



Council Agenda Summary

May 2, 2023

Key Staff Contact: Noel Mink, Human Resources Director

Title:

Public hearing and second reading of an Ordinance authorizing a salary increase for the City Manager

Summary:

City Council conducted the annual performance review of the City Manager on March 7, 2023. Based on this annual review, the City Council found that City Manager Lee’s 2022 performance substantially exceeded expectations and in accordance with merit increases for all non-union employees with a similar performance review directed that the following adjustment be presented for adoption by the City Council with an effective date of March 9, 2023:

- a merit increase of 5.25%;
- one-time performance incentive: \$10,000 lump sum incentive to be paid out in 2023 for City Manager Lee’s outstanding performance in 2022. This performance incentive is intended to both acknowledge achievement of critical goals in 2022 and to incentivize retention in 2023; and
- increase of one percent in employer’s retirement contribution from 10% of employee’s annual base salary to City’s 401(k) retirement savings plan to 11% of employee’s annual base salary.

City Manager Current Salary	260,740.00
Value of 5.25% General Wage Increase for City Manager	13,688.85
Fiscal Year 2023 City Manager salary effective March 9, 2023	274,428.85
One-time performance incentive	\$10,000
One-year value of 1% increase in employer’s retirement contribution on City Manager’s behalf	\$2,744.29

Pay Fiscal Impact:

Does this item create a fiscal impact on the City of Greeley?	Yes
If yes, what is the initial, or, onetime impact?	\$10,000
What is the annual impact?	\$13,688.85 for salary \$2,744.29 retirement contribution increase

Legal Issues:

Consideration of this matter is a legislative process which includes the following public hearing steps:

- 1) City staff presentation
- 2) Council questions of staff
- 3) Public input (hearing opened, testimony - up to three minutes per person, hearing closed)
- 4) Council discussion
- 5) Council decision

Other Issues and Considerations:

None.

Strategic Focus Area:



High-Performance Government

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

Council Appointee Salary Increase Presentation