the town of Fort Collins: an agricultural colony that emerged from its founding days as a military camp.

The story of Fort Collins is one of layered arrivals and lasting roots. Mexican American families from southern Colorado, New Mexico, and northern Mexico helped shape the character of this region, as did Germans from Russia and other immigrant families who put down stakes in the 1800s. Their descendants remain part of this community today. Fort Collins has never been just one story — it has always been many, woven together over time into something worth preserving and worth growing.

Since 1879, Fort Collins has been the home of the state's land grant institution, Colorado State University, which currently enrolls 34,000 students. Along with the University, the City's major high-tech and manufacturing companies and breweries attract new residents from all over the country and the world. The City is known for its unique, innovative, entrepreneurial, and collaborative spirit that brings together the public and private sectors and the Colorado State University community.





Fort Collins is the home of the Colorado State University Energy Institute, whose mission is to deliver real-world energy and climate solutions that address society's most pressing global challenges, and Innosphere Ventures, a science and technology incubator that accelerates the business success of startups and emerging growth companies.

Our adaptability, openness to failure, risk-taking, the overarching character of collaboration and strong ties between leaders from the University, city government, and local businesses, and a sense of community led to Fort Collins being chosen by Smithsonian Institute curators as one of the country's most innovative places for the exhibit, "Places of Invention." People can make a difference here and have contributed to the City's reputation for breakthrough inventions in clean energy and socially responsible innovation.

We have exceptional medical systems, strong public and private K–12 schools, and many recreational offerings for families. We like to think every age can live, work, and play in our community, and with three hundred days of annual sunshine, mild temperatures, and record snowfalls, it is always an enjoyable time to come to Colorado.

The community's overall social diversity continues to grow, and abundant outdoor recreation opportunities are available to the many residents who enjoy healthy lifestyles. The nearby Horsetooth Reservoir is a key attraction, as is the Cache La Poudre–North Park Scenic Byway. Thanks to voter support of sales tax ballot measures, the City conserves valued lands and provides recreation and educational access to our community treasures.

There are 53 natural areas and over 100 miles of trail encompassing more than 38,000 acres. Fort Collins has a strong appreciation for arts, culture, and entertainment and is known as the cultural hub of Northern Colorado. There are numerous outstanding performance theaters, museums, and art galleries to visit. The Downtown district offers a variety of options for live music, shopping, dining, and nightlife. Fort Collins is widely regarded as the Craft Beer Capital of Colorado. Several national organizations and magazines recognize Fort Collins as one of the best places to live in the nation.

People come here and choose to stay — drawn by the mountains, the culture, the innovation, and the deep sense of belonging that Fort Collins offers. They come and build their lives here.

Serving a community with this depth of history, growth, and aspiration requires an organization built for excellence, adaptability, and long-term stewardship.



THE ORGANIZATION

The City of Fort Collins is a high-performing municipal organization grounded in a clear vision: to be a resilient, inclusive, and thriving community. Our mission and core values provide a steady foundation for how we serve, innovate, and steward public resources. They guide daily decisions while positioning us to adapt to emerging challenges and opportunities.

Performance excellence is woven into who we are. It is reflected in how we design systems, steward public resources, measure outcomes, and continuously improve. We believe excellence is not accidental; it is built through discipline, transparency, and a shared commitment to doing the right things well. Across the organization, teams align around data-informed decisions, long-term sustainability, and thoughtful innovation to ensure our services remain reliable, equitable, and responsive in a rapidly changing world.

The City operates five community-owned utilities — electric, water, wastewater, stormwater, and broadband — that deliver essential infrastructure powering homes, supporting businesses, strengthening digital access, and advancing long-term community resilience. Managing these integrated systems requires technical expertise, long-range planning, and careful stewardship of public resources. It reflects our commitment to local control, reliability, and service that is both fiscally responsible and future-focused.

We place a high value on public trust and community partnership. Residents can expect high-quality service, transparent communication, and meaningful opportunities to engage in decision-making. Initiatives such as the 2025 Civic Assembly reflect our commitment to inclusive governance and collaborative problem-solving. Strong civic infrastructure requires both operational rigor and trusted spaces for community voice.

Our long-range planning frameworks, including City Plan and strategic priorities adopted by Council, shape how we allocate resources, maintain infrastructure, and prepare for future growth. Whether advancing climate resilience, supporting economic vitality, strengthening housing and transportation systems, or cultivating employee wellbeing, we approach our work with stewardship and accountability.

Fort Collins is a city with deep roots and bold aspirations. As we move into the future, we remain committed to building systems that endure, partnerships that strengthen democracy, and a culture of service that honors both our legacy and the generations who will follow.

The systems we build and the services we deliver are guided by a clear mission, a forward-looking vision, and shared values that shape how we serve.





OUR MISSION, VISION & VALUES

At the City of Fort Collins, our work is guided by a clear purpose and a shared set of commitments that shape how we serve, lead, and collaborate.

Mission - Exceptional service for an exceptional community.

Our mission is both a promise and a practice. It calls us to deliver reliable, responsive, and high-quality services that meet the evolving needs of our residents, businesses, and visitors.

Vision - We foster a thriving and engaged community through our operational excellence and culture of innovation.

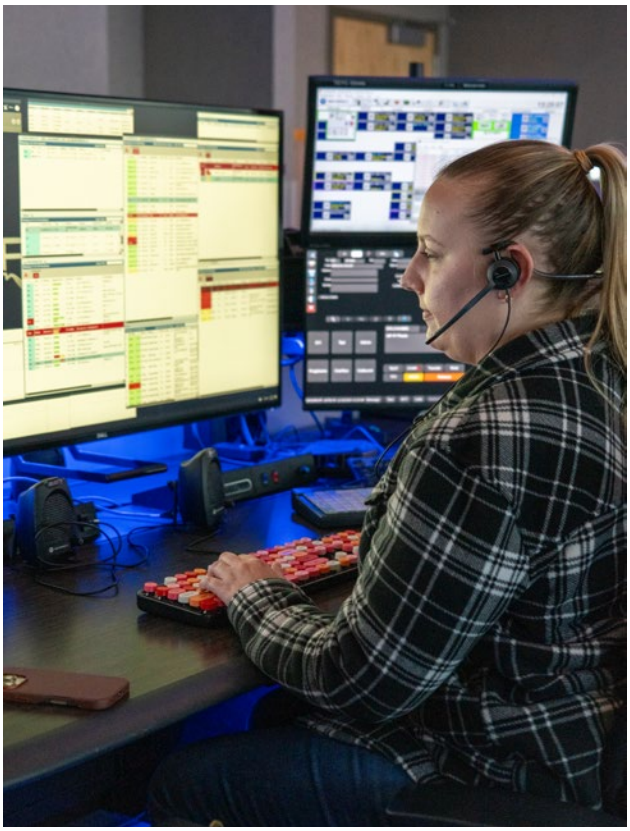
Our vision reflects our belief that great cities are built intentionally — through disciplined performance, forward-thinking solutions, and meaningful community partnership. Operational excellence and innovation are not competing priorities; together, they enable resilience, trust, and long-term prosperity.

Our Values in Action - Our values guide how we make decisions, interact with one another, and steward public resources. They shape the culture we cultivate and the experience we seek to create for employees and community members alike.

Before sunrise on a winter morning, snowplow drivers clear priority routes so emergency vehicles can move safely through the City. Dispatchers answer urgent calls with calm precision. Utility crews monitor systems that keep water flowing and lights on. Recreation staff prepare facilities where families will gather later that day. Behind the scenes, analysts review data, planners study growth patterns, mechanics service vehicles, and IT specialists safeguard digital infrastructure.

This is where our values move from statements to practice.







Partnership is evident when departments coordinate seamlessly during a snowstorm, when City leaders invite residents into dialogue through initiatives like the Civic Assembly, and when teams collaborate across disciplines to solve complex challenges. Shared decision-making is not theoretical; it happens daily in meetings, on work sites, and in community spaces.

Service shows up in the employee who takes extra time to explain a permit process, the team that redesigns a form to improve accessibility, or the department that adapts operations to meet changing needs. We listen, learn, and evolve because service requires responsiveness.

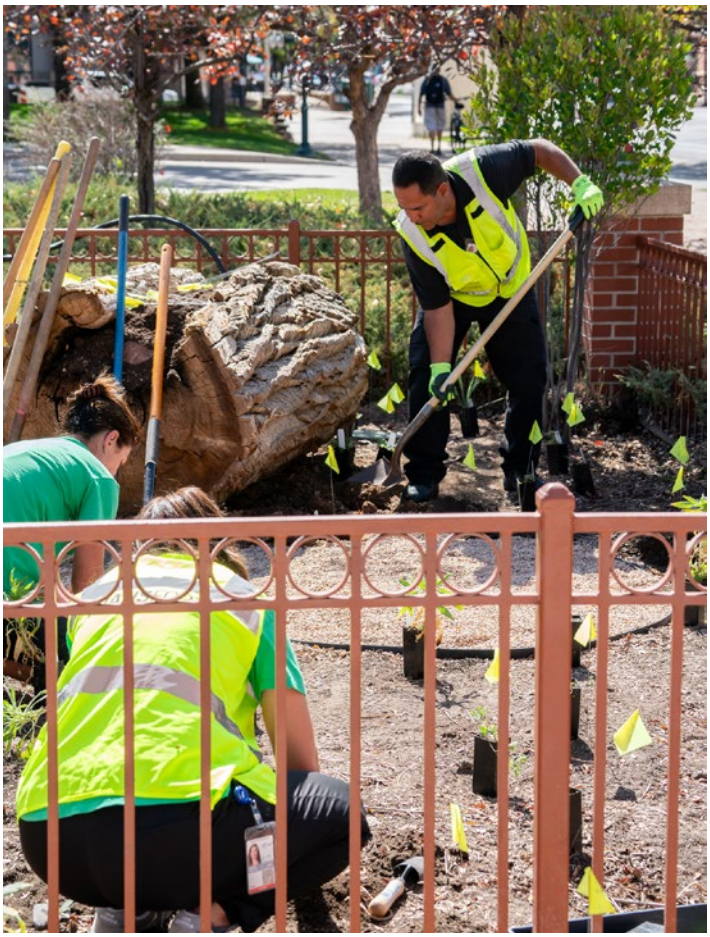
Safety & Wellbeing are demonstrated through strong safety protocols and protective practices, as well as our commitment to psychological safety, creating workplaces where employees feel supported to speak up, contribute ideas, and ask for help. A safe workplace strengthens a safe community.

Sustainability guides decisions whose impact may not be immediately visible but are felt for generations, maintaining infrastructure, conserving natural areas, investing in resilient systems, and balancing fiscal responsibility with long-term vision. We act as stewards, knowing today's decisions shape tomorrow's Fort Collins.

Integrity is reflected in transparent communication, ethical decision-making, and careful stewardship of public funds. Trust is earned through alignment between words and actions.

Belonging is cultivated through daily efforts to create inclusive teams and welcoming spaces, where employees of all backgrounds can contribute fully, and community members of all identities feel valued. It is present when programs are designed to reach those who may not always have access or voice.

Together, these values are not abstract ideals — they are habits of practice that define how we serve. These commitments come to life through the people who carry them forward each day.







OUR PEOPLE

At the heart of the City of Fort Collins are the people who choose to serve.

Nearly 2,500 employees bring a wide range of skills, experiences, and perspectives to the work of strengthening our community. They are engineers and snowplow drivers, recreation professionals and police officers, planners and utility technicians, analysts and emergency dispatchers. Their work spans early mornings, late nights, routine maintenance, and moments of urgency. Together, they sustain the systems that allow our community to live, work, and thrive.

Our employees are more than service providers — they are civic stewards. They understand that every decision, every interaction, and every improvement contributes to public trust. Whether modernizing infrastructure, expanding broadband access, conserving natural areas, or engaging residents in shared governance, they approach their work with professionalism, integrity, and care.

We hold high standards and invest in the people who meet them. Through leadership development, continuous learning, and cross-functional collaboration, we cultivate a culture where employees are empowered to contribute ideas, improve systems, and grow in their careers. We believe operational excellence is achieved when people feel supported, accountable, and connected to purpose.

We are committed to building inclusive teams where diverse perspectives strengthen decision-making and where employees of all backgrounds experience belonging. In a complex and evolving world, our strength lies in the character, capability, and dedication of those who serve.

Public service is both a responsibility and an opportunity. The people of the City of Fort Collins honor that responsibility every day — with skill, pride, and a shared commitment to exceptional service for an exceptional community.

Together, our community, our organization, and our people reflect a shared commitment to building a resilient and thriving Fort Collins for generations to come.

