

RESOLUTION NO. 2020-111
OF THE COUNCIL OF THE CITY OF FORT COLLINS
ACKNOWLEDGING COMPLIANCE WITH ESTABLISHED PERFORMANCE REVIEW,
GOAL SETTING AND COMPENSATION SETTING PROCESS FOR THE CITY
MANAGER, CITY ATTORNEY AND CHIEF JUDGE

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, pursuant to Article VI, Section 1 of the City Charter, the City Council is responsible for fixing the compensation of the City Attorney; and

WHEREAS, pursuant to Article VII, Section 1 of the City Charter, the City Council is responsible for fixing the compensation of the Chief Judge of the municipal court; and

WHEREAS, the City Manager's employment agreement requires the City Council to review and evaluate the performance of the City Manager at least once annually and further requires the City Council and the City Manager to annually define goals and performance objectives and reduce them to writing; and

WHEREAS, the City Attorney's employment agreement does not discuss a performance review obligation; and

WHEREAS, the Chief Judge's employment agreement requires the City Council, in consultation with the Chief Judge, to fix any terms and conditions of employment as it may determine from time to time, relating to the performance of the Employee; and

WHEREAS, on October 1, 2019, the City Council considered and approved Resolution No. 2019-099 adopting an updated process for City Council evaluation of the performance of the City Manager, the City Attorney and the Chief Judge and establishing benchmark cities; and

WHEREAS, on November 10, 2020, the City Council met with the City Manager, the City Attorney and the Chief Judge to conduct a performance review and establish 2021 goals and performance objectives; and

WHEREAS, due to the significant economic downturn caused by the COVID-19 pandemic, City staff intends to submit a pay plan for classified employees that maintains employee pay at 2020 levels for the 2021 calendar year, except as otherwise required by existing agreements; and

WHEREAS, prior to November 2020, the City Manager, the City Attorney and the Chief Judge indicated that in light of the City staff's anticipated recommendation to City Council to maintain employee pay at 2020 levels for the 2021 calendar year, they are not interested in pay increases for 2021; and

WHEREAS, due to the significant economic downturn and City staff's intention to submit a pay plan that maintains employee pay at 2020 levels for the 2021 calendar year, the City Council

believes that the annual compensation of the City Manager, City Attorney and Chief Judge should not be adjusted for 2021.

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

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

Section 2. That the annual compensation of the City Manager, the City Attorney and the Chief Judge shall remain as set out in Fort Collins Municipal Code Section 2-596, Section 2-581, and Section 2-606.

Passed and adopted at a regular meeting of the Council of the City of Fort Collins this 1st day of December, A.D. 2020.



Mayor

ATTEST:



City Clerk

