State: Colorado
Community Name: City of Walsenburg
Population Size: 3030
Percentage of Residents Above Age 60: 35
Community Structure: City
Other:
Community Type: Small Town, Rural
Elected Official Signing the Letter of Commitment
Name: Brian Laland
Title: Mayor
Office Mailing Address: 525 South Albert Avenue, Walsenburg, CO, 81089
Community Contact Name: Dustin Stambaugh
Email:
Position: City Administrator
Telephone:
Role:
(a) There is hereby created and established the position and office of City Administrator of the City. (b) The purposes of the office of the City Administrator is to provide the centralization of the administrative responsibilities of the City, to be the administrative head of the City government under the direction and control of the Mayor and City Council and to be responsible to the Mayor and City Council for the efficient and effective conduct of the office. (c) The City Administrator shall be appointed by a majority of the City Council, including the Mayor. The City Administrator shall be appointed on the basis of training, experience and merit alone, and need not be a resident of the City or the State when appointed. The City Administrator shall devote full time to the diligent prosecution of the office and shall have no other employment without the express consent of the City Council. (d) The City Administrator shall serve for an indefinite term, shall serve at the pleasure of the Mayor and City Council and may be removed by a majority vote of the entire City Council and the Mayor. (e) The City Administrator shall be compensated for services as the Mayor and City Council may from time to time determine. (f) The City Administrator shall report to and be responsible to the Mayor and City Council. (g) The office shall be considered a professional position. No elected official of the City shall be appointed City Administrator during the term of office for
which the person was elected nor within one year thereafter.(h) Following appointment to the office of City Administrator, the City Administrator shall become a resident of the City within 90 days and shall maintain said residency during the term of office.(i) The City Administrator shall be the chief administrative officer of the City government. The duties and authority of the City Administrator shall be:

1. To enforce the laws, ordinances and policies of the City and contracts to which the City is a party;
2. To be responsible to the Mayor and City Council for the efficient administration of all departments of the City;
3. To superintend and generally manage all City departments and their personnel;
4. To superintend and generally manage all City personal property including, but not limited to, appliances, vehicles and equipment used in connection therewith so that the personal property is properly maintained, ready for service and appropriately scheduled for replacement;
5. To superintend and generally manage all City real property and improvements thereon so that the real property and improvements are properly maintained and ready for appropriate use;
6. To prepare and submit to the Mayor and City Council such reports as the Mayor and City Council require including, but not limited to, a report on activities of the City Administrator to be submitted prior to each regular City Council meeting including such information as shall be requested by the Mayor and City Council from time to time;
7. To recommend to the Mayor and City Council the adoption of such measures and policies as the City Administrator deems necessary:
   a. To develop written procedures for administering and executing City policies;
   b. To attend City Council meetings with the right to take part in discussions in an advisory capacity but shall not vote;
8. To recommend an annual budget to the City Council, to administer the budget as finally adopted, and to keep the City Council fully advised at all times as to the financial condition of the City;
9. To establish, subject to approval of the Mayor and City Council, appropriate personnel rules and regulations governing officers and employees of the City including the City Administrator but excluding the City Attorney and Municipal Judge;
10. To administer and be responsible for all departments and divisions of the City which are under the direction of the Mayor and City Council, including, but not limited to, the administration department, public works department, water department, sewer department and the police department. The offices of the City Attorney and Municipal Judge shall be responsible to the Mayor and City Council;
11. To appoint, discipline and remove all officers and employees in the service of the City, except the City Attorney, Municipal Judge and elected officers, pursuant to the City's personnel rules and regulations, state law and federal law;
12. To provide written reviews of the employee performance for each employee not less frequently than annually. Each employee review shall contain both numerical ratings and written comments on various performance categories. Changes in employee compensation shall be approved by the Mayor and City Council based on, but not limited to, such reviews and any other relevant information including the City Administrator's
recommendations;(13)To administer the City’s municipal planning;(14)To seek out City grant opportunities, coordinate grant-writing for the City, obtain all permits and information required to obtain the various grants and loans, and assure proper administration of all grants and loans obtained by or on behalf of the City so as to meet all required schedules;(15)To coordinate and oversee the City’s economic development;(16)To develop and disseminate appropriate public information regarding the City and its various activities;(17)To receive, investigate and respond to public inquiries, complaints and concerns in a tactful, timely and respectful manner that recognizes the dignity of each individual and seeks fair and just resolutions;(18)To receive continuing education so as to keep abreast of current trends in municipal management;(19)To maintain good working relationships with state and federal agencies and their various representatives;(20)To assure that the City remains compliant with state and federal water and waste-water regulations;(21)To perform such other duties as may be prescribed by ordinance, resolution, motion or by direction of the Mayor and by the City Council as a whole.(j)The City Administrator shall nominate a department head or other employee of the City to serve as Acting City Administrator during the temporary disability or absence from the City of the City Administrator. Such nominee, when confirmed and approved by the Mayor and City Council, shall perform all the duties and exercise all the powers of the City Administrator, but shall receive no additional compensation therefore.(k)The Mayor and City Council shall provide the City Administrator with a written review not less than annually providing both numerical ratings and written comments on various performance categories.(l)Neither the Mayor nor any member of the City Council shall in any way interfere with the City Administrator in the exercise of the powers and duties granted by this ordinance. Except for the purpose of inquiry, the Mayor and members of the Board shall deal with the City Administrator solely through the City Board, and neither the Mayor nor any member of the Board shall give orders to any of the subordinates of the City Administrator.(m)Nothing in this Section is to be interpreted so as to impair the responsibility of the Mayor and City Council for the overall operation of the City as required by state law.(n)The greater Walsenburg community is defined, for the purposes of this Section, as that area encompassed by the City limits and that area within three miles of the City limits.(o)The City Administrator shall take up residence within the greater Walsenburg community within six months of commencing employment as City Administrator.(p)The City Administrator shall maintain his or her legal residence within the greater Walsenburg community during his or her tenure as the City Administrator.(q)The City Council shall have the authority to waive the residency requirement set forth in this Section upon the request of the City Administrator for good cause shown.

**Older Adult Involvement:**

Age-Friendly Walsenburg was launched in June of 2021 with a series of all-ages workshops hosted by Ken Chapin that encouraged participants to explore the 8 domains of livability and identify examples of them in our town. Working with the principles of
Appreciative Inquiry and Design Thinking, youngers and olders worked side by side to unearth some of the challenges that we face as a community, identify opportunities for learning across generations, build empathy for each other’s experiences and work together towards creating a community where people of all ages can thrive. We aimed to begin addressing some of the underlying challenges within the 8 domains of livability that are a clear part of our collective experience as an element of launching this initiative. The way we came together simultaneously created greater awareness of the need for more Respect, Social Inclusion, and Social Participation. Our journey toward addressing these dynamics began with exploring their underlying causes and revealing ways in which we can continue to bridge the gap and strengthen the relationships between generations in our small rural community. With the unanimous support of the Walsenburg City Council, the Mayor, Huerfano County Commissioners, and the Area Agency on Aging, we are currently working with the National Civic League to identify marginalized and underserved populations of older people in our community to ensure that our steering committee and design teams include members from these groups, taking into account the needs of all of our citizens aged 50+ as we move forward with the Age-Friendly planning and process cycle.

**Increasing Collaboration and Coordination:**

We believe that becoming an Age-Friendly Community will mark a turning point in Walsenburg’s narrative and that generations to come will see this as the beginning of a renaissance in rural Southern Colorado with Walsenburg at the forefront of that transformation. We intend to learn from the wisdom of our elders, take lessons from our rich cultural past, and use them as Guidestones in charting our course into the future. We’re also beginning to work with organizational partners who are focused on creating opportunities for our citizens of all ages to come together and celebrate what it means to be a community now, weaving together the interests of all generations in a shared understanding and expression of our collective identity. We will work collectively to integrate the best of our past, present, and ideal futures and serve as a model for how other community agencies and municipal departments can work together. We understand that this will be a monumental undertaking and represent a new focus for our community. As you can imagine, in a community of 3000 people where families have lived for generations we anticipate that there will be differing views on how best to make our town strong and healthy while simultaneously learning what it means to be Age-Friendly. We appreciate that the path forward may look vastly different to many people, some who hold the perspective that ?this is how we’ve always done things? as the prudent and safe way forward while others embrace change and see Walsenburg’s future through a completely different lens. It will be tempting and natural to get locked into an either/or mentality, seeing those with opposing views as wrong. Working with Ken will enable us to leverage what he calls the ?generative tension? between these polarized views and get the best of what each has to offer in moving forward towards our Age-Friendly future.
AARP Team Member Contact Info:

Most Instructive Area of Work:

The types of problems that communities face are by nature, complex, undefined, huge in scope and potential impact, and primarily targeted towards helping people live better lives. These are the types of human-centered problems that Design Thinking is ideally suited to solve. Design Thinking has been successfully employed in many of the most successful global brands and government departments around the world. Rural communities are not generally known to be early adopters of new ideas, technologies, and other leading-edge innovations that make their name in other parts of the country. Design Thinking, for as long as it has been available, now offers us a way to design our way to being an Age-Friendly Community. We are thrilled at the prospect of working in this way and encourage other communities pursuing this designation to consider using this modality as well.

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Website: https://cityofwalsenburg.colorado.gov/
Twitter 2: N/A
Facebook 1: N/A
Facebook 2: Additional Social Media: