

ORDINANCE NO. 209, 2025  
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

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

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 Manager to bring that salary more in line with the approved market data.

D. The City Council met with the City Manager on November 25, 2025, to conduct a review and establish next year's goals.

E. The City Council believes that the base salary of the City Manager should be established at the amount of \$337,351 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 2-596 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 three hundred thirty-seven thousand three hundred fifty-one dollars (\$337,351) 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. 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.

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Mayor

ATTEST:

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City Clerk

Effective Date: January 16, 2026

Approving Attorney: Jenny Lopez Filkins

Exhibit: None