



TOWN MANAGER

Rangely, Colorado

THE COMMUNITY

Tucked into the high desert of Northwest Colorado and surrounded by the scenic Book Cliffs Mountain Range, the Town of Rangely, Colorado, offers a lifestyle defined by a relaxed pace, strong family values, and a deep appreciation for the outdoors.

The Rio Blanco County community's identity was shaped by the discovery of oil in the Weber formation in the early 20th century. This discovery led to a booming oil industry, which continues to be a critical economic contributor to the town today. Incorporated in 1947, Rangely has evolved from an oil camp to a peaceful community that treasures its history, natural beauty, and supportive, neighborly spirit. Today's residents come from all walks of life, a population of roughly 2,400 that includes families, longtime locals, and newcomers drawn to Rangely's wide-open spaces and tight-knit community.

Living in Rangely means having nature's playground right out your back door. Incredible opportunities for outdoor enthusiasts include the Wagon Wheel OHV Trails and the state's only natural rock-crawling park, as well as the White River and Kenney Reservoir, where residents enjoy fishing, boating, and stargazing under some of the darkest skies in Colorado. Located on the Dinosaur Diamond Scenic Byway, the 4.30-square-mile town is only 20 miles from Dinosaur National Monument and less than 8 miles from the Canyon Pintado National Historic District.

Rangely also boasts unique cultural attractions, such as The TANK Center for Sonic Arts — a remarkable venue for sound and music — The Outdoor Museum, celebrating the community's history, and the Rangely Automotive Museum, featuring classic cars. With a low cost of living, no traffic, and access to 1GB fiber-optic internet, Rangely provides the benefits of modern connectivity in a quiet, scenic setting.

Community life in Rangely is enriched by local festivals and events. Residents and visitors alike enjoy annual traditions like the Crab Crack, ROAR (Rangely's OHV Adventure Rally), Butch Cassidy Days, and the town's 4th of July celebration. SeptemberFest, OctoberFest, and ChristmasFest bring seasonal joy, while the Polar Plunge in winter is a community favorite. Weekly gatherings like the farmers market

provide opportunities to connect, shop locally, and celebrate the region's best.

Local amenities include Rangely District Hospital, a full-service facility with a medical clinic, dental office, and pharmacy, ensuring residents have essential healthcare close to home. While shopping needs and a mix of locally owned restaurants are available in town, major shopping, dining, and additional services are within a scenic 45-minute drive in Vernal, Utah.

Education is a cornerstone of the community, with Rangely School District RE4 serving around 500 students from preschool through high school. The town is also home to Rangely Christian Academy, for those searching for a private education option, and Colorado Northwestern Community College, which offers a range of programs, including a notable flight program at the Rangely Airport.

For those who appreciate a quieter, community-oriented lifestyle surrounded by natural beauty, Rangely is a hidden gem. With 300 days of sunshine, hundreds of miles of trails, and a welcoming, supportive atmosphere, it's an ideal place to call home for those seeking a small-town vibe with boundless outdoor adventure.

The median household income in Rangely is \$70,360, and the median home lists for about \$209,500.



TOP EMPLOYERS

Colorado Northwestern Community College

Rangely District Hospital

Rangely RE4 School District

Deserado Coal Mine

Utah Gas Company

Scout Energy

Big D's Pumping

Urie Trucking



GOVERNANCE & ORGANIZATION

Rangely is a Statutory Municipality and the only incorporated community in the western part of Rio Blanco County. A code community with a mayor-council form of government, the town has a governing body of seven individuals. The mayor is elected at large for two-year terms, limited to three terms, while trustees are elected for four-year terms, limited to two terms.

In addition to Administration, the Town’s team of 38 employees staff the Gas Department, Water and Waste Water Department, Police Department, Public Works, and Building and Grounds. The Town Manager provides day-to-day direction. Elected leaders also appoint members to the Rangely Development Association, Rangely Development Corporation, Rangely Historic Preservation Board, Dark Skies Board, and Planning & Zoning Commission.

The organization has an annual budget of \$8.3 million in operating expenses and \$5.14 million in capital projects this year. Rangely has a sales tax rate of 3.6% and a property tax of 10 mils.

Our Mission

To develop and grow as a choice rural community where opportunities for economic prosperity are promoted to foster a thriving, sustainable economy for current and future generations.

Our Vision

To continue to be a safe, enjoyable community where residents work and raise their families among neighbors who care.

Our Values

Strong family values, strong love for the community, strong support for each other in a tight knit, conservative community.

ABOUT THE POSITION

Responsible for providing leadership, accountability, and fiscal responsibility to the organization, the incoming Town Manager will lead Rangely's daily operations and translate the council's vision and goals into budgetary and operational priorities.

Reporting to the Town Council, the position oversees Rangely's team of nearly 40 employees and \$13.44 million budget; implements the Town Council policies; supports appointed and elected leaders in long-range planning efforts; responds quickly and effectively to community issues; and represents the organization in local and regional associations and partnerships.

The position also guards the Town's image and reputation, coordinates the exchange of information within and beyond the organization, and establishes a collaborative work environment focusing on customer service and innovation that builds upon the council's priorities, momentum, and success.

In addition to the Town Council and various appointed boards, the selected candidate will work closely with the Associated Governments of Northwest Colorado and Northwest Colorado Development Council.

TOWN MANAGER MISSION

The Town Manager's Office sets the standards for the Town organization to provide quality services to the public, ensuring that the commitment to citizens and Core Community Values established by the Town Council are met.





OPPORTUNITIES & CHALLENGES

Rangely's new Town Manager will want to focus first on getting to know the community, from the Town Council and staff to business and civic leaders and the general public. Those connections will be integral to success in facing the challenges and opportunities of the future, including:

- **Heavy regulation** of fossil fuels within the state and the country, which has limited job creation. Creating a transitioning economy promoting economic growth and diversity is critical to Rangely's future.
- **Housing** is also a challenging issue for the community and those looking to move to Rangely. Town leaders hope to attract new, diverse developments to accommodate Rangely's growth.
- **Ongoing revenue** to support capital projects is an ongoing concern as the Town balances fiscal sustainability with the needs and desires of the community. The selected candidate will seek new revenue streams and offer innovative ideas to keep Town projects moving forward.
- **Capital projects** on the horizon include investments in housing, a walk/bike trail, and critical infrastructure. The new hire will help oversee these projects and continue planning for short- and long-term needs.

IDEAL CANDIDATE

The Town of Rangely, Colorado, is seeking a dedicated and adaptable Town Manager with strong communication skills, financial insight, and a deep appreciation for the values and lifestyle of a rural, close-knit community.

The right person for this role will have solid project management skills, keeping grants and projects on schedule and within budget. Strong organizational and time management abilities are essential to efficiently managing the diverse responsibilities of the position. A willingness to learn from experience, provide constructive feedback, and seek continuous improvement will contribute to a culture of growth and adaptability within the organization's operations.

Ethics and integrity are non-negotiable qualities, as the selected candidate will be responsible for making value-based, financially sound decisions in the best interest of Rangely. Effective negotiation skills are also crucial, as this role often involves resolving complex and sensitive issues. The new hire will bring experience in negotiation and an approach that balances assertiveness with respect for differing perspectives.

Financial management expertise is vital, including the ability to create and manage budgets with a problem-solving mindset to address challenges as they arise. The Town Manager will demonstrate strong leadership, facilitating conversations between departments and promoting teamwork even when projects are delayed or funding is limited. In a small community like Rangely, staff members wear multiple hats, and the Town Manager is no exception; they must lead by example, supporting a collaborative and team-oriented approach to ensure the success of shared initiatives.

The ideal candidate will also be able to effectively communicate across all levels of the town's operations, engaging department heads, the Town Council, and the community at large. They should feel confident presenting, writing articles for the local newspaper, and leading public discussions while listening carefully to the opinions and suggestions of council members, employees, and long-term community members with deep ties to the area. An understanding of Rangely's roots in the oil and gas industry and an appreciation for the lifestyle of a conservative, rural community will be essential to building trust and fostering positive relationships.

EDUCATION & EXPERIENCE

This position requires a bachelor's degree, preferably in accounting or business, and candidates should have one to three years of relevant experience. That said, any combination of education, experience, and training that would provide the candidate with the required knowledge and skills for this position may be considered.

Please note that the selected candidate will be required to establish residency in the community.





COMPENSATION & BENEFITS

The Town of Rangely is offering a starting salary range of \$105,000 to \$125,000 for this position, depending on experience and qualifications.

The organization also boasts a comprehensive benefits package, including health, dental, vision, and life insurance; a mix of vacation, sick, personal, jury, funeral, and military leave; and nine paid holidays. Employees also receive free admission to the Western Rio Blanco Recreation District, membership to the Rio Blanco Federal Credit Union, and may be eligible for tuition reimbursement. This position will additionally be provided with a cell phone or stipend.

For retirement, the Town provides a 401(k) plan featuring an employee contribution of 5% and a 5% employer match, fully vested after six years, as well as a 457 deferred compensation plan.

APPLICATION PROCESS

For more information, or to submit your resume for consideration, you may contact Marybel Cox, Clerk/Treasurer at marybelc@rangelyco.gov.

The deadline for submitting resumes is January 31, 2025. All applicants will be contacted no later than February 7, 2025. The interview process will be completed during February 2025.

The Town of Rangely, Colorado, is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists will be subject to a comprehensive background check.

RESOURCES

Town of Rangely
townofrangely.colorado.gov

Discover Rangely
discoverrangely.com

Rangely Chamber of Commerce
rangelychamber.com

[Promotional Video](#)

