

RESOLUTION 2021-094  
OF THE COUNCIL OF THE CITY OF FORT COLLINS  
ESTABLISHING A NEW STANDING COUNCIL COMMITTEE KNOWN AS  
THE COMPENSATION POLICY COMMITTEE

WHEREAS, City Council is committed to compensating their employees in a manner that is market-based, competitive, and understandable; and

WHEREAS, as an employer, the City Council's goal is to attract, retain, engage, develop and reward diverse and highly-qualified employees to those positions that report directly to the City Council; and

WHEREAS, in 2019 Council established a temporary Ad Hoc Direct Reports Compensation Committee to review and discuss processes and practices related to performance management and total compensation for those positions that report directly to the City Council; and

WHEREAS, the purpose of the ad hoc committee was to review the market definition, benchmark cities, data collection and analysis methodology regarding salary, retirement, vacation and other aspects of total compensation for the Council direct report employees; and

WHEREAS, from time to time the City Manager seeks Council policy input regarding high-level total compensation policy matters for the City organization, particularly with respect to matters that bear directly on budgetary and financial decisions of the Council; and

WHEREAS, in addition to the foregoing, Councilmembers have also expressed a desire to learn more about the comparative market for and evaluate the compensation paid under the City Charter to members of Council; and

WHEREAS, because there are many options and considerations in reviewing these topics, City Council desires to establish a standing Council committee to review, discuss and recommend related actions to Council.

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

Section 1. That the City Council hereby establishes a standing Compensation Policy Committee to have the following responsibilities:

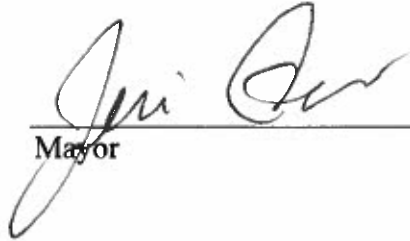
- a. To review, discuss and recommend a compensation strategy including the market definition, benchmark cities, data collection and analysis methodology regarding salary, retirement, vacation and other aspects of compensation to be applied to Council's direct report employees.
- b. To provide policy input to the City Manager and make recommendations to Council related to high-level total compensation policy matters for the City organization,

particularly with respect to matters that bear directly on budgetary and financial decisions of the Council.


- c. To gather information, review and make recommendations to Council regarding the comparative market for councilmember compensation and evaluate possible changes to the compensation paid under the City Charter to members of Council.

Section 2. That the City Council hereby appoints Susan Gutowsky, Julie Pignataro and Shirley Peel to the Compensation Policy Committee.

Passed and adopted at a regular meeting of the Council of the City of Fort Collins this 5th day of October, A.D. 2021.

  
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Mayor

ATTEST:

  
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Interim City Clerk

