

AGENDA ITEM SUMMARY

City Council



STAFF

Teresa Roche, Human Resources Executive

SUBJECT

First Reading of Ordinance No. 209, 2025, Amending Section 2-596 of the Code of the City of Fort Collins and Setting the Salary of the City Manager.

EXECUTIVE SUMMARY

The purpose of this item is to amend City Code to establish the 2026 salary of the City Manager. Council met in executive session on November 25, 2025, to conduct the performance review of City Manager Kelly DiMartino and to review the salary market analysis for this position.

STAFF RECOMMENDATION

Staff recommends adoption of the Ordinance on First Reading.

BACKGROUND / DISCUSSION

Council is committed to compensating employees in a manner which is market based, competitive and based on 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 Manager meet twice a year to discuss performance and set goals for the coming year.

The 2025 salary for the City Manager is \$330,736.

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 Manager.

CITY FINANCIAL IMPACTS

The City financial impact will be the new base salary for the City Manager as approved by Council.

BOARD / COMMISSION / COMMITTEE RECOMMENDATION

None.

PUBLIC OUTREACH

None.

ATTACHMENTS

1. Benchmark Cities (National and Regional) Market Information
2. Ordinance No. 209, 2025