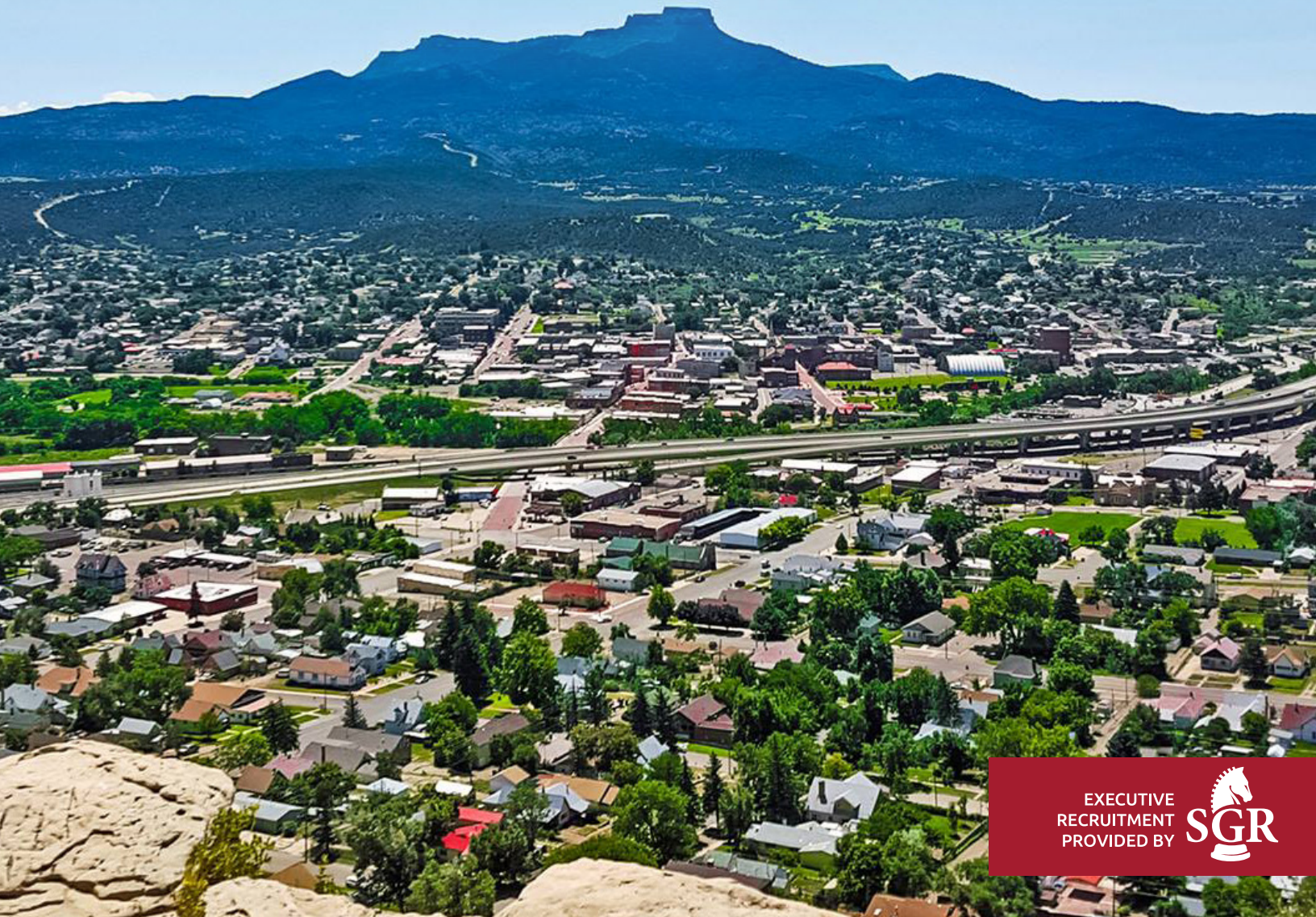




CITY MANAGER

TRINIDAD, COLORADO



EXECUTIVE
RECRUITMENT
PROVIDED BY





THE COMMUNITY

A distinctive southeastern Colorado community and the seat of Las Animas County, the City of Trinidad is rich in western-frontier history, stunning views of expansive mountain vistas, and abundant tourism attractions. Situated alongside the foothills of the southern Rocky Mountains and the Purgatoire River, Trinidad's origins date back to its early days as a trading post on the historic Santa Fe Trail. The railroad's arrival and formal municipal incorporation in 1876 led to an economic boom and a flourish of commercial and residential buildings featuring classic red brick Victorian-style architecture.

Today, the historic and award-winning community home to over 8,100 residents combines the best features of a low-cost, family-friendly way of life with diverse outdoor pursuits, the economic opportunities afforded by an interstate highway, and a renewed spirit of civic optimism.

Trinidad's signature identity is shaped by its Wild West history, landscapes of natural beauty and hidden energy deposits, and the preservation of its 19th-century commercial and residential structures. "There's no mistaking it for any other town in Colorado... few other cities have a downtown filled with Victorian architecture that's remained nearly unchanged during the last century," once observed Colorado Magazine. Numerous designations by outside observers affirm residents' community pride, including Colorado's Top 10 Most Beautiful Places, Colorado's Top 10 Most Welcoming Places, Top Ten Most Affordable Places to Live in Colorado, and Colorado Creative District and Main Street Community.

The City's parks and recreation facilities are exceptional for a community of Trinidad's size, with residents and visitors enjoying a myriad of opportunities for fun and fitness within its 9.34 square miles. Cimino Park offers bocce ball courts and a splash pad for children downtown with access to a two-mile scenic river walk, and the South Side Community Center and Sports Complex includes an outdoor aquatic facility, 15,000-square-foot community center, radical



disc golf course, and state-of-the-art skate park with adjacent ball fields. Other amenities in the area provide fishing, a historic band shell for music concerts, dog parks, and more.

During baseball season, residents enjoy cheering on the Trinidad Triggers, the local semi-professional baseball team. Golf lovers, meanwhile, have easy access to the Trinidad Municipal Golf Course, designated as “One of Colorado’s Best 9-Hole Golf Courses,” with a wooded setting and sweeping views of the Sangre de Cristo Mountains. And the city continues to develop and promote a comprehensive bike trail system while bringing a vision to life to advance the recreation and tourist assets of the Purgatoire River as it flows through downtown.

Short drives away, Trinidad Lake State Park, Monument Lake, and North Lake are premiere destinations for hiking, biking, and outdoor water recreation, including fishing, waterskiing, and boating. Numerous opportunities are also available for hunting elk, deer, and antelope in addition to a local gun range. Located just south of Trinidad, the recently created Fishers Peak State Park is the second largest in the Colorado State Park System. Those interested in further explorations can find five pristine high plains desert and lake areas within an hour’s drive, providing yet more hiking, biking, and camping opportunities.

Beyond its easy access to the wonders of nature, residents choose Trinidad for its small-town charm and quiet, safe neighborhoods where neighbors know and support one another. The housing market here includes among the most well-preserved Victorian homes west of the Mississippi River, and life in Trinidad is distinctly affordable, with the cost-of-living index well below the national average.

A new wave of community creativity and synergy is also impossible to miss. Main Street LIVE offers a home for the performing arts, and community festivals include the Santa Fe Trail Festival, RAD Dirt Bike Fest, Annual Art Fest, and Christmas Light Parade. Visitors also flock to the First Friday Art walks, the Annual Labor Day Parade & Water Parade, and fireworks displays.

Those seeking a peek into the past can enjoy the Loudon-Henritze Archeology Museum, A.R. Mitchell Museum, Miners Museum, and Trinidad History Museum, which tell the community's story from its beginnings with ancient geologic formations through Native American life, the Spanish Colonial era, and the Wild West settlement, extending to the 20th Century Drop City dreamers who experimented with art, architecture, and sustainability. Trinidad is also home to Temple Aaron, the second-oldest Jewish synagogue west of the Mississippi River.

Area families are served by the Trinidad School District #1, Primero RE-2 School District, and Hoehne School District, as well as two parochial schools — Holy Trinity and Grace Christian — and an online charter high school, Goal Academy. Trinidad State College, the first community college in Colorado, provides traditional arts and sciences instruction, plus vocational education and certification. It's also known for its renowned gunsmithing program and has a guaranteed transfer program through agreements with several colleges and universities in Colorado.

The median household income in Trinidad is \$48,965, and its average home is priced around \$185,000.



ECONOMIC VITALITY

Economic forces, coupled with the forward-thinking initiatives of city leaders, are reshaping the Trinidad economy from its historical roots in agriculture, mineral extraction, and railroading into a vibrant future centered on recreation, tourism, creative arts, and retail services. This shift is embodied in the thriving downtown Corazon de Trinidad Historic District, where visitors can explore unique shopping destinations offering jewelry, clothing, home décor, antiques, and Native American arts. Enhancing the visitor experience, the Trinidad Trolley provides free hourly tours from the Welcome Center to downtown stops, helping Trinidad's half-million annual visitors navigate the city's historic charm and retail offerings. Several local hotels and inns accommodate these visitors, and growth in art galleries, music events, professional theater, and street entertainment are supporting a bustling tourism sector.

A strategically located transportation hub halfway between Denver, Colorado, and Santa Fe, New Mexico, Trinidad benefits from the intersection of four major highways, including I-25,

bolstering both commerce and tourism. The scenic Highway of Legends (Highway 12) loops through the area, known for its geological wonders and picturesque mountain villages, while Amtrak's Southwest Chief rail line connects Trinidad with major cities from Chicago to Los Angeles. The Las Animas County Airport also services small planes, with passenger air travel options available just 85 miles north in Pueblo or 115 miles north in Colorado Springs.

A wave of civic energy is evident in Trinidad's development efforts, including the recently completed Space to Create project. This \$18 million, 10,000-square-foot complex provides affordable apartments and studio space for local artists in the heart of downtown, an initiative supported by a \$2 million state grant and Trinidad's status as a Colorado Creative District. Building on this momentum, the City is advancing an Old Town Redevelopment Plan, and the private sector has stepped in to redevelop an abandoned industrial site near downtown, transforming it into a center with new retail, hotel, and restaurant spaces. Complementing these efforts, Trinidad's robust Comprehensive Plan outlines incentives for new business development.

Major development projects signal the ongoing transformation of Trinidad's economic landscape. Three large-scale fueling stations with convenience stores are underway, supporting the city's strategic location as a transportation hub. Housing developments are also on the rise, with projects like Eagle Rock (10 units), Rancho Duran (11 units), City View Heights (20 units) and Holy Trinity (32 units) underway or in application stages, while Eagle Rock/Rancho Duran proposes an ambitious 480-unit expansion to help meet growing demand.

Trinidad's commitment to community and recreation is showcased through projects like the River Visioning Plan, which aims to enhance river corridor and recreation areas. The historic Fox Theatre is undergoing redevelopment, adding to the cultural vibrancy of downtown, and the La Puerta Business District is seeing steady progress, fostering local enterprise. Meanwhile, the development of a multi-purpose path connecting downtown Trinidad to Fishers Peak State Park along the Santa Fe Trail roadway is expanding outdoor recreation opportunities even as Fishers Peak State Park itself continues to grow, solidifying Trinidad's reputation as a destination for outdoor enthusiasts.



Mission

The mission of the City of Trinidad is to provide comprehensive governmental services to residents and visitors so they can experience a safe, welcoming and vibrant sense of community.

Vision

Trinidad is the most resilient, innovative, and courageous city in Colorado.

Values

Trinidad employees serve with
PRIDE:

- P Purpose.** We live Purpose by delivering quality, efficient and cost-effective services, treating everyone equally, and embracing best and safe practices.
- R Respect.** We live Respect by valuing the thoughts and work of others, honoring diversity and differences, and practicing the Golden Rule.
- I Integrity:** We live Integrity by telling the truth, being consistent, and doing the right thing even when nobody is looking.
- D Dependability.** We live dependability by fulfilling our obligations, committing to do the right thing, and working together towards a common goal.
- E Excellence.** We live Excellence by going the extra mile, exceeding expectations, and empowering others to be their best.



MAJOR EMPLOYERS

Mt. San Rafael Hospital

Trinidad State College

Evergreen Resources

Ogris Operating LLC

Big R

Wal-Mart

San Isabel Electric

Safeway

GOVERNANCE & ORGANIZATION

Trinidad is a home-rule city with a council-manager form of government. Its Mayor and six City Council members are elected at-large on nonpartisan ballots, with the Mayor serving two-year terms and council members serving four-year, staggered terms. Each position has term limits of eight years, meaning a council member may serve two terms (excluding appointments), and a mayor may serve four.

In addition to providing policies, direction, and goals for the organization and approving annual budgets, the City Council appoints a City Manager to serve as the organization's chief executive officer, overseeing daily activities. Additionally, the City Council selects the City Attorney and Municipal Court Judge.

Trinidad is a full-service organization with 175 full- and part-time employees handling Administration & Legal, Public Works, Police, Fire, Sports & Recreation, Library Services, Development Services, Economic Development, Finance, Water, Gas and Power & Light. This year, the team is working with a budget of \$83 million, including \$37 million slated for capital projects. Trinidad's mill levy is 17.579 mils.

STRATEGIC PRIORITIES

Economic Vitality

Sustainable
Infrastructure

Quality of Life

Good Governance





ABOUT THE POSITION

Reporting to the City Council, Trinidad's City Manager serves as the organization's chief administrative officer, responsible for coordinating daily administrative activities and operations and advising and assisting the City Council. Working through a team of directors as well as the Communications Coordinator, City Clerk, and Human Resources, the selected candidate will take on the tasks of:

- Hiring, firing, managing, and motivating the City's personnel, including establishing workflows and department organization
- Preparing and executing an annual budget, keeping the City Council informed of the organization's finances, and making recommendations as appropriate
- Establishing a system of accounting and auditing for the City that reflects, in accordance with generally accepted accounting principles, the financial condition and financial operations of the City
- Enforcing the City's laws and ordinances, as well as all terms and conditions imposed in favor of the City in any contract or public utility franchise
- Performing other duties prescribed by the City's Home Rule Charter, ordinance, or required by the Council that are not inconsistent with the City's Home Rule Charter

OPPORTUNITIES & CHALLENGES

Like many growing rural communities, the City of Trinidad needs to be proactive in facing challenges to preserve its unique vision of the Wild West while focusing on development to ensure its vitality. Tourism is also critical to the City's economy and will only grow as Trinidad becomes even more of a tourist destination.

With the arrival of Fishers Peak State Park and the direct and indirect growth that will generate, Trinidad could grow substantially over the next 10 years, making this a critical time for the community. Diversifying Trinidad's economic base is a priority that will require overseeing the direction of and the creation of new city programs for economic expansion and the promotion of this new identity.

The next City Manager will also need the knowledge and expertise to approach this issue from several different directions; in addition to diversifying the economic base, they will need to focus on education to ensure a skilled workforce, processes and practices to streamline decision-making, and, finally, new concepts to bring suitable housing to the community.

IDEAL CANDIDATE

The City of Trinidad is seeking a driven, ethical, and collaborative leader with the skills to guide the community's growth and uphold the City Council's high expectations as their next City Manager. The right fit for this position is eager to become integral to Trinidad's vibrant future and ready to lead with professionalism, integrity, and a deep commitment to customer service and the community's interests.

Candidates should bring a strong background in municipal management, with knowledge of modern administrative methods, employee and labor relations, human resources, and the latest technological capabilities. A solid understanding of local government regulations and effective public relations will also be essential to maintaining positive relationships with elected and appointed leaders, staff, and residents.

This role requires a strategic leader who can effectively coordinate the activities of a medium-sized, full-service municipality. The new hire must be able to organize, interpret, and present complex data, take decisive action when needed, and work closely with the City Council as their trusted administrative agent. The ability to select, train, and evaluate staff is critical, as is a commitment to building a team that feels supported and inspired while being held accountable to the organization's goals.

Trinidad's leaders are seeking a candidate with expertise in finance and budget management, tourism-based economies, and annual festivals and events — all crucial to Trinidad's character and success. Experience in economic and community development and strategic planning is also highly valued, as is familiarity with Colorado's unique municipal landscape.

The ideal candidate is a trustworthy professional with a team-oriented approach, dedicated to upholding high standards, partnering with the City Council to achieve their vision, and



advocating for professional growth for themselves and their staff. The community values a City Manager who is approachable, gracious, diplomatic, listens effectively, and can make difficult decisions with confidence and humility. Political savvy and analytical skills are essential, along with a proactive mindset and a visible, accessible presence in the community.

Perhaps most importantly, Trinidad's next City Manager must be enthusiastic about embracing the town's unique heritage and culture. This leader will be a consensus-builder, fostering positive relationships between the organization and the incredible community it serves.

EDUCATION & EXPERIENCE

Candidates should have at least five (5) years of progressively responsible experience in government and/or business. A bachelor's and/or master's degree in public administration, business, or another applicable field is preferred. The Mayor and City Council are open to considering applicants who do not have local government experience but have managed other types of large, complex organizations.

Please note that the selected candidate will be asked to establish residency within six months.

COMPENSATION & BENEFITS

The City of Trinidad is offering a starting salary range of \$145,000 to \$160,000 for this position, commensurate with experience and qualifications. The organization's benefits include medical, dental, vision, and life insurance; paid holidays, vacation, and sick leave; and a monthly gym reimbursement of up to \$30. This position will also be provided with a vehicle and phone.

Retirement benefits are provided through a 401a plan, with employees contributing a mandatory 6% matched at 6% by the City, with a four-year vesting schedule. Employees also have access to voluntary 457b and Roth plans.

APPLICATION PROCESS

[Please apply online](#)

For more information on this position, contact:

Larry Gilley, Senior Vice President

LarryGilley@GovernmentResource.com

325-660-4208

The City of Trinidad, Colorado, is an Equal Opportunity Employer and considers all applicants for employment without regard to race, color, religion, ethnicity, gender, national origin, age, physical handicap, or any other protected status or classification in accordance with state and federal laws. Applicants selected as finalists will be subject to a comprehensive background check.



RESOURCES

City of Trinidad

Trinidad.co.gov

Trinidad Economic Development

trinidad.co.gov/services/economic_development.php

Trinidad 2024 Strategic Plan

https://cms2.revize.com/revize/trinidadco/Document%20Center/Government/Strategic%20Plan_8_7_2024.pdf

Visit Trinidad

visittrinidadcolorado.com

Trinidad & Las Animas County Chamber of Commerce

tlacchamber.org

