

**CITY OF GREELEY, COLORADO  
ORDINANCE NO. 40, 2022**

**AN ORDINANCE ADOPTING THE CLASSIFICATION AND SALARY PLAN FOR 2023.**

WHEREAS, Section 3-15 of the Greeley Municipal Charter requires the fixing of compensation to be by ordinance; and

WHEREAS, Section 4-3 of the Greeley Municipal Code requires the Council to adopt a Classification and Salary plan ("Pay Plan") every year; and

WHEREAS, the City of Greeley's (City) Pay Plan update is the result of the completion of a comprehensive update to its Pay Plan for general employees with the assistance of a third party vendor secured through a competitive process; and

WHEREAS, the City's Pay Plan update was undertaken to maximize the City's market competitiveness in recruiting and retaining the best and brightest employees; and

WHEREAS, the retention and recruitment of key leadership and professional positions is critical to ensuring that the organization can support and assist the City Council's strategic visioning and develop implementation plans to deliver services through high performance on behalf of the residents of Greeley in a growing and dynamic environment; and

WHEREAS, the City's Pay Plan update positions the City to ensure compliance with the State of Colorado's pay equity laws; and

WHEREAS, the updated pay plan is based on the compensation philosophy that states "*The City of Greeley is market driven in support of being municipal employer of choice.*"

**BE IT ORDAINED BY THE CITY COUNCIL OF GREELEY, COLORADO:**

Section 1. The Classification and Salary Plan and the compensation philosophy is hereby adopted.

Section 2. The ordinance shall become effective January 1, 2023.

**PASSED AND ADOPTED, SIGNED AND APPROVED THIS \_\_\_\_ DAY OF \_\_\_\_\_, 2022.**

**ATTEST:**

**THE CITY OF GREELEY, COLORADO**

By: \_\_\_\_\_  
City Clerk

BY: \_\_\_\_\_  
Mayor