



Central City Colorado

PUBLIC WORKS DIRECTOR

\$130,316 - \$175,928

Plus Excellent Benefits

Apply by

October 11, 2026

(First Review, Open Until Filled)

PROTHMAN



THE COMMUNITY



Located 38 miles west of Denver in Gilpin County, Central City is one of Colorado's most historic mountain communities. Set high in the Rocky Mountains and encompassing approximately one square mile,

the City holds designation as a National Historic Landmark District, a distinction shared by only a small number of communities nationwide. Founded during the 1859 Pike's Peak Gold Rush and long known as "The Richest Square Mile on Earth," Central City's identity remains closely tied to its mining heritage, reflected in the preserved buildings, brick streets, cultural landmarks, and mountain setting that continue to define the community.



Life in Central City is shaped equally by the mountains and the region's rich history. At an elevation of 8,500 feet, residents enjoy clear alpine air, walkable historic streets, and direct access to the Arapaho and Roosevelt National Forests. World-class skiing at Eldora, Winter Park, and Loveland is within an hour, and Rocky Mountain National Park, the Continental Divide, and the rivers of the high country are all easily accessible. Denver and Denver International Airport are a straightforward drive down the canyon, providing convenient connections to the broader Front Range and beyond.

The community is small, close-knit, and deeply proud of its heritage. The Central City Opera House, in operation since 1878, draws audiences from across the country each summer. The Teller House and its renowned Face on the Barroom Floor, the Gilpin County Museum, working mine tours, historic cemeteries, local galleries, shopping, dining, and year-round events give the City a cultural life well beyond its size. Casinos within the downtown area also support tourism and the local economy throughout the year.



Central City is also a community in motion, focused on renewal, reinvestment, and long-term resilience. The City has established a vision centered on livability, economic vitality, historic preservation, adaptive reuse, infrastructure investment, housing, and responsible growth, while remaining committed to protecting the historic and cultural assets that make Central City unique.

For the next Public Works Director, this creates an opportunity to help shape how Central City grows by guiding the infrastructure, facilities, streets, and services that support both daily life and future development.

THE CITY

With a 2026 General Fund of approximately \$5.8 million and 29.5 employees, Central City operates under a Mayor-Council-Manager form of government, where elected officials set policy and a professional City Manager oversees daily operations and service delivery. The City provides a broad range of municipal services, including administration, finance, human resources, planning and community services, public works, water utilities, fire protection, and law enforcement services.





THE DEPARTMENT

The Public Works Department provides a broad range of highly visible municipal services shaped by Central City's steep terrain, narrow historic rights-of-way, heavy snowfall, freeze-thaw conditions, and seasonal tourism. Responsibilities include streets and rights-of-way, snow and ice control and removal, drainage and stormwater, facilities and grounds, fleet and equipment, permitting and development support, emergency response, ADA Coordination, and capital project administration.

The Department's 2026 adopted budget is approximately \$1.79 million. Additional Public Works-related expenditures are reflected in other governmental funds, including \$60,205 in the Capital Improvement Fund, \$500,000 in the Public Property Development Trust Fund, and \$396,250 in the Hauling Fees Fund.

The current structure of the Department includes the Public Works Director, Public Works Supervisor, fleet and facilities positions, and maintenance employees. The Public Works Supervisor position is currently vacant and is being recruited separately.

The City is also finalizing a Classification and Compensation Plan. Existing maintenance classifications are expected to transition to a Public Works Maintenance Worker I–III series. These changes are expected to affect titles and classification levels rather than staffing levels or reporting relationships, and the incoming Director will be encouraged to provide input as the process moves forward.

THE POSITION

Reporting directly to the City Manager, the Public Works Director manages the Public Works Department and plans, organizes, coordinates, and directs street, drainage, traffic, facilities, fleet, environmental compliance, infrastructure, and related capital improvement activities. The Director supervises the Public Works Supervisor directly, serves as the City's ADA Coordinator or designates a staff member to that role, and serves as a member of the City's Management Team.

The Director establishes priorities and develops both short- and long-term plans; develops and administers departmental budgets; manages capital and maintenance projects; prepares and oversees bids, contracts, and consultant agreements. The Director also reviews plans and permits; coordinates with developers and contractors; and provides reports and recommendations to the City Manager and elected officials. The position also oversees department safety and identifies grant and alternative funding opportunities. This is a working director position in which the successful candidate will balance strategic and administrative leadership with a meaningful presence in the field. During periods of reduced staffing, the Director may work alongside staff on snow and ice operations, emergencies and severe weather, and infrastructure incidents.



This is an opportunity to help shape a newly structured department at an important point in Central City's growth. The next Public Works Director will have meaningful influence over infrastructure priorities, workforce development, capital planning, and day-to-day service delivery while working in a small organization where leadership is visible and the results of the work are readily seen throughout the community.

For a complete list of responsibilities, please review the full job description found [here](#).

OPPORTUNITIES & PRIORITIES

Strengthen the Department and Succession Planning: The City sees an opportunity to bridge workforce generations, strengthen succession planning, and build a cohesive, team-oriented, transparent, and supportive culture. The next Director will be expected to train, coach, and mentor employees, develop staff capacity, establish clear expectations, and strengthen organizational resiliency.

Provide Visible, Engaged Leadership: The Director will need to be available and visible to staff, be regularly present in the field, check on active projects and day-to-day operations, and take the initiative to assess conditions, identify needs, and set priorities. The successful candidate will remain connected to employees and day-to-day operations while providing strong administrative, project, financial, and strategic leadership.

Strengthen Communication and Regional Partnerships: The Director must communicate effectively with the City Manager and Council members as directed, with City counterparts and support staff, and with Public Works employees. The position offers an opportunity to strengthen relationships with the State, County, neighboring jurisdictions, districts, contractors, consultants, and external partners.

Prepare for Growth and Organizational Transition: Central City anticipates significant growth and development over the coming years, including the potential for a large casino development, new residential development, broader infrastructure needs, and a future fire station. At the same time, the City is transitioning from a historically limited and financially restrictive environment toward one anticipating greater investment and expansion of City personnel. The Director will help establish priorities, align resources with future needs, and ensure Public Works services and infrastructure can scale thoughtfully with the community.



THE IDEAL CANDIDATE

Central City is seeking an experienced public works professional with strong knowledge of civil engineering principles and practices and demonstrated experience in personnel leadership, professional development, project management, strategic planning, infrastructure prioritization, budgeting, capital management, RFP and contract processes, and grant writing and administration. The ideal candidate will also understand the city, county, state, and federal laws, regulations, standards, and compliance requirements affecting municipal public works.

The successful candidate will be collaborative, visible, proactive, and accountable. This person should be comfortable moving between the office and field, identifying potential problems, presenting viable solutions, establishing priorities, and building a healthy, productive, team-oriented culture. Experience training, coaching, and mentoring employees will be important as the City strengthens succession planning and workforce resiliency. Strong written and verbal communication skills are essential. The Director must prepare professional reports, plans, memoranda, correspondence, personnel documentation, and recommendations and communicate effectively with employees, the City Manager, elected officials, residents, contractors, consultants, agencies, and regional partners.

EDUCATION & EXPERIENCE

- A bachelor's degree in civil engineering, public administration, business administration, or a related field is required, together with a minimum of five (5) years of experience in a comprehensive public works program, including experience in the administration and management of the materials and personnel necessary for the development and maintenance of a public works system. A minimum of three (3) years of supervisory experience is also required. An equivalent combination of education, training, and experience may be considered.
- The successful candidate must possess a valid Colorado driver's license with a safe driving record and must obtain and maintain a Colorado CDL Class B with airbrake and tanker endorsements within one (1) year of employment. ADA Coordinator training must also be completed within one (1) year. ADA Coordinator Certification is preferred, as is registration as a Professional Engineer in Colorado.

Necessary Knowledge, Skills, and Abilities:

- Comprehensive knowledge of municipal public works operations, including streets and rights-of-way, drainage and stormwater, snow and ice operations, facilities, fleet and equipment, infrastructure maintenance, and capital planning.
- Thorough understanding of applicable city, county, state, and federal laws, regulations, codes, and compliance requirements, including environmental, safety, and accessibility requirements affecting public works.
- Strong project, budget, financial, capital, contract, procurement, and grant administration skills.
- Ability to interpret engineering plans, specifications, technical reports, permit requirements, ordinances, and operational information and translate them into recommendations and priorities.
- Demonstrated ability to lead, coach, mentor, and develop employees while strengthening teamwork, professional development, succession planning, and organizational resiliency.
- Ability to build effective working relationships across departments and with contractors, consultants, developers, regional agencies, neighboring jurisdictions, residents, and businesses.

COMPENSATION & BENEFITS

- **\$130,316 - \$175,928 DOQ**
- 100% City-paid medical, dental, and vision premiums for employees and dependents.
- City-paid long-term disability and life insurance.
- Employee Assistance Program.
- Approximately 120 hours of vacation and 96 hours of sick leave annually, with increased vacation accrual to 156 hours annually after five (5) years.
- City match of up to 5% for employee contributions on both a 401(a) Governmental Money Purchase Plan and a 457(b) Deferred Compensation Plan, for a combined City match of up to 10%.
- 15 paid holidays annually, including one personal holiday.
- City-paid job training and certification renewal costs.
- Most positions operate on a four-day, 10-hour schedule, subject to staffing levels during required on-call, emergency, snow, and special-event coverage.
- Reasonable relocation assistance available.

To learn more about
Central City and the local
community, please visit:

centralcity.colorado.gov
www.visitcentralcity.com



**Central City
Colorado**

Central City is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **October 11, 2026** (first review, open until filled). Applications, supplemental questions, resumes and cover letters will only be accepted electronically. To **apply online**, go to **www.prothman.com** and click on "Open Recruitments", select "**Central City, CO – Public Works Director**" and click "**Apply Online**," or click [here](#). Resumes, cover letters, and supplemental questions can be uploaded once you have logged in.



www.prothman.com

206.368.0050