

ORDINANCE NO. 015, 2019  
OF THE COUNCIL OF THE CITY OF FORT COLLINS  
AMENDING SECTION 2-596 OF THE CODE OF THE CITY OF FORT COLLINS  
AND SETTING THE COMPENSATION OF THE CITY MANAGER

WHEREAS, pursuant to Article III, Section 1 of the City Charter, the City Council is responsible for fixing the compensation of the City Manager; and

WHEREAS, the City is committed to compensating its employees in a manner that is fair, competitive and understandable; and

WHEREAS, the City's pay philosophy is based on total compensation, which includes not only base salary but also deferred compensation payments, vacation and holiday leave, and amounts paid by the City for medical, dental, life and long-term disability insurance; and

WHEREAS, the City Council met with the City Manager to conduct a review and establish next year's goals; and

WHEREAS, the City Council supports a compensation philosophy of paying employees a competitive salary based on established market data, and is adjusting the salary of the City Manager to bring that salary more in line with the appropriate market data; and

WHEREAS, the City's philosophy is to reward performance that meets or exceeds expectations; and

WHEREAS, the City Council believes that the base salary of the City Manager should be established at the amount of \$270,364 effective January 14, 2019, so that the total compensation of the City Manager in 2019 will be \$328,227.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF FORT COLLINS as follows:

Section 1. That the City Council hereby makes and adopts the determinations and findings contained in the recitals set forth above.

Section 2. That Section 2-596 of the Code of the City of Fort Collins is hereby amended to read as follows:

**Sec. 2-596. Salary of the City Manager.**

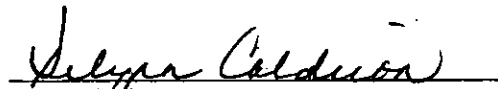
The base salary to be paid the City Manager shall be two hundred seventy thousand, three hundred sixty-four dollars (\$270,364) per annum, payable in biweekly installments. Forty (40) percent of such sum shall be charged to the city electric utility, twenty (20) percent to the city water utility and forty (40) percent to general government expense.

Section 3. That the effective date of the salary adjustment shall be January 14, 2019, to be paid retroactively within a reasonable period of time after this Ordinance becomes final.


Introduced, considered favorably on first reading, and ordered published this 12th day of February, A.D. 2019, and to be presented for final passage on the 19th day of February, A.D. 2019.

  
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Mayor

ATTEST:

  
\_\_\_\_\_  
City Clerk

Passed and adopted on final reading on the 19th day of February, A.D. 2019.

  
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Mayor

ATTEST:

  
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City Clerk