

**AGENDA ITEM SUMMARY**

December 3, 2013

City Council

**STAFF**

Janet Miller, Human Resources Director  
 Tamara Vega, Compensation Manager

**SUBJECT**

First Reading of Ordinance No. 177, 2013, Amending Section 2-581 of the City Code and Setting the Salary of the City Attorney.

**EXECUTIVE SUMMARY**

City Council met in Executive Session on November 12, 2013 to conduct the performance review of City Attorney Steve Roy. This Ordinance establishes the 2014 salary of the City Attorney.

**STAFF RECOMMENDATION**

Not applicable.

**BACKGROUND / DISCUSSION**

City Council is committed to compensating employees in a manner which is fair, competitive and understandable. The goal as an employer is to attract and retain quality employees and to recognize and reward quality performance.

In order to accomplish this goal the City Council and the City Attorney meet twice a year to discuss performance and set goals for the coming year.

In 2013, the total compensation paid to the City Attorney included the following:

<b>2013 SALARY AND BENEFITS</b>	<b>ANNUAL</b>	<b>NON-MONETARY BENEFITS</b>
Salary	\$ 170,662	Vacation (32.5 days per year)
Medical Insurance	7,800	Holidays (11 days per year)
Dental Insurance	492	
Life Insurance	298	
Long Term Disability	789	
ICMA (457)	5,120	
ICMA (401)	17,066	
<b>Total Monetary Compensation</b>	<b>\$ 202,226</b>	

## ***Agenda Item 23***

Resolution 2012-091, which establishes the process for evaluating the performance of the City Manager, City Attorney, and Municipal Judge, states that any change in compensation for the City Manager, City Attorney and Municipal Judge will be adopted by the Council by ordinance in sufficient time for the change in compensation to take effect as of the first full pay period of the ensuing year. The Ordinance will amend the City Code to reflect City Attorney Roy's 2014 salary.

ORDINANCE NO. 177, 2013  
OF THE COUNCIL OF THE CITY OF FORT COLLINS  
AMENDING SECTION 2-581 OF THE CODE  
OF THE CITY OF FORT COLLINS AND  
SETTING THE SALARY OF THE CITY ATTORNEY

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, the City is committed to compensating its employees in a manner which 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 Attorney 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 Attorney 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 Attorney should be established at the amount of \$\_\_\_\_\_ effective \_\_\_\_\_, 2014, so that the total compensation paid to the City Attorney in 2013 will be in the amount of \$\_\_\_\_\_.

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

Section 1. That Section 2-581 of the Code of the City of Fort Collins is hereby amended to read as follows:

**Sec. 2-581. Salary of the City Attorney.**

The base salary to be paid the City Attorney shall be ~~one hundred seventy thousand six hundred sixty two dollars (\$17,662.)~~ \_\_\_\_\_ per annum, payable in biweekly installments. Sixty (60) percent of such sum shall be charged to general government expense, twenty (20) percent to the city water utility and twenty (20) percent to the city electric utility.

Section 2. That the effective date of the salary adjustment shall be \_\_\_\_\_, 2014.

Introduced, considered favorably on first reading, and ordered published this 3rd day of December, A.D. 2013, and to be presented for final passage on the 17th day of December, A.D. 2013.

\_\_\_\_\_  
Mayor

ATTEST:

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

Passed and adopted on final reading on the 17th day of December, A.D. 2013.

\_\_\_\_\_  
Mayor

ATTEST:

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