

SOUTHEAST METRO STORMWATER AUTHORITY
acting by and through
SEMSWA WATER ACTIVITY ENTERPRISE

RESOLUTION 22-19
Selection of New Executive Director

WHEREAS, Paul Danley retired as Executive Director of Southeast Metro Stormwater Authority (SEMSWA), effective June 30, 2022; and

WHEREAS, the SEMSWA Board (Board) authorized the hiring of a firm to provide search support and to assist SEMSWA in the hiring of a new Executive Director; and

WHEREAS, the Board selected CPS HR Consulting as the firm of choice for assisting in the search and filling of the Executive Director position; and

WHEREAS, the Board worked with CPS HR Consulting to establish job search goals for the new Executive Director including a job profile, deadline for applications, requirements for applicants, selection procedures, and a time frame for the hiring process; and

WHEREAS, in addition to the SEMSWA website and legally required internal posting, the Executive Director's position was advertised on the following websites: Colorado Association of Stormwater and Floodplain Managers (CASFM), American Public Works Association – National; American Public Works Association – Colorado Chapter; LinkedIn; and CPS HR Consulting website; and

WHEREAS, as a result of the advertisements, numerous applications were received and considered by CPS HR Consulting who recommended further consideration by the Board of six (6) applicants; and

WHEREAS, the Board Chair reviewed the applications with CPS HR Consulting and selected three (3) candidates; two (2) external applicants and one (1) internal applicant, to be interviewed by the Board; and

WHEREAS, after in-depth interviews of the three (3) applicants on July 14, 2022 by the Board, it was the unanimous consensus of the Board that the best-qualified applicant for the position of Executive Director is Daniel Olsen; and

WHEREAS, public notice of the finalist for the position of Executive Director will be posted for fourteen days (July 18, 2022, through July 31, 2022), pursuant to 24-6-402(3.5) CRS; and

WHEREAS, the Board authorized the Board Chair, due to his prior involvement in the search for a new Executive Director, to negotiate the at will contract details with Daniel Olsen with regard to salary and benefits in his new position as Executive Director, within the parameters established by the Board; and

WHEREAS, the Board Chair has reported to the Board that Daniel Olsen has agreed to the financial negotiated details of his employment within the parameters established by the Board, and which were shared with the Board during an executive session on July 20, 2022; and

WHEREAS, the financial details of Mr. Olsen's employment will be set forth in an *Executive Director Employment Agreement* the form of which has been used for prior Executive Directors.

NOW, THEREFORE, BE IT RESOLVED THAT:

1. The Board authorizes the Board Chair to enter into an employment contract with Daniel Olsen on August 1, 2022 as Executive Director of Southeast Metro Stormwater Authority effective August 1, 2022.
2. Such employment shall be at will.

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Date: July 20, 2022

ATTEST:

Secretary

Chairperson

APPROVED AS TO FORM:
Attorney for
Southeast Metro Stormwater Authority

By _____
Edward J. Krisor