

AGENDA ITEM SUMMARY

FORT COLLINS CITY COUNCIL

ITEM NUMBER: 16

DATE: February 7, 2006

STAFF: Rick DeLaCastro

SUBJECT

First Reading of Ordinance No. 017, 2006, Amending Section 2-566 of the City Code Concerning the Adoption of the Classified Employee Pay Plan.

RECOMMENDATION

Staff recommends adoption of this Ordinance on First Reading.

EXECUTIVE SUMMARY

Section 2-566 of the City Code currently provides that City Council shall fix the salaries of all classified employees by ordinance. This Code change will clarify that the City Council instead adopts a Pay Plan for employees and the City Manager administers the Pay Plan by determining the salaries of individual classified employees within the pay ranges/skill levels established by the Pay Plan.

BACKGROUND

Each year that City Council adopts an updated classified employee Pay Plan, the Pay Plan lists all of the classified job titles, and the minimum and maximum of the pay range associated with each job. These pay ranges provide the upper and lower limits of employee pay for each job.

During the year, supervisors assess employee performance and/or skill level attainment, and may make employee pay adjustments based on this assessment, in accordance with established pay policies and practice.

This Ordinance updates the phraseology of the City Code to be clear that classified employee pay ranges are established by City Council's adoption of the Classified Employee Pay Plan that is administered by the City Manager.

ORDINANCE NO. 017, 2006
OF THE COUNCIL OF THE CITY OF FORT COLLINS
AMENDING SECTION 2-566 OF THE CITY CODE
CONCERNING THE ADOPTION OF THE CLASSIFIED EMPLOYEE PAY PLAN

WHEREAS, the City of Fort Collins is committed to compensating employees in a manner which is fair, competitive and understandable; and

WHEREAS, the adoption of a pay plan for classified City employees establishes a range of compensation within which individual employee salaries can be fixed by their respective managers, based upon performance and/or skill level attainment; and

WHEREAS, Section 2-566 of the City Code should be amended to reflect the pay plan phraseology so that it is clear that the compensation of classified employees is established via the City Council's adoption of a pay plan that is administered by the City Manager.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF FORT COLLINS that Section 2-566 of the Code of the City of Fort Collins is hereby amended to read as follows:

Sec. 2-566. Compensation of employees.

The ~~salaries of~~ **pay plan** for all classified employees of the city shall be ~~fixed~~ **established** by ordinance of the City Council.

Introduced, considered favorably on first reading, and ordered published this 7th day of February, A.D. 2006, and to be presented for final passage on the 21st day of February, A.D. 2006.

Mayor

ATTEST:

City Clerk

Passed and adopted on final reading on the 21st day of February, A.D. 2006.

Mayor

ATTEST:

City Clerk