

AGENDA ITEM SUMMARY

December 3, 2013

City Council

STAFF

Janet Miller, Human Resources Director
 Tamara Vega, Compensation Manager

SUBJECT

First Reading of Ordinance No. 178, 2013, Amending Section 2-596 of the City Code and Setting the Salary of the City Manager.

EXECUTIVE SUMMARY

City Council met in executive session on November 12, 2013 to conduct the performance review of City Manager Darin Atteberry. This Ordinance establishes the 2014 salary of the City Manager.

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 Manager meet twice a year to discuss performance and set goals for the coming year.

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

2013 SALARY AND BENEFITS	ANNUAL	NON-MONETARY BENEFITS
Salary	\$ 207,063	Vacation (30 days per year) Holidays (11 days per year)
Medical Insurance	7,800	
Dental Insurance	492	
Life Insurance	362	
Long Term Disability	957	
ICMA (457)	6,212	
ICMA (401)	20,706	
Car Allowance	9,000	
Total Monetary Compensation	\$ 252,592	

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 Manager Darin Atteberry's 2014 salary.

ORDINANCE NO. 178, 2013
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 SALARY 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 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 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 \$_____ effective _____, 2014, so that the total compensation paid to the City Manager 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 2-596 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 seven thousand sixty three dollars (\$207,063.)~~ _____ 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 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