

ORDINANCE NO. 014, 2025  
OF THE COUNCIL OF THE CITY OF FORT COLLINS  
ADOPTING THE 2025 AMENDED CITY CLASSIFIED EMPLOYEE  
PAY PLAN TO UPDATE CLASSIFIED POSITIONS AS PROVIDED  
IN THE COLLECTIVE BARGAINING AGREEMENT WITH THE  
FRATERNAL ORDER OF POLICE

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. On November 19, 2024, the City Council adopted Ordinance No. 162, 2024, approving a pay plan for its classified employees for pay to go into effect the first pay period of January 2025 (the "Pay Plan").

C. On December 3, 2024, the City Council adopted Resolution 2024-141 approving a collective bargaining agreement ("CBA") between the City and the Northern Colorado Lodge #3 of the Fraternal Order of Police ("CBA").

D. On December 28, 2024, the parties executed the CBA.

E. The CBA contains a provision giving the City until January 12, 2025, to collect market data from several identified benchmark agencies for the classified positions in the collective bargaining unit.

F. Such market data has been collected and analyzed and the recommended salary ranges for the bargaining unit classified employees are available to amend the Pay Plan.

G. The amendments to the Pay Plan recommended by the City Manager are consistent with City Council objectives and the Council-approved CBA, including the practice of establishing step levels by using pay range maximum salary data for benchmark positions, and matching the fourth highest salary ranking of the benchmark agencies, or matching the percentage increase given to City employees not in the collective bargaining unit, whichever is higher.

H. City Council believes that the adoption of the recommended, amended pay plan is in the best interests of the City and further believes that the allocation of individual salaries within the Pay Plan should be related to employee performance.

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 2025 Amended City of Fort Collins Classified Employees Pay Plan (the "Amended Plan"), a copy of which is attached hereto as Exhibit "A" and incorporated herein by this reference.

Section 2. The effective date of the Amended Plan shall commence as of the effective date of this Ordinance.

Section 3. The City Manager shall fix the compensation levels of all classified employees within the pay levels established in the Amended Plan except as allowed by the terms of the CBA.

Introduced, considered favorably on first reading on February 4, 2025, and approved on second reading for final passage on February 18, 2025

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Mayor

ATTEST:

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City Clerk

Effective Date: February 28, 2025  
Approving Attorney: Sara Arfmann