

ORDINANCE NO. 181, 2025
OF THE COUNCIL OF THE CITY OF FORT COLLINS
ADOPTING THE 2026 CLASSIFIED EMPLOYEE PAY PLAN

A. Section 2-566 of the City Code requires that the pay plan for all classified employees of the City shall be established by ordinance of the City Council.

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

C. The annual market analysis conducted by the Human Resources Department includes public and private employer salary survey information, including Colorado public employers and national general industry compensation, providing clear benchmark information for approximately 426 benchmark positions.

D. The 2026 City of Fort Collins Classified Employee Pay Plan (the "Pay Plan") recommended by the City Manager is consistent with City Council objectives and the Council-approved budget for 2026.

E. The City Council believes that the adoption of the recommended Pay Plan is in the best interests of the City.

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. The City Council hereby adopts the Pay Plan, a copy of which is attached hereto as Exhibit A and incorporated herein by this reference.

Section 2. The Pay Plan shall be effective as of January 5, 2026, the first day of the first pay period of 2026.

Section 3. The City Manager shall fix the compensation levels of all classified employees within the pay levels established in the Pay Plan except to the extent that the City Manager determines, due to performance or other extraordinary circumstances, that the pay level of a particular employee should remain below the minimum or be fixed above the maximum for that employee's job title.

Section 4. The City Manager shall fix the salary for newly created positions or positions that are modified due to changes in job duties within the approved pay structure based on results of an objective job analysis.

Introduced, considered favorably on first reading on November 3, 2025, and approved on second reading for final passage on November 18, 2025.

Mayor

ATTEST:

Sr. Deputy City Clerk

Effective Date: November 28, 2025

Approving Attorney: Dave Gorlin

Exhibit: Exhibit A – Pay Plan