

Council Agenda Summary

October 4, 2022

Key Staff Contact: Noel Mink, Human Resources Director

Title:

Introduction and first reading of an Ordinance adopting the Classification and Salary Plan for 2023

Summary:

This ordinance, which authorizes the Classification and Salary plan ("Pay Plan") for all employees for Fiscal Year 2023 as required by Title 4, Section 1 of the Greeley Municipal Code, includes adjustments related to the classification and compensation pay plan study conducted with the assistance of a third party vendor that commenced in April 2021. This comprehensive update to the Pay Plan is a best practice to ensure the City's market competitiveness and compliance with the State of Colorado's pay equity laws. The adjustments to the Pay Plan associated with the compensation and classification study are related to non-union positions as salaries for union positions are determined through collective bargaining. The salaries for civil service positions adopted in the collective bargaining agreements are contained within the Pay Plan as well.

This first reading is scheduled to be followed by a subsequent public hearing and final reading on October 18, 2022.

Fiscal Impact:

Does this item create a fiscal impact on the City of Greeley?	Yes
If yes, what is the initial, or, onetime impact?	
What is the annual impact?	\$1,075,000
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?	N/A
If yes, does this grant require a match?	N/A
Is this grant onetime or ongoing?	N/A
Additional Comments:	

Legal Issues:

Consideration of this matter is a legislative process.

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 second reading for October 18, 2022.

Attachments:

Ordinance