

AGENDA ITEM SUMMARY

City Council



STAFF

Teresa Roche, Human Resources Executive

SUBJECT

Second Reading of Ordinance No. 210, 2025, Amending Section 2-581 of the Code of the City of Fort Collins and Setting the Salary of the City Attorney.

EXECUTIVE SUMMARY

This Ordinance, unanimously adopted on First Reading on December 16, 2025, amends City Code to establish the 2026 compensation of the City Attorney. Council met in executive session on November 25, 2025, to conduct the performance review of City Attorney Carrie Daggett and to review the salary market analysis for this position.

STAFF RECOMMENDATION

Staff recommends adoption of the Ordinance on Second Reading.

FIRST READING BACKGROUND / DISCUSSION

Council is committed to compensating employees in a manner which is market-based, competitive, and tied to performance. The goal as an employer is to attract, retain, engage, develop, and reward a diverse and competitive workforce to meet the needs of the community now and in the future. To accomplish this goal, Council and the City Attorney meet twice a year to discuss performance and set goals for the coming year.

The 2025 salary of the City Attorney is \$265,369.

Based on the market analysis for this position and guided by the City's compensation principles and Council's discussion during recent performance review, staff has recommended the 2026 salary for this position.

Resolution 2019-099 establishes the process for evaluating the performance of the City Manager, City Attorney, and Chief Judge. It states that any change in compensation for these employees will be adopted by Council by Ordinance. This Ordinance will amend City Code to establish the 2026 compensation for the City Attorney.

CITY FINANCIAL IMPACTS

The City financial impact will be the new base salary of the City Attorney as approved by Council.

BOARD / COMMISSION / COMMITTEE RECOMMENDATION

None.

PUBLIC OUTREACH

None.

ATTACHMENTS

First Reading attachments available in December 16, 2025, agenda materials at the following link:
<https://fortcollins-co.municodemeeetings.com/>.

1. Ordinance No. 210, 2025