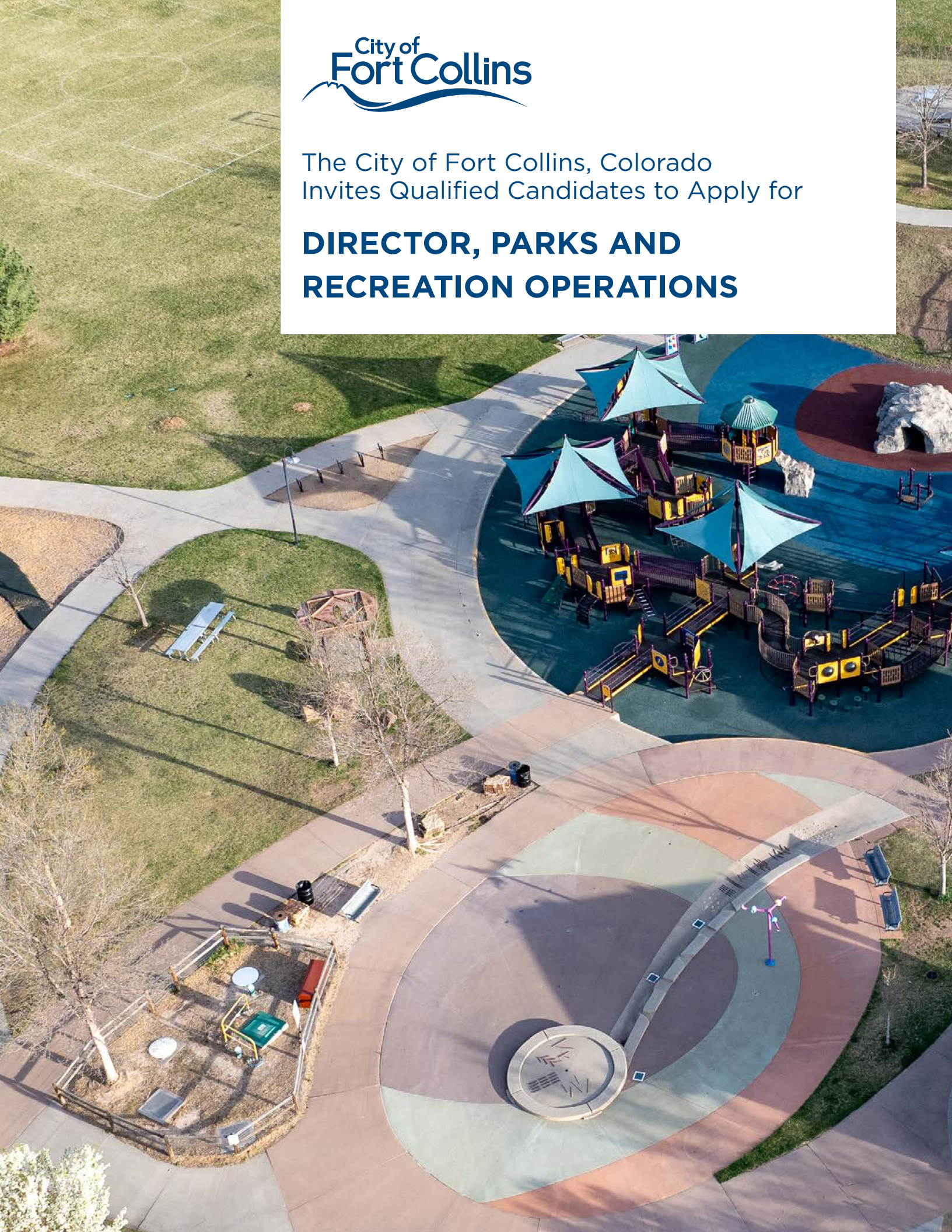
City of Fort Collins

The City of Fort Collins, Colorado
Invites Qualified Candidates to Apply for

DIRECTOR, PARKS AND RECREATION OPERATIONS



The Position

The Director, Parks and Recreation Operations provides strategic leadership for a diverse portfolio of public assets and services that shape Fort Collins' quality of life, including parks, paved trails, cemeteries, recreation centers, and civic spaces such as streetscapes, medians, and downtown amenities. The Director sets the operational vision for an integrated system of facilities and programs that promote health, wellness, and community connection, overseeing offerings that span youth, adult, and senior programming, sports leagues, adaptive recreation, and specialized amenities such as aquatic and ice facilities, a working farm, and a pottery studio. This new position combines the operations parts of the City's Parks and Recreation services and was created to optimize efficiencies, reduce service overlap, and improve the community/customer experience in Parks and Recreation service delivery.

Reporting to the Deputy Director, Community Services, the Director sets the department's implementation, programming, and operations and maintenance strategy through the development and implementation of short- and long-range operational and organizational plans for all park and recreational sites and facilities. The position ensures operational excellence by continuously evaluating programs, policies, and business practices, incorporating industry trends and innovations, and aligning services with evolving community needs across all age groups. A strong focus is placed on data-informed decision-making, performance measurement, and the exploration of sustainable business models, including fees and cost recovery strategies. The role also carries full responsibility for Parks and Recreation Operations' financial stewardship, including budget development and administration, as well as pursuing and managing grant funding to support strategic initiatives.

The Director builds and leads a high-performing, service-oriented team, fostering a culture of service, accountability, inclusion, and professional growth. Through strong internal collaboration and external partnerships, the role advances cross-departmental initiatives, coordinates with operations services and park planning and development on asset maintenance and safety, and strengthens relationships with boards, commissions, and community stakeholders. The Director also champions the department's visibility and impact through collaboration with the Service Area's communication, marketing, and engagement strategies.

As a key advisor and parks and recreation ambassador, the Director represents the department before City leadership, elected officials, and the public, providing clear, data-informed recommendations and securing resources through grants and partnerships. This role requires a forward-looking leader who can balance strategic planning with operational excellence while positioning the parks and recreation system as a vital contributor to the City's long-term livability and economic vitality.

The Priorities

- Successfully integrate Parks and Recreation into one high-performing department with a shared mission, aligned values, and clear service philosophy. Break down silos, strengthen collaboration, and align the department with strategic priorities while preserving the strengths of both operations.
- Guide Parks and Recreation through clear, intentional, and well-communicated change management strategies. Build trust by taking the time to understand current operations, preserving what works, and implementing improvements at a sustainable pace while positioning the department for long-term success.
- Foster an inclusive, modern workplace culture rooted in respect, accountability, and collaboration. Address recruitment, retention, succession planning, and career development while building workforce capacity to meet future demands and supporting multi-generational teams, varied work styles, and ongoing employee growth.
- Establish clear, realistic service expectations that align community needs with available resources. Standardize core processes, improve internal communication, and create consistent operational practices across the department while balancing innovation with service quality and ensuring changes are purposeful, practical, and enhance the customer and employee experience.
- Develop long-term financial strategies that right-size services, improve cost recovery where appropriate, and maximize available resources. Ensure responsible stewardship of public funds while creating sustainable service models that can adapt to changing fiscal realities.
- Lead practical digital modernization efforts that improve efficiency, system integration, and data-informed decision-making. Advance technology and process improvements that strengthen service delivery while avoiding unnecessary complexity or change for change's sake.
- Operationalize new capital investments, including the Southeast Community Center, former Hughes site opportunities, and new park development.
- Partner across Community Services and the City to strengthen environmental stewardship strategies, including water conservation, long-term water planning, alternative fuels, efficient facilities, and resilient operations that respond to regional climate realities.
- Collaborate effectively with the Community Services Leadership Team, City departments, Executive Leadership, Council, and community stakeholders. Clearly communicate priorities, operational realities, and successes while telling the department's story, building support for key initiatives, and positioning Parks and Recreation as an essential contributor to Fort Collins' quality of life.

The Successful Candidate

Fort Collins is seeking a visionary, strategic, and unifying leader to shape the future of one of the community's most valued public assets. The Director, Parks and Recreation Operations has a rare opportunity to lead the integration of Parks and Recreation into a cohesive, high-performing department while setting a bold long-term vision for the next 5, 10, and 20 years. The successful candidate balances big-picture strategy with operational excellence, ensuring that parks, programs, facilities, and services evolve to meet community expectations, support growth, and adapt to changing industry trends. By building on the strengths of both Parks and Recreation, breaking down silos, and creating alignment across teams, the Director positions the department for lasting success while preserving the daily service excellence residents expect.

The Director is a visible, approachable, and emotionally intelligent leader who builds trust through authenticity, transparency, and consistent follow-through. They foster a positive, inclusive workplace culture grounded in respect, accountability, collaboration, and camaraderie. As an active listener and strong communicator, the Director engages employees at all levels, supports staff, and explains the "why" behind decisions, creating an environment where employees feel valued, connected, and empowered to succeed. The Director leads with stability and intention, bringing a thoughtful approach to change management while addressing difficult issues directly, making sound decisions, and maintaining confidence through times of change.

Financially astute and operationally savvy, the Director aligns service expectations with available resources and makes disciplined, forward-thinking decisions in a resource-constrained environment. They understand how to right-size services, prioritize investments, and balance community interests with fiscal realities to ensure long-term resilience. A commitment to innovation and modernization is equally important, including leveraging technology, data, and process improvements to enhance efficiency, customer experience, and service delivery. With a sustainable mindset, the successful candidate proactively plans for regional climate realities, including water scarcity and resource stewardship, ensuring the Fort Collins' parks and recreation system remains sustainable, resilient, and adaptable.

Above all, the next Director is a dedicated public servant and strong advocate for the department and community. A natural relationship builder, the Director brings employees, community members, elected officials, and partner organizations together around common priorities, creating strong partnerships that advance shared goals. With strong political acumen and credibility, the Director works collaboratively across the City, within Community Services, and alongside external stakeholders. Adaptable, optimistic, and committed to the long term, the Director guides the department into its next chapter while ensuring Fort Collins remains a vibrant, healthy, and connected community for generations to come.

Fort Collins Leadership Competencies

- Navigate Change: Guiding and influencing others through transitions to achieve organizational goals.
- Business Acumen: Applying knowledge of business and the community to advance the organization's goals.
- Instill Trust: Gaining the confidence and trust of others through honesty, integrity, and authenticity.
- Cultivate Innovation: Creating new and better ways for the organization to be successful.
- Value Differences: Recognizing the value that different perspectives and cultures bring to an organization.
- Self-Aware: Using a combination of feedback and reflection to gain productive insight into personal strengths and weaknesses.
- Growth Mindset: Adapting approach and demeanor in real time to match the shifting demands of different situations.
- Drive Results: Consistently achieving results, even under tough circumstances.

The Parks and Recreation Operations Department

As a part of the Fort Collins Community Services Service Area, the Parks and Recreation Department is accredited through the Commission for Accreditation of Park and Recreation Agencies (CAPRA) and the National Recreation and Park Association (NRPA). Parks and recreation are part of what attracts residents to Fort Collins and entices them to stay. They are part of a holistic system of public spaces that spans the natural and the designed, the big and the small, the urban and the not-so-urban, and together bring beauty to Fort Collins and give it an intentional sense of place.

Through a restructure, the City has combined Parks Operations with Recreation to create the newly formed Parks and Recreation Operations Department. The Department supports the Fort Collins lifestyle by operating and maintaining a wide range of community assets and services. The department manages ten recreation facilities, including four pools, two ice rinks, three gymnasiums, The Farm, and The Pottery Studio, delivering accessible programs and experiences for residents. Operational responsibilities also include maintaining more than 995 developed acres across 56 parks, two cemeteries, over 45 miles of paved trails, landscaped medians, Old Town Square, and grounds for City facilities, ensuring safe, clean, and functional public spaces citywide.

Led by the Director, Parks and Recreation Operations, and with a budget of approximately $25 million (Recreation $12 million and Parks $13 million), the department employs 830, with a large portion of hourly employees. In addition, the Capital Tax Program, also referred to as the Community Capital Improvement Program (CCIP), quarter-cent tax has funded community amenities for more than 50 years and will generate an estimated $11 million annually from 2026-2035. Fort Collins voters renewed the tax in 2025. The 2050 Tax Initiative, approved by voters in 2023, allocates funds specifically to Parks, Recreation, Transit, and Climate. These voter-approved funding sources are administered by a peer division, requiring close coordination and strategic partnership to align investments with Parks and Recreation priorities.

Fort Collins is advancing a comprehensive portfolio of capital projects designed to enhance community recreation, accessibility, and natural spaces. Major facility developments include the transformation of the 165-acre former Hughes Stadium site into public open space and the collaborative construction of the new Southeast Community Center. Supported by the 2050 Tax Initiative, the City is executing targeted upgrades across multiple neighborhood parks, including Ridgeview, Spring Canyon, Landings, and Soft Gold. Additionally, the renewed Community Capital Improvement Program will fund significant future investments, such as the Mulberry Pool replacement, Poudre River enhancements, and new active recreation facilities, to support long-term community infrastructure growth. The Parks and Recreation Operations Department will play a critical role in operationalizing these parks and facilities as they come online.

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.

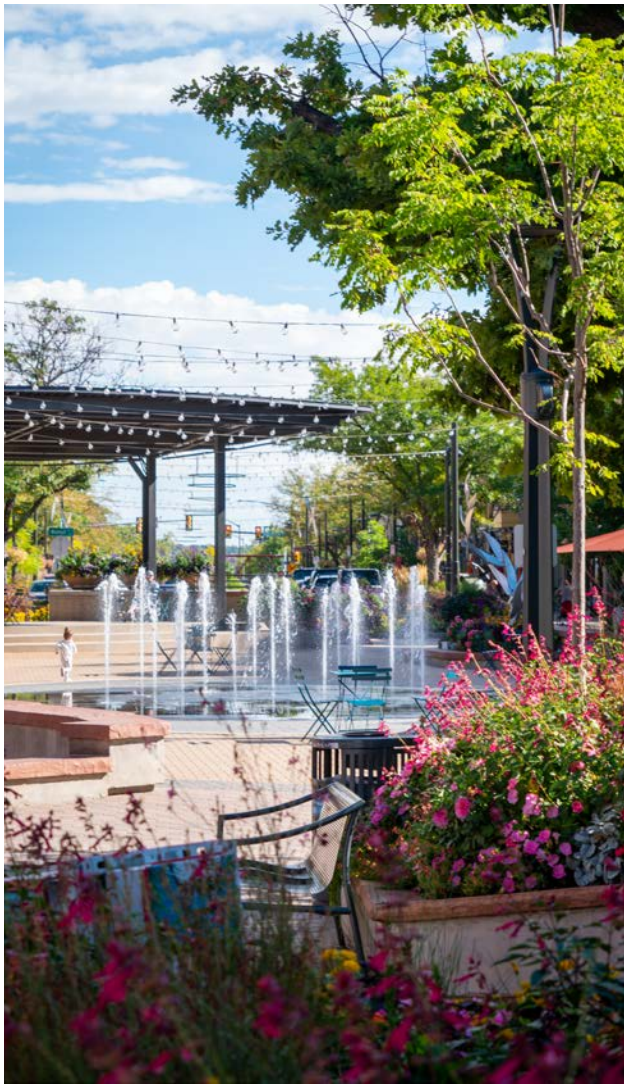
The City of Fort Collins sits nestled against the foothills of the Rocky Mountains alongside the Cache La Poudre Riverbanks. At 5,000 feet in elevation, residents enjoy a moderate, four-season climate with an average of 300 days of sunshine per year. With 174,800 residents, Fort Collins is Colorado's 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.

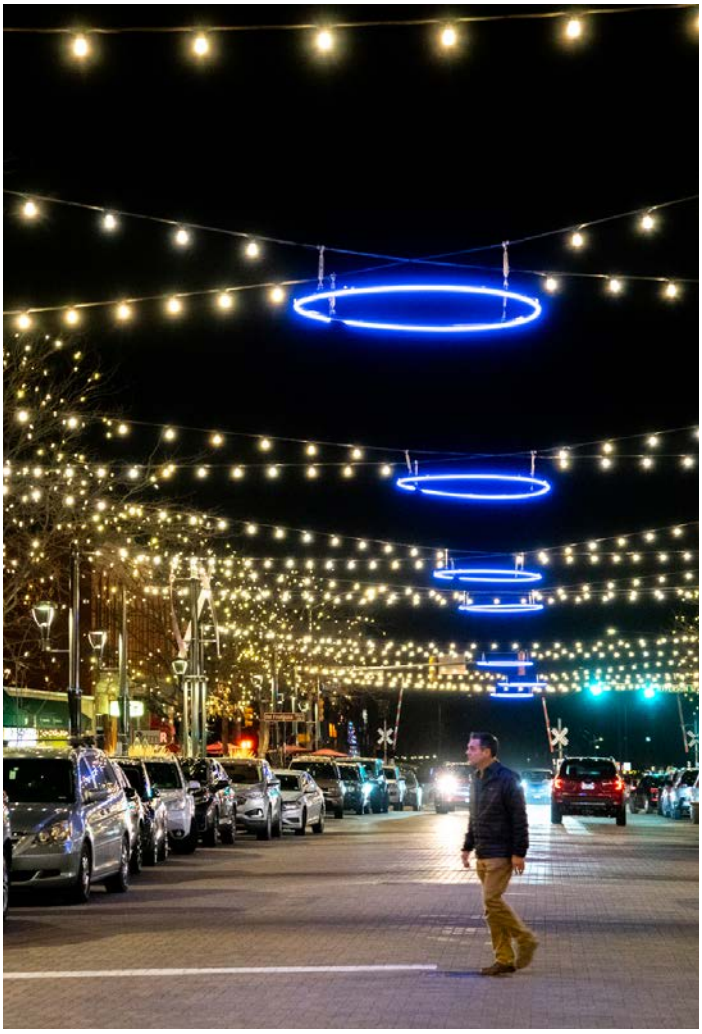
Safety & Wellbeing are demonstrated through strong safety protocols and protective practices, as well as our commitment to psychological safety, creating workplaces where employees feel supported to speak up, contribute ideas, and ask for help. A safe workplace strengthens a safe community.

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.

Total Compensation

The City of Fort Collins offers a competitive, comprehensive benefits package, including a market salary commensurate with education and experience. The annual salary range is $100,452 – $167,467, and the anticipated hiring range is $135,000 – $150,000; salaries are paid biweekly. Benefits include medical, dental, vision, life, and short- and long-term disability insurance. The City of Fort Collins offers additional benefits, including a 401(a) and a 457 deferred compensation plan with an employer contribution, an optional Health Savings Account, Flexible Spending Accounts, a significant Wellness Program, and relocation assistance for the successful out-of-area finalist.

Education and Experience

Studies have shown that women and people of color are less likely to apply for jobs unless they believe they can perform every job description task. We are most interested in finding the best candidate for the job, and that candidate may come from a less traditional background. The City may consider an equivalent combination of knowledge, skills, education, and experience to meet minimum qualifications.

At least eight years of progressively responsible leadership experience in Parks and Recreation, including strong knowledge of parks operations, recreation services, or both, is required. Demonstrated success leading organizational change, integrating teams or functions, and implementing thoughtful change management strategies in dynamic environments is essential. Experience serving a growing community with a complex parks and recreation department is highly desirable, particularly within a multi-service organization with a comparable scope to Fort Collins, and with the ability to scale strategies and operations accordingly. A proven track record of delivering high-quality, adaptable, accessible, and inclusive services is required. Candidates must possess strong business acumen and a solid financial background, including advanced expertise in budgeting, financial management, and complex funding models. Knowledge of green industry practices and a demonstrated commitment to sustainability, environmental stewardship, and organizational resilience are ideal.

A bachelor's degree in parks administration, public administration, business administration, recreation management, or a closely related field is required, with a master's degree preferred. A current Certified Parks and Recreation Professional (CPRP) certification, or the ability to obtain one within the first 12 months of hire, is required. A Certified Parks and Recreation Executive (CPRE) preferred.

How to Apply

Applications will be accepted electronically by Raftelis at raftelis.com. Applicants complete a brief online form and are prompted to provide a cover letter and resume. For full consideration, please apply by **Monday, June 15, 2026**.

Questions

Please direct questions to Heather Gantz at hgantz@raftelis.com or 503-860-1111.

The City of Fort Collins is an Equal Opportunity Employer and values diversity at all levels of its workforce. Applicants selected as finalists for this position will be subject to a criminal history, credit, and driver's license check prior to the interview. Under the Colorado Open Records Act, information from your application or resume may be subject to public disclosure.

APPLY NOW

City of Fort Collins

Unclassified Management Director Benefit Highlights

This document contains information about benefits available to City of Fort Collins employees in Unclassified Management Director positions.

MEDICAL INSURANCE | UMR (A UNITED HEALTHCARE COMPANY)

PPO Tier 1/Tier 2: Select Colorado/Select Networks

- Effective: First day of the month following hire date
- Deductible (Tier 1): $350 Individual / $700 Family
- Out-of-Pocket Max (Tier 1): $5,000 Individual / $10,000 Family
- Copay (Tier 1): $0 Primary Care / $40 Specialty
- Coinsurance (Tier 1): 80% Insurance / 20% You

High Deductible Health Plan (HDHP) with Health Savings Account (HSA)

- Employer HSA contribution
- Effective: First day of the month following hire date
- Deductible (In-Network): $3,400 Individual / $6,000 Family
- Out-of-Pocket Max: $4,000 Individual / $8,000 Family (In-Network)
- Coinsurance: 90% Insurance / 10% You (In- Network)

FLEXIBLE SPENDING ACCOUNTS (FSAs) | ALERUS

FSA accounts allow you to set aside pre-tax funds to pay for eligible health and/or dependent care expenses before your federal and Social Security taxes are calculated:

- Health Care: employees may contribute up to $3,400
- Dependent Care: employees may contribute up to $7,500 per calendar year
- Carryover Provision: allows up to $680 unused medical FSA contributions into the following year

VISION INSURANCE | VSP (VISION SERVICE PLAN)

- Effective: First day of the month following hire date
- Examination: Every 12 months, $15 Copay
- Lenses or Contacts: Every 12 months, Contact allowance up to $185
- Frames: Every 24 months, Frame allowance $185– $205
- LightCare™: $185 allowance for ready-made non-prescription sunglasses or blue light filtering glasses, Every other calendar year, $25 Copay
- Essential Medical Eye Care: Additional services for members with diabetes, glaucoma, or age-related macular degeneration. Treatment and diagnosis of eye conditions including pink eye, vision loss, and cataracts.
- KidsCare program provides additional benefits for children, up to age 18, covered under the plan, including a second WellVision exam each year, additional lenses with a minimum prescription change and new frames every 12 months

City of Fort Collins

DENTAL INSURANCE | DELTA DENTAL

- Effective: First day of the month following hire date
- Prevention First: Diagnostic and preventative do not count against the annual maximum.
- Deductible: $50 Individual / $100 Family
- Basic Dental: Plan pays 80% after deductible (PPO Provider)
- Orthodontia: Plan pays 50%, no deductible, Lifetime Max $2,000
- Occlusal Guards/Night Guards: 50% after deductible
- Major Dental: Plan pays 50% after deductible
- Max Benefit: $2,000 per individual annually

HEALTH CLINIC | CITYCARE

CityCare, managed by Marathon Health, is our onsite clinic for employees and family members on the City's health plan. Staffed by a Physician Assistant and health coach, CityCare offers sick care, health coaching, and preventive services. PPO members can use CityCare at no cost, while HDHP members pay $45 per sick visit; preventive care is free for both plans.

HEALTH ADVOCACY PROGRAM | ALIGHT

- Navigate Health and Benefit Plans
- Find In-Network, Highly Rated Cost-Effective Providers
- Coordinate Care
- Compare Costs for Procedures and Care
- Lower Cost Rx Options
- Help With Medical, Dental, and Vision bills or claims Issues

BASIC LIFE INSURANCE AND AD&D | RELIANCE STANDARD

1x Annual Salary, up to $250,000 (employer-paid)

RETIREMENT | NATIONWIDE

401(a) Defined Contribution Plan

- Mandatory participation, eligible on the date of hire
- 6% employee contribution, 6.5% City contribution

457(b) Deferred Compensation Plan

- Voluntary participation, eligible on the date of hire

LIFESTYLE MANAGEMENT

To support health and injury prevention, the City offers the following preventive services to all health plan participants and their covered family members.

These services require only a $20 copay, with a maximum benefit of $1,000 per service, per member, per year, and a total annual benefit limit of $2,000.

Preventative Services Covered

- Registered Dieticians
- Therapeutic Massage Therapy
- Biofeedback
- Acupuncture

Under HDHP

- No Copay
- Pay total amount which applies toward deductible and out-of-pocket max.

Voluntary & Supplemental Benefits

SUPPLEMENTAL LIFE INSURANCE | RELIANCE STANDARD

Employee Supplemental Life Insurance coverage required for Spouse and Child elections.

- Employee: up to $1,000,000 in $10,000 increments (Guaranteed Issue $300K)
- Spouse: up to $250,000 in $5,000 increments (Guaranteed Issue $30K)
- Child(ren): up to $10,000 in $2,000 increments

ACCIDENTAL DEATH & DISMEMBERMENT | RELIANCE STANDARD

All elections not to exceed supplemental life insurance and employee AD&D coverage required.

- Employee: up to $550,000 in $10,000 increments (cannot elect more than 5x salary)
- Spouse: up to $250,000 in $5,000 increments
- Child(ren): up to $10,000 in $2,000 increments

ACCIDENT AND CRITICAL ILLNESS | AFLAC

In the event of an accident or covered critical illness, these plans pay cash benefits directly to you, providing you the flexibility to help pay bills related to treatment or help with everyday living expenses.

Accident Plan:

- Participant Only
- Participant + Spouse
- Participant + Children
- Participant + Family

Critical Illness Plan:

- Participant: $10K, $20K, or $30K
- Spouse: $10K, $20K, or $30K

  * Rates based on age and tobacco vs. non-tobacco status

Features:

- Coverage is available for you, your spouse, and dependent children.
- Fast claims payment–most claims are processed in about 4 business days.
- Coverage begins the first of the month following 30 days from the date of hire.

IDENTITY & FRAUD PROTECTION | METLIFE-AURA

MetLife and Aura Identity & Fraud Protection provides employees and their families with comprehensive online security, offering alerts for identity threats, financial account monitoring, privacy tools, and family safety features. This easy-to-use, AI-powered app includes 24/7 U.S.-based support and up to $5M in fraud insurance. Family plans cover up to 10 adults and unlimited children.

PET INSURANCE | METLIFE-AURA

MetLife Pet Insurance helps you manage the cost of veterinary care with customizable plans that cover accidents, illnesses, exams, surgeries, and more. You can visit any licensed vet in the U.S., cover up to three pets on one policy, and take advantage of discounts up to 30 percent. You can enroll at any time during the year, no need to wait for open enrollment.

LEAVE BENEFITS AND PAID TIME OFF

LEAVE BENEFITS

Paid Family Medical Leave (PFML): Provides up to 12 weeks of paid leave for qualifying life events like medical needs, adding a family member, or caregiving. Includes an 80-hour elimination period, with income replacement at 100% (160 hours) and 80% (240 hours). Eligibility requires 1,250 hours and one year of service. Follows FMLA criteria and certification.

Short-Term Disability (STD): Employer-paid coverage offers up to 180 days of leave for non-work-related illnesses or injuries, with medical certification. After a 2-week elimination period, income is replaced at 100% (6 weeks), 80% (34 days), and 66.67% (weeks 13–26).

Long-Term Disability (LTD): Employer-paid benefit covers 66.67% of monthly base salary after a 180-day elimination period and a 20% income loss. Duration depends on age and disability.

PAID TIME OFF

Vacation Time

Vacation time is accrued biweekly each pay period in accordance with the schedule below:

Years with the City	Hours/Days Accrued per Year	Years with the City	Hours/Days Accrued per Year
0-3	4.62 hours/ 15 days	13-14	6.46 hours/ 21 days
4-5	4.92 hours/ 16 days	15-16	6.77 hours/ 22 days
6-7	5.23 hours/ 17 days	17-18	6.77 hours/ 22 days
8-9	5.54 hours/ 18 days	19-20	7.38 hours/ 24 days
10-12	6.15 hours/ 20 days	20+	7.69 hours/25 days

Unclassified Management employees receive an additional 40 vacation hours at the start of each Leave Benefit Year, on top of their regular accrual per pay period.

**Accrual for part-time employees is pro-rated based on FTE.*

Employees in unclassified management positions may carry over to a new Leave Benefit Year up to twice the amount of vacation time they are eligible to accrue as of the last day of the current Leave Benefit Year, plus an additional 40 hours, up to a maximum of 35 days (280 Hours).

Holiday Time

11 designated holidays, a total of 88 hours per year (pro-rated for part-time employees)

- New Year's Day
- Martin Luther King Day
- President's Day
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Veterans' Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Day

All designated holiday time not used will be forfeited at the end of the Leave Benefit Year.

Sick Time

Full-time employees receive 120 hours of sick time annually, prorated for part-time employees and those hired after January 1. Unused sick time does not carry over to the next year.

Wellness Programs & Other Benefits

Annual Health Fair	Annual Wellness event featuring local health, wellness and safety resources, vendor booths, presentations, and wellness screenings.
Bicycle Storage	Some City buildings offer bicycle storage centers for secure and convenient bike parking.
Caregiving Support	Access to lactation support, maternity care, parenting classes, subsidized camps and preschool through Recreation, and backup dependent care services for children and adults.
Discounted Access to Recreation Facilities	Employees can purchase a six-month family recreation pass for $90 with unlimited facility access, 70% off fitness classes, and 20% off personal training.
Employee Assistance Program	Employees can access behavioral health support, financial wellness programs, mindfulness resources, tobacco cessation, weight management, and wellness coaching through the MINES Employee Assistance Program.
Group Exercise Classes	Access to free or subsidized classes like boot camp and yoga held at City facilities.
Health Checks	Employees on a City health plan have access to a free, annual health screenings and can complete an online health assessment to earn a gift card.
Mini Incentives & Online Wellness Programs	Offered for free on a variety of topics throughout the year to all participants.
Onsite Flu Shots	Flu- shot clinics offered annually for free to those on a City Health Plan and for a small co-pay for those not on a City Health Plan.
Onsite Exercise Rooms	Sign a waiver and watch a safety video to access three fully equipped exercise rooms available to employees. Spouses and dependents can utilize rooms after completing additional training.
Personal Enrichment Classes	Personal Enrichment Classes are free, periodic offerings on a variety of topics for all employees.
Special Offers from Elevations Credit Union	Discounted rates and incentives for City employees.
Weight Management Programs	Real Appeal program and health coaching via CityCare if covered under City's health care plan, Weight Watchers reimbursement.
Well Days Incentive Program	The Well Days program encourages and supports City of Fort Collins and Library District employees in making lifestyle choices that reduce the risk of illness and injury, promoting overall wellbeing. Eligible employees can earn up to three Well Days, and you can easily track your progress and points through Wellness360.

2026 MEDICAL, DENTAL AND VISION RATES

Bi-Weekly Pay Deductions (based on 26 pay periods)

		All Benefit Eligible Positions
Medical – UMR PPO	Employee Only	$50.69
	Employee plus Spouse	$244.45
	Employee plus Child(ren)	$200.00
	Family	$311.10
Medical – UMR HDHP	Employee Only	$39.54
	Employee plus Spouse	$190.67
	Employee plus Child(ren)	$156.00
	Family	$242.66
Delta Dental	Employee Only	$5.52
	Employee plus Spouse	$13.25
	Employee plus Child(ren)	$16.58
	Family	$22.10
VSP Vision	Employee Only	$3.47
	Employee plus Spouse	$6.94
	Employee plus Child(ren)	$6.94
	Family	$10.92

RELIANCE STANDARD SUPPLEMENTAL LIFE AND VOLUNTARY AD&D RATES

Bi-Weekly Pay Deductions (based on 26 pay periods)

SUPPLEMENTAL LIFE INSURANCE

Employee and Spouse Rates

Age	Rate / $1,000
18-24	$0.013
25-29	$0.020
30-34	$0.024
35-39	$0.031
40-44	$0.046
45-49	$0.069
50-54	$0.106
55-59	$0.198
60-64	$0.294
65-69	$0.404
70-74	$0.823
75+	$0.951

Dependent Rates

Dependent Rates	Rate / $1,000
Child Per $5K	$0.277
Child Per $10K	$0.554

VOLUNTARY AD&D RATES

Coverage	Rate / $1,000
Employee	$0.012
Spouse	$0.012
Child(ren)	$0.012

VOLUNTARY AD&D SCHEDULE

For Accidental Loss of	Amount Payable
Life	100%
Two or More Members*	100%
Speech and Hearing	100%
One Member*	50%
Speech or Hearing	50%
Thumb and Index Finger of Same Hand	25%

** "Member" refers to a hand, foot, or eye*