



**FACILITIES AND FLEET
MANAGEMENT DIRECTOR**
Arapahoe County, CO

Recruitment Services Provided By





The Opportunity

Arapahoe County seeks an experienced, strategic executive to lead its Facilities and Fleet Management Department. The ideal candidate will have broad leadership experience in facilities management, fleet operations, capital planning and construction, asset management, budgeting, procurement, contracts, safety and regulatory compliance. The successful candidate does not need to be a technical expert in every discipline but must possess sufficient technical knowledge and judgment to effectively lead professionals across both facilities and fleet operations.

About Arapahoe County

Located in the heart of the Denver metropolitan region, Arapahoe County is one of Colorado's most dynamic and diverse counties. Home to thriving businesses, vibrant neighborhoods, top-tier healthcare, and abundant recreational opportunities. Arapahoe County offers an exceptional quality of life for residents, entrepreneurs, and visitors alike.

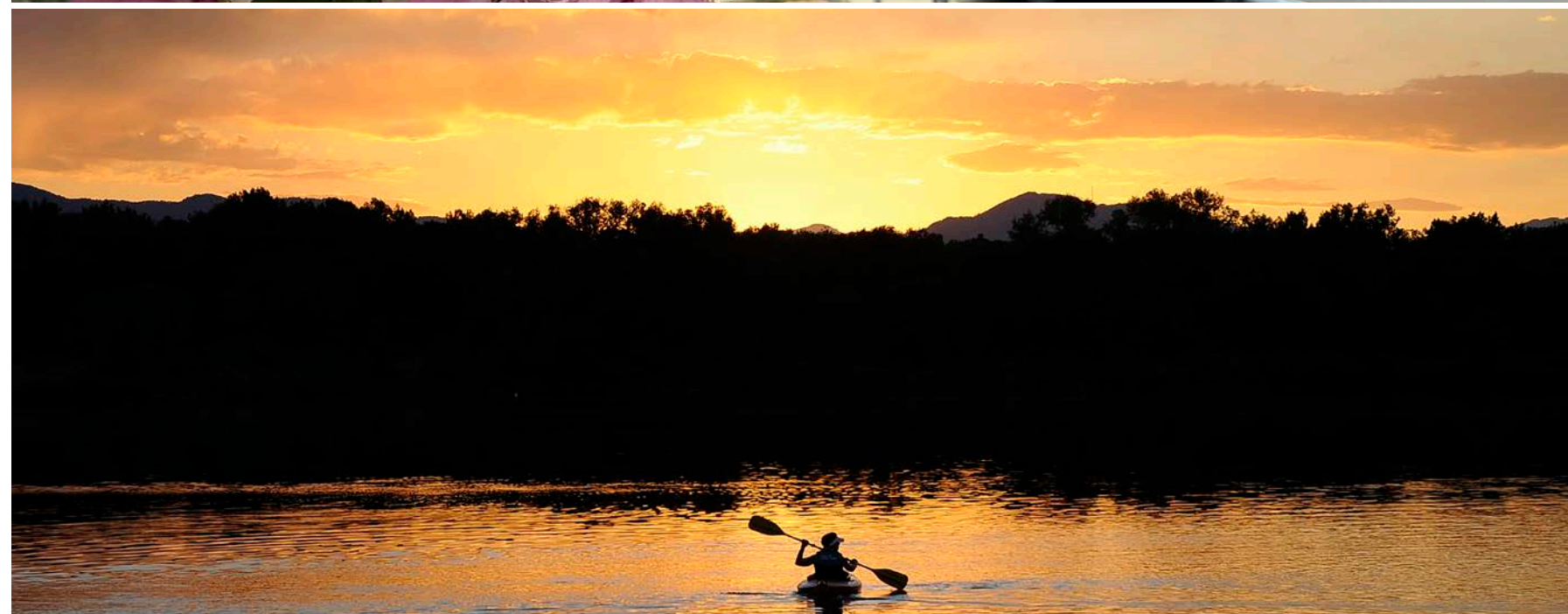
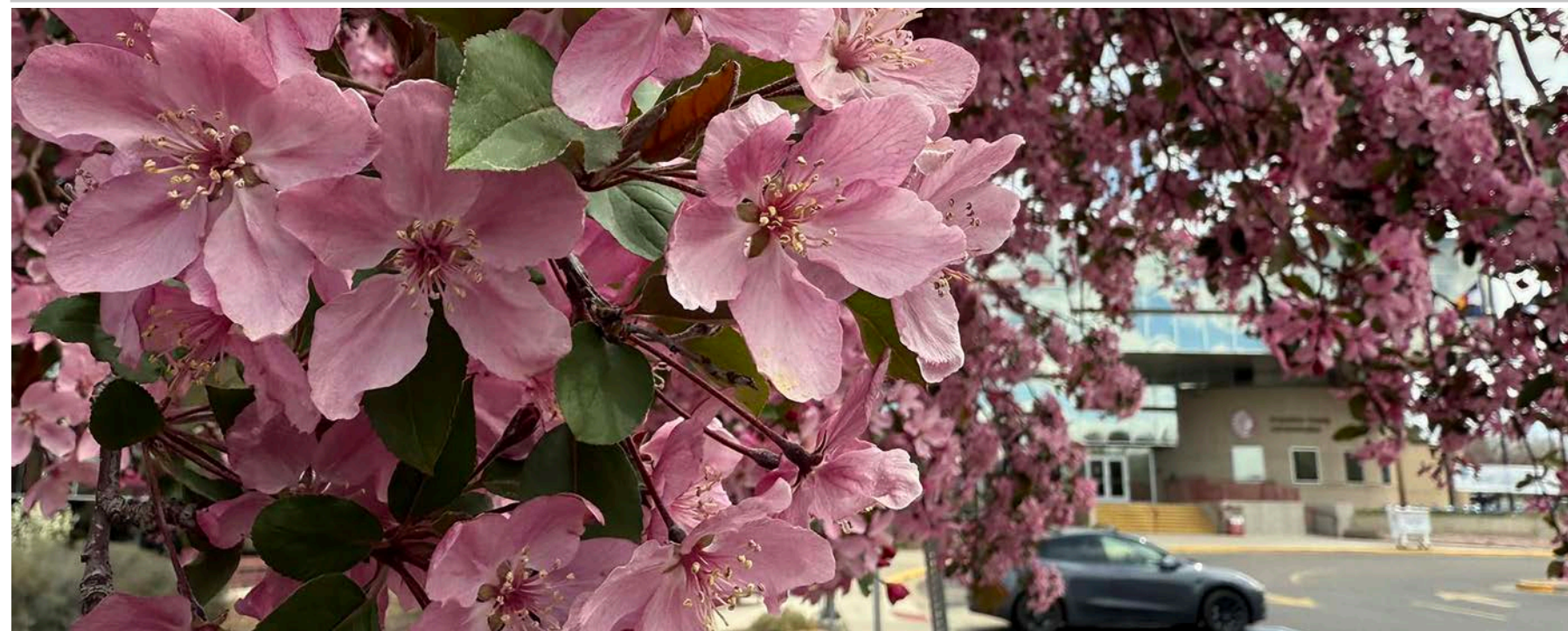
Arapahoe County sits at the center of Colorado's economic engine, providing easy access to downtown Denver, major transportation corridors, and regional destinations. The county includes a mix of urban, suburban, and rural communities, creating opportunities for businesses and families at every stage of growth.

From the vibrant urban energy of Aurora to the family-friendly neighborhoods of Centennial, Littleton, and Englewood, Arapahoe County offers a wide range of communities that reflect Colorado's entrepreneurial spirit and welcoming culture.

Residents enjoy hundreds of miles of trails, scenic open spaces, golf courses, and recreational facilities. Whether exploring the natural beauty of Cherry Creek State Park or enjoying community parks and local events, outdoor adventure is always close to home.

Arapahoe County is dedicated to delivering high-quality public services, supporting public safety, promoting economic development, and fostering a transparent and responsive government. County leaders work collaboratively with residents, businesses, and community organizations to address today's challenges while planning for tomorrow's opportunities.

COLORADO'S FIRST COUNTY, WHERE GOOD THINGS GROW.





County Government

The seat of Arapahoe County is in Littleton, where many county administrative offices are located. Arapahoe County is a constitutional subdivision of the State of Colorado. Unlike cities, it can exercise only those powers granted by the state constitution and state law. The county's governing body is the five-member Arapahoe County Board of County Commissioners.

Commissioners are elected from five districts and serve four-year terms. The board functions as the county's legislative, governing, and administrative authority. The County operates with an \$819 million dollar budget, overseen by 2,755 dedicated employees. Explore the 2026 Arapahoe County budget [here](#).

The Department

The Facilities and Fleet Management Department is responsible for the comprehensive oversight of all county-owned buildings, grounds, vehicles, and equipment with a FY2026 adopted budget of \$32,303,503. This includes planning and administering maintenance, repairs, and improvements to physical structures, ensuring that all facilities operate efficiently and safely, and that they comply with relevant codes and regulations. The department manages building operations, develops maintenance policies, monitors contracts for compliance, and implements energy conservation measures. It also handles property management tasks such as negotiating leases, acquiring and disposing of county properties, and coordinating capital projects to enhance the County's infrastructure.

In addition to the management of 34 facilities and 16 leases constituting over 1.2 million square feet, the team oversees nearly 1,300 pieces of equipment, completes numerous capital projects annually, and manages deferred maintenance projects ranging from \$74k to \$712K. This involves purchasing, scheduling, tracking, maintaining, and repairing vehicles to ensure reliable service and cost-effective operations. Fleet management includes establishing efficient routes, promoting safety, and implementing policies to reduce costs and improve productivity. The department also manages fuel distribution and inventory control and ensures that all vehicles and equipment are maintained according to industry standards. By providing these essential services, the Facilities and Fleet Management department supports the County's operational needs and helps maintain a safe, functional environment for employees and the public.

\$ 32.3M
Operating Budget

115FTE
Employees





The Position

The Director must demonstrate strong financial and operational management, including the ability to establish priorities, manage significant operating and capital resources, use data and performance measures to improve results, and make sound long-term decisions regarding County buildings, vehicles, equipment and other public assets. Equally important is demonstrated success leading through managers, developing employees, creating accountability and building a high-performing service organization.

As a key member of the County's executive leadership team, the Director must possess seasoned judgement, strategic and visionary thinking, strong communication skills, collaboration and teamwork, adaptability and tolerance for ambiguity, integrity, and the ability to influence and build relationships. The individual should be comfortable providing candid professional advice, addressing difficult issues, and working constructively with individuals who may have differing perspectives or priorities.

Of particular importance is the ability to succeed within Arapahoe County's shared-leadership governance structure. The Director reports directly to the five-member Board of County Commissioners and must work collaboratively with peer executives and elected offices without a county manager serving as the central point of authority. The successful candidate will combine technical credibility with executive maturity, demonstrating the ability to operate independently while collaborating effectively, placing

County-wide interests above departmental interests, and building trust with the Board, colleagues, and employees.

Key responsibilities include:

- Supervise staff responsible for building maintenance and operations.
- Develop, implement, and update maintenance policies and programs.
- Monitor contracts and conduct quality inspections for regulatory compliance.
- Negotiate leases and contracts and approve related payments.
- Oversee facility improvements, capital projects, and property transactions.
- Manage deferred maintenance programs and prepare funding proposals.
- Recommend and implement energy conservation measures and policies.
- Operate and maintain the county's fleet and equipment asset management program.
- Establish productivity standards, assign and train staff, and promote safety.
- Direct and review departmental budgets, financial controls, and reporting.

Qualifications

The following are both the minimum and preferred qualifications for the position of Facilities and Fleet Management Director.

Minimum Education and Experience:

- Bachelor's degree in Engineering, Architecture, Urban Planning, or related field.
- 10+ years progressive responsibility requiring the demonstration of leadership skills in Facilities Management.
- 8+ years supervisory/management experience.
- Any equivalent combination of education and work experience that satisfy the requirements of the job will be considered.

Preferred Education and Experience:

- Master's Degree in Business Administration.
- Experience Negotiating and Executing Leases.
- Experience in Fleet Management within the public sector.
- CIP (Capital Improvement Plan) experience.
- Experience operating in a union environment.

Executive Skills, Abilities and Competencies:

- **Communication:** Communicates clearly, proactively, transparently, and consistently across executives, departments, and commissioners.
- **Teamwork:** Contributes to a cohesive leadership system that functions effectively without centralized administrative authority.
- **Leadership:** Leads people, operations, creates/supports the culture of the department/organization, and accepts accountability in a complex public sector environment.
- **Tolerance for Ambiguity:** Functions effectively in evolving, dynamic, or unclear environments.
- **Strategic Thinking:** Advances long-term county priorities while balancing operational, fiscal, and community realities.



Salary & Benefits

The hiring range for the Facilities and Fleet Management Director is dependent on qualifications and experience. Anticipated ranges are listed below:

- **2026 Range:**
Min \$138,967 | Mid \$180,712 | Max \$222,456
- **Anticipated 2027 Range:**
Min \$145,423 | Mid \$189,106 | Max \$232,790
- **Anticipated Hiring Rate:** ~\$170,195

Arapahoe County offers a comprehensive and flexible benefits program designed to support employees' well-being and meet the diverse needs of individuals and their families. Reflecting the County's commitment to fostering a healthy, supported, and engaged workforce, benefits include but are not limited to:

- Medical, Dental, and Vision Insurance
- Flexible Spending Accounts
- Medical Gap plans
- Life and AD&D Insurance
- Disability Insurance
- Retirement Plans
- Paid Vacation, Sick and Holidays





Application & Selection Process

Interested candidates must submit a compelling letter of interest and comprehensive résumé by **Friday, November 6, 2026**, at:

www.mosaicpublic.com/careers

CONFIDENTIAL INQUIRIES ARE WELCOMED TO:

Ms. Julie Baca, Senior Consultant | julie@mosaicpublic.com | (970) 209-0404

The County of Arapahoe is an Equal Opportunity Employer.

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