

ORDINANCE NO. 016, 2023
OF THE COUNCIL OF THE CITY OF FORT COLLINS
ADOPTING THE 2023 AMENDED CLASSIFIED EMPLOYEES PAY PLAN
TO UPDATE CLASSIFIED POSITIONS AS PROVIDED IN THE COLLECTIVE
BARGAINING AGREEMENT WITH THE FRATERNAL ORDER OF POLICE

WHEREAS, 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; and

WHEREAS, on December 6, 2022, the City Council adopted Ordinance No. 138, 2022, approving a pay plan for its classified employees for pay to go into effect the first pay period of January 2023 (the “Pay Plan”); and

WHEREAS, on December 7, 2021, the City Council adopted Resolution 2021-114 approving a collective bargaining agreement between the City and the Northern Colorado Lodge #3 of the Fraternal Order of Police (“CBA”); and

WHEREAS, the CBA contains a provision giving the City until January 12, 2023, to collect market data from several identified benchmark agencies for the classified positions in the collective bargaining unit; and

WHEREAS, 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; and

WHEREAS, 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 to 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; and

WHEREAS, the 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.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF FORT COLLINS as follows:

Section 1. That the City Council hereby makes and adopts the determinations and findings contained in the recitals set forth above.

Section 2. That the City Council hereby adopts the 2023 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 3. That the effective date of the Amended Plan is retroactive to and shall be effective as of January 9, 2023, the first pay period of 2023.

Section 4. That 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, and ordered published this 7th day of February, 2023, and to be presented for final passage on the 21st day of February, 2023.

Mayor

ATTEST:

City Clerk

Passed and adopted on final reading on the 21st day of February, 2023.

Mayor

ATTEST:

City Clerk