



# ROAD AND BRIDGE SUPERINTENDENT

**\$91,397 - \$102,927**

*Plus Excellent Benefits*

*Apply by*

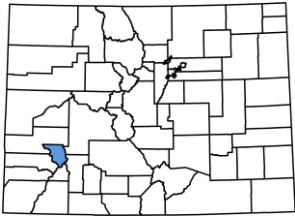
**February 21, 2021**

*(First Review, Open Until Filled)*

**PROTHMAN**



**OURAY COUNTY, COLORADO**



Ouray County lies in southwest Colorado and encompasses a diverse landscape, including the headwaters of the Uncompahgre River in the high country of the San

Juan Mountains, the broad mesas of the Uncompahgre Plateau region, and the valley of the Uncompahgre River. The county covers 542 square miles, has a population of approximately 4,800 residents, and has two incorporated municipalities: The City of Ouray and the Town of Ridgway. Visitors from around the world are drawn to Ouray County for its history, natural beauty, and variety of outdoor activities. The quality of Ouray County is unmatched anywhere else in the world. The County's unparalleled scenery, numerous historic buildings, wide range of affordable and comfortable lodging, unique artisan shops and galleries, diverse restaurants, and countless recreational opportunities available year-round keep visitors coming back and residents continually enjoying the gem that is Ouray County.

The City of Ouray, the county seat, is known as the "Switzerland of America" due to the snow-capped San Juan Mountains rising on three and a half sides of the City. The City was named after Chief Ouray of the Ute Indians and was established by miners looking for silver and gold. In 1875, Ouray had more than thirty active gold and silver mines, which still play a part in the region's history today. While active mining operations and agriculture remain a vital and active part of life in Ouray County, tourism now forms the basis of its economy. The mountains and canyons surrounding Ouray are filled with some of the West's most unforgettable scenery. The region is known as "The Jeeping Capital of the World" due to its extreme high mountain passes and rugged winding roads which bring adventurers to flower-filled meadows and scenic valleys. It is also known for its Ice Park, which brings ice climbers from around the world to partake in this extreme sport. Residents and visitors can also experience world-class climbing, backcountry and cross-country skiing, and snowshoeing or visit the famous, sulfur-free Ouray Hot Springs Pool that offers nearly one-million gallons of naturally heated water that is enjoyable in any season.



To the north of Ouray in central Ouray County, the Town of Ridgway is known as a welcoming, community-minded rural town with charismatic energy, situated in a beautiful mountain valley. The town served as the headquarters of the world-famous Rio Grande Southern narrow-gauge railroad which served the area's rich silver and gold mines, ranches, and farms. Today local museums and events preserve the history of the now defunct railroad and the heritage of traditional ranching lifestyles. The few remaining pastures surrounded by public lands and wilderness provide picturesque habitat for an amazing wildlife presence, from the elk and deer to the diverse birds and bald eagles. Ridgway also offers trails for walkers, hikers and bikers, excellent fishing opportunities, and snow sports that are enjoyed several months out of the year. For those looking to stay indoors, the town's lively music and theater scene provides weekly afternoon and evening entertainment, and local restaurants provide diverse menus with fresh, locally sourced ingredients and creative dishes.



**THE COUNTY**

Ouray County operates with 67 FTEs on a 2020 total budget of \$18,562,616. The County operates under the direction of a 3-member Board of County Commissioners, each elected to one of three districts. The Board hires a County Administrator who directs the day-to-day operations of Ouray County government. Departments of the County include Administrator, Assessor, Attorney, Clerk & Recorder, Coroner, District Attorney, Emergency Management, Emergency Medical Services, Fairgrounds and 4-H Event Center, Finance, GIS, Human Resources, Information Technology, Land Use & Planning, Maintenance, Public Health, Public Trustee, Road & Bridge, Sheriff, Social Services, Treasurer, and Weed Control.

**THE DEPARTMENT & POSITION**

Operating with 15 FTEs on a 2020 budget of \$2,664,109, the Department employs 10 Equipment Operators, 2 mechanics, 1 Administrative Assistant, 1 Road Foreman and 1 Road Superintendent for a total of 15 people. The Road and Bridge Department is responsible for constructing, maintaining, and snow plowing roads in Ouray County, and all facets of road maintenance, repair, and improvements, including high mountain pass snow removal. The Department's crews maintain over 300 miles of diverse roadways ranging in elevation from 6,000 to 13,114 feet, from 4WD roads in the southern end of the County to highly traveled dirt and gravel roads on Log Hill Mesa.



Under the direction of the County Administrator, the Road and Bridge Superintendent oversees the operations of the Road and Bridge Department and Repair Shop for Ouray County. The Road and Bridge Superintendent plans, administers, and schedules road improvement and maintenance projects, directs all maintenance activities including vehicle maintenance and snow/ice removal, and is responsible for D.O.T. compliance and M.S.H.A compliance and training for all employees. For a full job description, please view the attachment found [here](#).

**OPPORTUNITIES & CHALLENGES**

**Limited Funding:** Efforts have been made to improve segments of County Roads, though the County Road system lacks sufficient funding to fully implement the proposed County Road Plan. The County is working towards continuing to improve key roads within the departments plan as appropriated.

**Needs Assessment Near Completion:** In 2015, Ouray County conducted a Needs Assessment for the Road & Bridge Department in an effort to shift the department from stretching its resources to a department that is more strategic and cost effective in achieving Road & Bridge goals. To date, the majority of the recommendations have been implemented and the Department is operating in a more cost-effective, efficient manner. The County is beginning to implement the County Road Plan, which is the last item on the checklist to achieving the established Road & Bridge goals.

**Local Housing:** Local housing attainability is a challenge within the Ouray County boundaries, as the region is exceptionally beautiful and desirable, and continuing to grow in population and yearly visitors.



**IDEAL CANDIDATE**

**Education & Experience:**

An associates degree or bachelor’s degree in business or a construction related field is required, along with ten (10) years of increasingly responsible supervisory experience and administrative work experience in road maintenance, construction, public works, heavy equipment operations and maintenance. Any combination of education and experience that allows the candidate to successfully perform the job duties will be considered. Candidates must possess a valid driver’s license. A CDL, Class A, with air and tanker endorsement is preferred.

**Necessary Knowledge, Skills & Abilities:**

- Broad working knowledge of the principles, practices, and techniques of mechanized heavy equipment common to road construction, maintenance, and repair.
- Knowledge of the hazards and safety precautions common to mechanized heavy equipment operation.
- Working knowledge of the principles, practices, and techniques of road construction, maintenance, and repair.
- Ability to read, analyze, and interpret general business periodicals, professional journals, technical procedures, and governmental regulations.
- Ability to write reports, business correspondence, and procedure manuals. Ability to effectively present information and respond to questions from groups of managers, clients, customers, and the public.
- Ability to work with mathematical concepts such as probability and statistical inference, and fundamentals of plane and solid geometry and trigonometry. Ability to apply concepts such as fractions, percentages, ratios, and proportions to practical situations.

- Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists. Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form.
- Skilled in the operation of a wide variety of heavy equipment as assigned. Ability to learn the operation and the use of all types of mechanized equipment common to Road Department operations.

**COMPENSATION & BENEFITS**

- **\$91,397 - \$102,927 DOQ**
- Health Insurance (covers the premium for the employee)
- Life Insurance (covers \$10,000 for the employee) - additional coverage can be purchased.
- Offers Dental and Vision insurance
- Offers ancillary coverage options like Cancer insurance, Accident Insurance, Additional Life Insurance, etc.
- Retirement (5% paid for by employee and matched by the County at 5%)
- Offers the ability to participate in a 457 Deferred Compensation Plan
- Nine to ten paid holidays annually
- Vacation accrual and leave
- Personal Leave
- Sick Leave



**For more information, please visit:  
[www.ouraycountyco.gov](http://www.ouraycountyco.gov)**

Ouray County is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **February 21, 2021** (first review, open until filled). Applications will only be accepted electronically. To **apply online**, go to [www.prothman.com](http://www.prothman.com) and click on "**Open Recruitments**" followed by "**Road and Bridge Superintendent – Ouray County, CO**" and follow the directions provided, or please [click here](#). Page 1 top right photo provided by Ouray County via Lora Slawitschka.



**[www.prothman.com](http://www.prothman.com)**

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