

ORDINANCE NO. 210, 2025
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

A. Pursuant to Article VI, Section 1 of the City Charter, the City Council is responsible for fixing the compensation of the City Attorney.

B. The City is committed to compensating its employees in a manner that is fair, competitive and understandable.

C. The City Council supports a compensation philosophy of paying employees a competitive salary based on established market data and performance and may adjust the salary of the City Attorney to bring that salary more in line with the approved market data.

D. The City Council met with the City Attorney on November 25, 2025, to conduct a review and establish goals for her performance.

E. The City Council believes the base salary of the City Attorney for 2026 should be established at the amount of \$270,676 effective January 5, 2026.

In light of the foregoing recitals, which the Council hereby makes and adopts as determinations and findings, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF FORT COLLINS as follows:

Section 1. 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 two hundred seventy thousand six hundred seventy-six dollars (\$270,676) 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. The effective date of the salary adjustment shall be January 5, 2026.

Introduced, considered favorably on first reading on December 16, 2025, and approved on second reading for final passage on January 6, 2026.

Mayor

ATTEST:

City Clerk

Effective Date: January 16, 2026

Approving Attorney: Jenny Lopez Filkins

Exhibit: None