

Council Agenda Summary

January 5, 2021

Key Staff Contact: Maria Gonzalez, Human Resources Director, 970-888-1857

Title:

Introduction and first reading of an ordinance authorizing a Fiscal Year 2020 salary increase for the City Manager

Summary:

As part of this past year's Fiscal Year 2020 budget adopted by the City Council on October 15, 2019, market and merit increases were approved for general employees. In accordance with that action, approved market and merit increases for general City employees were processed administratively through the performance management system effective February 20, 2020.

As a part of the performance review and compensation adjustment process for the City Manager, a market pay analysis for positions reporting to City Council was conducted and the survey information was provided to Council at the time of the annual performance reviews.

	Annual Base Compensation
Greeley City Manager – Current	\$238,167
Average Colorado Surveyed Municipalities (as of 12-31-19)	\$245,827
Greeley City Manager – after merit increase	\$246,503

The annual review of the City Manager was conducted by City Council on February 4, 2020. A summary of Council performance review comments is attached. Based on this annual review, the City Council was considering the following adjustments to the City Manager's compensation retroactive to February 20, 2020:

- a merit increase of three and one-half percent (3.5%); and
- an increase in the deposit to the ICMA deferred compensation account (457) maintained by the Employee to 9.5%, an increase of 3.5%. Such deposits are to be made generally in equal amounts each pay period.

Since performance reviews and corresponding compensation adjustments for the City Manager must be processed by the City Council through an ordinance, such action was not presented to the City Council for a first reading until March 17, 2020 with a final reading and public hearing scheduled for April 7, 2020. During the final reading, each of the City Council appointed employees asked to defer compensation adjustments due to the economic uncertainties related to the COVID-19 virus that starting

impacting Greeley in mid-to-late March. Based on the requests to defer the compensation adjustments, the City Council adopted ordinances that did not implement any compensation adjustments.

Based on the April 7, 2020 deferral of action on the compensation adjustments for the City Council appointed employees related to their respective performance review, the City Council has indicated its desire to revisit the matter and consider action implementing the adjustments retroactive to February 20, 2020. In accordance with City of Greeley Charter §3-15, any action by the City Council to adjust compensation (including salary and benefits) must be done by ordinance.

Fiscal Impact:

Does this item create a fiscal impact on the City of Greeley?	Yes
If yes, what is the initial, or, onetime impact?	N/A
What is the annual impact?	\$18,526
What fund of the City will provide Funding?	General
What is the source of revenue within the fund?	
Is there grant funding for this item?	No
If yes, does this grant require a match?	
Is this grant onetime or ongoing?	
Additional Comments:	

Legal Issues:

None anticipated.

Other Issues and Considerations:

None.

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) Introduce the ordinance as presented; or
- 2) Amend the ordinance and introduce 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 introduce the ordinance and schedule the public hearing and final reading for January 19, 2021.

Attachments:

Ordinance

Summary of City Council Performance Review Comments