



**WHY WORK
AT THE
CITY OF
FORT COLLINS**



11th Happiest
City in America:

Yahoo! Finance – March 2017

CITY OF FORT COLLINS: COMMUNITY

Fort Collins is a flourishing city that has managed to preserve its small-town magic. Known as the Choice City, Fort Collins has been recognized for its safety, its livability, its friendliness and its charm—after all, Disneyland’s Main Street was inspired by Old Town Fort Collins.

With nearly 100 parks and natural areas, in a moment’s notice it is common to move between one of our stunning natural spaces and our quaint, yet innovatively designed industrial avenues. If you are one of the many Fort Collins residents who bike to work, it is likely you are watching the sunrise from one of six bike trail systems, which offer more than 35 miles of paved trails. More than just rudimentary trails, these paths function as bike highways, sprawling across Fort Collins and intersecting with main arteries, parks and natural areas for a captivating mix of urban and undeveloped vistas.

Fort Collins is a community of people who work hard and play hard, whose hobbies and interests are easily fulfilled with a bounty of local offerings.

A craft beer mecca, Fort Collins is home to over 20 craft breweries, ranging from two of the most successful in the country to a handful of hyperlocal nanobreweries.

Colorado State University—one of the nation’s leading research universities—hosts an array of globally-recognized speakers, lecture series, and countless other academic and cultural events, enriching both our student community and the Fort Collins community at large.

On any given night, locals have the choice of attending gallery shows and exhibits, live music performances, literary gatherings and community-building events, among numerous other attractions spurred by local artists and regional collaboration.

And for residents with a major metropolitan fix, Denver is merely an hour away.

Fort Collins is a city for the curious and the connoisseur alike. Fort Collins is a city for everyone.

NATIONAL ORGANIZATIONS AND
MAGAZINES CONTINUALLY RECOGNIZE
FORT COLLINS AS ONE
OF THE BEST PLACES TO LIVE:

14th Best Place to Live:

Livability.com – March 2018

No. 1 Stable and Growing Housing Market:

Realtor.com – June 2017

No. 1 City in America for Cycling

PeopleForBikes – May 2018

Top 100 Best Cities to Start a Family:

lendedu – February 2017

No. 9 Top 150 Cities for Millennials Report:

Millennial Personal Finance – February 2017



CITY OF FORT COLLINS: GOVERNMENT

The City of Fort Collins operates within a council-manager form of government. The City Manager is the chief executive officer of the City and is responsible for the overall management of City operations. The City Manager works in close partnership with the Mayor and City Council, who are responsible for setting the City's policy direction.



The City of Fort Collins directly provides a full slate of municipal services including operating its own electric, water, wastewater, and storm water utilities. Additionally, at the direction of City Council and voters, the City of Fort Collins is moving forward with building and implementing high speed next-generation broadband to the entire community.

A crowning achievement, the City of Fort Collins was chosen as a 2017 Malcolm Baldrige National Quality Award Recipient. The Baldrige Award is a Presidential-level honor, recognizing exemplary practices among American organizations and businesses exhibiting a perpetual drive for radical innovation, thoughtful leadership, and administrative improvement. Fort Collins is one of only 110 organizations across the country who have achieved this award since its inception in 1988. The City of Fort Collins has a "AAA" credit rating and ranks in the top 10 percent of cities nationally as a place to live and work, and for quality of culture and recreation, job opportunities, air quality and attractiveness. It ranks in the top 1 percent for drinking water quality and emergency preparedness.



BOTH NATIONAL AND INTERNATIONAL ORGANIZATIONS CONTINUALLY RECOGNIZE THE CITY OF FORT COLLINS AS ONE OF THE TOP-PERFORMING CITY GOVERNMENTS IN THE NATION:

Outstanding Achievement in Local Government Innovation Award:

Alliance for Innovation - Apr 2018

C40 Cities, Cities4Action Winner:

Bloomberg Philanthropy - Dec 2017

The Malcolm Baldrige National Quality Award

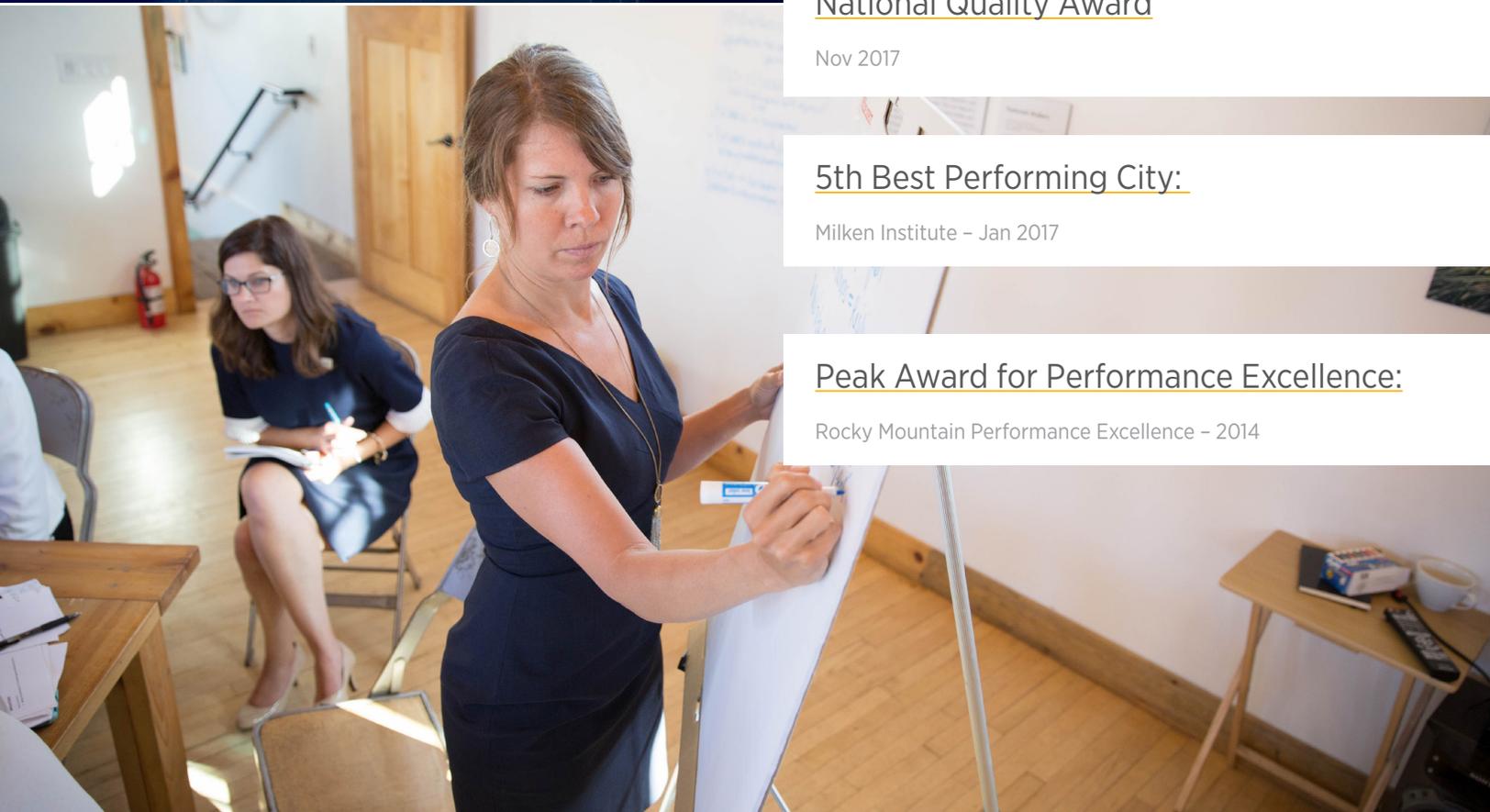
Nov 2017

5th Best Performing City:

Milken Institute - Jan 2017

Peak Award for Performance Excellence:

Rocky Mountain Performance Excellence - 2014





CULTURE

At the City of Fort Collins, we believe a great culture and a great strategy produces great results. Our culture is founded and framed by the following core concepts: The It, the We, and the I; Total Rewards; and our Vision, Mission and Values.

The It, the We and the I

It – the job, itself. Are you fulfilled by and passionate about the work you do? Does it give you goosebumps? Are you contributing to the community in a meaningful way?

We – the people. Do you genuinely enjoy working with your colleagues? Is it a healthy, collaborative environment? Do you work with at least a few people you would truly consider friends?

I – you, across the spectrum. Are your needs being met? Do things like compensation and benefits enable you to live your life fully? Does your schedule allow for reasonable work-life balance? Do you have opportunities for learning and career growth?



We believe that if an employee can answer Yes! to the questions of the It, the We, and the I, then the odds are high that they will say that the City of Fort Collins is the best place they've ever worked. When employees are engaged at that level, when they're being satisfied and challenged and fulfilled in the ways we all desire, the organization and the community benefit greatly.



Total Rewards

A dynamic approach to providing world-class municipal service, Total Rewards is where operational excellence and a cultural of innovation meet. Total Rewards is a multifaceted strategy to ensure the City of Fort Collins is a coveted and gratifying place of work, focused on attracting, retaining, engaging, developing, and rewarding employees.

Affiliation:

Employees who work for the City have the opportunity to serve the community as another dimension of their day to day work, fulfilling a higher purpose or legacy.

Meaningful Work:

Employees are provided with meaningful and challenging work in a motivating environment and are empowered for success through clearly defined roles and expectations.

Career:

The City invests in employees by promoting growth through development and leadership programs and is committed to being a flexible organization that encourages employees to migrate to new roles and opportunities across the City.

Compensation:

The City's pay philosophy is to create a high-performing government that attracts, retains, engages, develops and rewards employees.

Benefits:

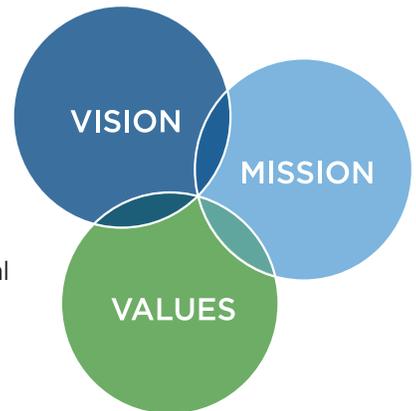
The City offers competitive health, retirement, and wellness benefits, along with ample paid time off for vacation, excused days from work and medical leave.

Total Rewards is a comprehensive look at how employees' personal connections and the City workforce and leadership system align with our strategic plan and our mission, vision and values.

Vision, Mission, Values:

Our Common Purpose as City Employees

The City's Vision is to provide world-class municipal service through operational excellence and a culture of innovation. Our Mission is exceptional service for an exceptional community. Our City Values—Collaboration, Excellence, Integrity, Outstanding Service, Safety and Well-Being, and Stewardship—inspire the way we interact with each other and serve our residents, while informing the decisions our organization makes for the future of our employees and our community. Upholding our Values allows us to fulfill to our Vision and our Mission, while establishing a culture that inspires continual growth and excellence in both performance and service.



Collaboration:

The City actively encourages internal and external partnerships and firmly believes that we achieve the best and most fruitful results when working together with others.

An incubator for innovation and collaboration, the City's FC Innovates Team reinforces our belief that all projects, no matter how great or how small, are better served by problem-solving through a collaborative lens. Each year, employees from across the organization are recognized for their inspiring and innovative solutions at the FC Innovates Awards.



Excellence:

We set the bar high. Our organization is dedicated to performance excellence, and we believe this is achieved through innovation, creativity, visionary leadership and the implementation of thoughtful, substantive improvements.

Receiving the Malcolm Baldrige National Quality Award in 2017 was a crucial milestone in our journey to excellence. But that's not the end of our journey. When we achieve organizational goals, we celebrate whole-heartedly the hard work and accomplishments of our colleagues—then we set our sights on new challenges, so we're constantly growing together to build an organization whose attitude and measurable excellence stand out among the rest.

Integrity:

We hold ourselves and our colleagues to a supreme ethical standard. We treat others with respect and compassion, and we are honest, inclusive and transparent in our interactions with our colleagues and community members. Through training, dialogue, policy and practice and cultivating earnest connections with others, we reinforce our value as a character-seeking and character-building organization.

Outstanding Service:

We believe that local government can be great! By encouraging public feedback at every turn, we're able to connect with residents and address community issues thoughtfully. By approaching customers with open minds and hearts, we are able to understand our customer's diverse needs. An eagerness to serve and exceed expectations is a driving force behind our world-class customer service.

Safety and Well-Being:

Our goal is to make the City of Fort Collins the safest workplace in America. Through policy, education, awareness campaigns, incentive programs, and vast resources available to all employees, the City of Fort Collins reinforces safety as an integral part of the organization's and the community's culture.

The City's emphasis on well-being is largely driven by Well Days, a robust, holistic and cost-saving program that supports thoughtful behavior and growth in the areas of health and wellness. The Well Days program offers

incentive-based rewards for each employee's commitment to making lifestyle choices that reduce the risk of illness and injury, while also encouraging friendly competition and team-building among colleagues.

The City offers several workout facilities, individual and group exercise and wellness programs, and education and consultation services to promote preventative care, stress management, nutrition, and fitness.

Stewardship

We take seriously the role our organization plays in protecting and enhancing our community's social, economic, and environmental resources. The City's Triple Bottom Line Scan (TBL-S) is the newest addition to our Stewardship toolbox. TBL-S is a tool that challenges City staff to examine strengths, weaknesses, and tradeoffs of projects and programs through a series of questions that identify operational priorities and community impacts. TBL-S adds another layer of transparency to the City's resource allocation processes and helps foster a greater sense of sustainable decision-making across the organization.

The City also restructured our budgeting process in 2005 to give both employees and community members a hands-on approach at building a budget that works better and costs less. Budgeting for Outcomes (BFO) focuses on results and priorities and aligns government spending with community priorities. BFO emphasizes accountability, innovation, and partnerships, and by empowering others to advocate for programs and initiatives they believe in, it cultivates a greater sense of Stewardship among City employees and Fort Collins residents.

WORLD CLASS ORGANIZATION

EMPLOYEES AT THE CITY HAVE A PASSION FOR WORLD CLASS SERVICE AND ARE RECOGNIZED INTERNALLY EACH YEAR THROUGH PROGRAMS SUCH AS EMPLOYEE RECOGNITION WEEK AND WORLD CLASS PEOPLE.



WORLD CLASS PEOPLE

EACH SPRING, THROUGH A PEER-NOMINATED AND PEER-SELECTED PROGRAM, THE CITY RECOGNIZES AND CELEBRATES EMPLOYEES WHOSE PASSION AND DEDICATION INSPIRES THEIR PEERS AND EMBODIES THE CITY'S COMMITMENT TO EXCELLENCE AND WORLD CLASS SERVICE.

“City employees are people who are passionate about results, and who have the patience and perseverance to overcome difficulties in order to get the job done and done right.”

—2017 Honoree Chris Martinez, Information Technology

“I hope that my work helps consider the needs of all community members in every project the City undertakes, resulting in a more equitable and inclusive community.”

—2017 Honoree Dianne Tjalkens, Social Sustainability

“The best thing about my job is the folks I work with. I have always said that if you surround yourself with good people then good things will happen. Good things happen every day in the Parks Department and it all starts with the employees.”

—2008 Honoree Mike Calhoon, Parks

“I love working for an organization that has the ability to directly impact the community that I live in.”

—2009 Honoree Suzanne Jarboe-Simpson, Information Technology

“The Wellness Program is great! I love that health is promoted at the City.”

—2018 Honoree Antoinette Glidewell, Information Technology

“My favorite things are the people I work with and the sense of empowerment to do what I do best daily...I also appreciate the collaboration with all City departments as we work together to solve complex transportation issues while creating a unique user experience with each project.”

—2018 Honoree Tim Kemp, Engineering

“I get to apply the experience, training and knowledge I’ve gained over the years to every job I inspect. I work to treat everyone with the respect they deserve, never forgetting who makes up the community.”

—2017 Honoree Ron Carroll, Community Development & Neighborhood Services

