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May 27, 2015

Board approves new four-year contract with Town Administrator

The Estes Park Town Board unanimously approved a new four-year contract with Town Administrator Frank Lancaster at its May 26 meeting. Mayor Bill Pinkham noted, "Over the past three years, Frank has provided solid leadership for the Town staff and community in the face of real adversity including responses to fires, a flood, economic uncertainty, recovery and growth." On behalf of the board, Pinkham continued, "We appreciate Frank's proven dedication to serving Estes Park, and he has our solid support as we move into the future."

Lancaster's contract adoption was preceded by an annual review of his performance by the Town Board. Pinkham noted, "Frank's performance speaks for itself, and several of the board's observations underscore how fortunate we are to have him in the role of Town Administrator."

- Excellent leadership during emergency responses and recovery
- Partnership-oriented, community-minded
- Fiscally responsible, and aggressive approach to seeking grants
- Focus on continued improvement in Town processes and services
- Excellent communications and relationship with Town Board
- Strategic long-term planning skills
- Respected partner to agencies across Larimer and Weld Counties, and the State of Colorado
- Over 21 years of experience managing local government
- Strong staff development and communication skills

Along with Lancaster's performance review, the board completed a market analysis of compensation for similar executive management positions among public organizations in Larimer County, southern and central Weld County, Boulder County including the U.S. 36 corridor, and Colorado resort communities with seasonality traits similar to those of Estes Park. Based on the market analysis and his performance review, Lancaster's new annual salary is just above the average for Front Range communities at \$155,000. This is his first salary increase since he was hired in 2012. Pinkham noted, "This is an increase of about 15 percent over Frank's initial salary with the Town, which was well below market average." He continued, "The board believes the new salary more accurately reflects his experience, performance, and ever increasing-workload and responsibilities."

END