

# Council Agenda Summary

October 18, 2022

Key Staff Contact:

Raymond C. Lee, City Manager

Paul J. Fetherston, Deputy City Manager - Enterprise Resources

Noel Mink, Human Resources Director

Stacey Aurzada, Deputy City Attorney

## Title:

Public hearing and second reading of an Ordinance Amending Chapter 1 of Title 4 of the Greeley Municipal Code regarding City's Classification and Salary Plan

## Summary:

In spring of 2021, the City of Greeley (City) secured a vendor through a competitive process to assist in the comprehensive update of the City's Classification and Salary Plan to ensure its market competitiveness and compliance with State of Colorado pay equity laws. During legal reviews regarding the implementation process, the legislative history of the Classification and Salary ordinances was reviewed. During this review, the City Attorney's Office discovered that a 1990 amendment to the Municipal Code (Ordinance 36, 1990) removed the ability of the City Manager to make administrative changes to the pay plan as needed during the year. Review of the Council meeting minutes reveals that the removal of the City Manager's authority to amend the Classification and Salary Plan may have been unintentional. Since the time of that ordinance amendment, however, the City has operated as though the City Manager's authority to make administrative changes continued to exist. Upon notification by the City Attorney's Office of that change in July 2022, however, the ordinance has been implemented as amended.

The item is presented to the City Council to amend the ordinance to continue the practice of the City Manager having the authority to make administrative changes to the pay plan.

## Fiscal Impact:

Does this item create a fiscal impact on the City of Greeley?	No
If yes, what is the initial, or, onetime impact?	
What is the annual impact?	
What fund of the City will provide Funding?	
What is the source of revenue within the fund?	
Is there grant funding for this item?	N/A
If yes, does this grant require a match?	
Is this grant onetime or ongoing?	

Additional Comments:	
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**Strategic Work Program Item or Applicable Council Priority and Goal:**

*Infrastructure & Growth:* Establish the capital and human infrastructure to support and maintain a safe, competitive, appealing and successful community.

**Decision Options:**

- 1) Adopt the ordinance as presented; or
- 2) Amend the ordinance and adopt as amended; or
- 3) Deny the ordinance; or
- 4) Continue consideration of the ordinance to a date certain.

**Council's Recommended Action:**

A motion to adopt the ordinance and publish with reference to title only.

**Attachments:**

Ordinance