



CITY COUNCIL ACTION FORM

DEPARTMENT	PRESENTED BY	DATE
Administration	Drew Nelson - City Administrator	August 1, 2023

ITEM

Ordinance 2023-11 – An Ordinance of the City Council for the City of Salida, Colorado, Amending the Salida Municipal Code with Regard to the Compensation of the Mayor, City Council, and the City Treasurer, Second Reading and Public Hearing

BACKGROUND

Per direction from the City Council, staff has drafted Ordinance 2023-11 to increase compensation for the Mayor, City Council, and City Treasurer as well as allow for participation in the City's health care plan. The draft ordinance would increase the Mayor's compensation from \$650 to \$1000 monthly, the City Council's compensation from \$450 to \$750 monthly, and the Treasurer's compensation from \$450 to \$750 monthly. This new compensation level would be in line with comparable communities and will hopefully spark interest from community members to give their time as an elected official, as seen in the following chart:

Municipality	Mayor Compensation (Monthly)	Council/Trustee Compensation (Monthly)
Gunnison	\$750	\$625
Canon City	\$750	\$500
Glenwood Springs*	\$1200	\$1000
Buena Vista	\$450	\$350
Durango	\$1117	\$867
Alamosa	\$600	\$400
Montrose*	\$1000	\$900
Frisco	\$1050	\$600
Crested Butte	\$1050	\$650
Rifle	\$950	\$600

*Offers ability to purchase into health insurance plan at the rate of employee contributions.

These changes would only be in effect following the November 2023 election for new members with new terms seated at that time.

FISCAL NOTE

The Ordinance would increase costs to the City by \$4,200 annually for the Mayor, \$10,800 annually for the three Council seats that will be up for election, and \$3,600 annually for the Treasurer. In another two years, the cost will increase an additional \$10,800 annually for the remaining three Council seats that will be up for election in 2025. Total annual costs beginning in November 2025 will have been increased \$18,600. Additional costs may occur depending on participation in the City's health care plan as follows:

Plan	Coverage	Employee Share (annual)	City Share (annual)
Health (PPO Rate Shown)	Employee Only	\$691	\$9,425
	Employee + Children	\$3154	\$14,450
	Employee + Spouse	\$3734	\$16,846
	Family	\$4788	\$21,156



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Plan	Coverage	Employee Share (annual)	City Share (annual)
Dental	Employee Only	\$37.20	\$334.80
	Employee + Children	\$211.20	\$844.80
	Employee + Spouse	\$156	\$624
	Family	\$283.20	\$1132.80

It should be noted that full participation by every elected official at the family level in every plan would have the potential to add annual costs in excess of \$100,000; however, full participation should not be anticipated, especially at the full family benefit.

STAFF RECOMMENDATION

Staff recommends that the City Council approve Ordinance 2023-11 to increase compensation for the Mayor, City Council, and City Treasurer on second reading.

SUGGESTED MOTION

Following a public hearing, a City Councilmember should state, "I move to approve Ordinance 2023-11 on second reading reading", followed by a second and a roll call vote.

CITY OF SALIDA, COLORADO
ORDINANCE NO. 11
(Series of 2023)

AN ORDINANCE OF THE CITY COUNCIL FOR THE CITY OF SALIDA, COLORADO AMENDING THE SALIDA MUNICIPAL CODE WITH REGARD TO THE COMPENSATION OF THE MAYOR, CITY COUNCIL, AND THE CITY TREASURER

WHEREAS, the City of Salida, Colorado ("City") is a statutory city, duly organized and existing under the laws of the state of Colorado; and

WHEREAS, pursuant to 31-15-401, C.R.S., the City by and through its City Council ("Council") possesses the authority to adopt laws and ordinances within its police power in furtherance of the public health, safety and welfare; and

WHEREAS, the City Council now finds it in the best interests of the community and its citizens to amend Articles II and III of Chapter 2 of the Salida Municipal Code to reflect the desires of the citizens of the City of Salida and conform relevant code provisions to best practices for compensation of elected officials.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL FOR THE CITY OF SALIDA, COLORADO as follows:

Section 1. The City Council incorporates the foregoing recitals as conclusions, facts, determination and findings by the City Council.

Section 2. Section 2-2-50 of the Salida Municipal Code is hereby amended to read as follows:

ARTICLE II. – MAYOR AND CITY COUNCIL

Sec. 2-2-50. - Compensation.

- (a) The Mayor and Council members shall be paid monthly as provided by ordinance and amended from time to time.
 - (1) Mayor: Starting with the term of office commencing at the first meeting after the November ~~5, 2019~~, 2023 election, the salary of the Mayor shall be ~~six hundred fifty-one thousand~~ dollars (~~\$6501000.00~~) per month.
 - (2) Council members: Starting with the term of office commencing at the first meeting after the November ~~5, 2019~~, 2023 election, the salary of Council members shall be ~~four-seven~~ hundred fifty dollars (~~\$450750.00~~) per month.
- (b) The compensation paid to any member of the City Council, including the Mayor, shall not be increased or diminished for the term of office for which he or she has been elected or appointed. Any Mayor or Council member who has resigned or vacated an office prior to the end of his or her elective or appointed term shall not be eligible to election or reappointment to the same during such term if the rate of compensation has been increased.
- (c) The Mayor and Council members ~~shall be allowed to participate in the City's employee retirement program on the same basis as other City employees~~ shall be eligible to buy into the City health insurance and retirement plan on the same basis as City employees. The Mayor and Council members participating shall have the cost of insurance or retirement contributions deducted from

their compensation. If said compensation is inadequate to cover the cost of the insurance or retirement plan, the Mayor or Council member will be required to pay the City the remaining balance.

Section 3. Section 3-2-50 of the Salida Municipal Code is hereby amended to read as follows:

ARTICLE III. - CITY ADMINISTRATION

Sec. 2-3-50. - City Treasurer.

(a) Compensation. The City Treasurer shall be paid monthly as provided by ordinance and amended from time to time.

(1) Starting with the term of office commencing at the first meeting after the November ~~5,~~ 2019, 2023 election, the salary of the City Treasurer shall be ~~four~~ seven hundred fifty dollars (\$~~450~~750.00) per month.

~~(1)~~(2) The City Treasurer shall be eligible to buy into the City health insurance and retirement plan on the same basis as City employees. If the City Treasurer participates in either plan, they shall have the cost of insurance or retirement contributions deducted from their compensation. If said compensation is inadequate to cover the cost of the insurance or retirement plan, the City Treasurer will be required to pay the City the remaining balance.

Section 4. The provisions of this Ordinance are severable and the invalidity of any section, phrase, clause or portion of the Ordinance as determined by a court of competent jurisdiction shall not affect the validity or effectiveness of the remainder of the Ordinance.

INTRODUCED ON FIRST READING, ADOPTED and ORDERED PUBLISHED IN FULL in a newspaper of general circulation in the City of Salida by the City Council on the 18th day of July, 2023 and set for second reading and public hearing on the ____ day of August, 2023.

INTRODUCED ON SECOND READING, FINALLY ADOPTED and ORDERED PUBLISHED BY TITLE ONLY, by the City Council on the ____ day of August, 2023.

CITY OF SALIDA

By: _____
Dan Shore, Mayor

ATTEST:

(SEAL)

Erin Kelley, City Clerk

PUBLISHED IN FULL in the Mountain Mail after First Reading on the _____ day of July, 2023 and **BY TITLE ONLY, OR IN FULL**, after Final Adoption on the _____ day of August, 2023.

By: _____
City Clerk