



November 8, 2022 Coordinated Election

Ballot Issue:	Ballot Question #2A City-Initiated Charter Amendment No. 1 (Council Compensation)
Ballot Question	<p>Shall Section 3 of Article II of the Charter of the City of Fort Collins, regarding compensation for the Mayor and City Councilmembers, be amended to provide:</p> <ul style="list-style-type: none"> • the Mayor will receive seventy-five percent (75%), • the Mayor Pro Tem will receive sixty percent (60%), and • all other Councilmembers will receive fifty percent (50%), <p>of the Area Median Income for the Fort Collins/Loveland area for a single-person household, adjusted annually;</p> <p>And to further provide that all Councilmembers will be entitled to opt into the City organization’s healthcare-related benefits, on the same terms those benefits are available to City employees?</p> <p>_____ Yes/For _____ No/Against</p>
Timeline	<p>May 24, 2022: Presentation at Council Work Session June 21, 2022: Council considers Ordinance NO. 082, 2022 on first reading July 5, 2022: Council adopts Ordinance NO. 082, 2022 on second reading and places item on the ballot</p>
Chamber Position	No Position
Some Basics	<ul style="list-style-type: none"> • Currently, members of Council receive \$853 per month (\$10,236/yr) and the Mayor receives \$1,280/month (\$15,360/yr). This compensation level was placed into the City Charter in 1998 and raises over time and is attached to the Consumer Price Index. • Council members estimate 20 hours per week or more devoted to official duties. • The referred ballot language would increase annual Council compensation to 50% of the Area Median Income for a single-person household, 60% for Mayor Pro Tem and 75% for the Mayor. This equates to \$37,600, \$45,120 and \$56,400, respectively. The resulting impact to the City Budget would be \$289,520/year. • The stated purpose of this ballot item is to more fairly compensate elected officials for their time while potentially increasing the pool of prospective candidates for public office. • Council members would not be recognized as employees, but this change would

	<p>make Council members eligible for City Health-Related Benefits. In 2022, benefits would cost \$13,600 per Council Member resulting in a City Budget impact of \$95,200. Council members then would be eligible to pay a premium for the benefits ranging from \$1,351-\$7,722.</p>
<p>Arguments in support of the Amendment</p>	<ul style="list-style-type: none"> • Council members report an average of 20 hours per week is dedicated to official duties and preparation. The proposal represents a justifiable compensation level for elected leaders. • Current compensation levels discourage working adults from considering a role in public office, resulting candidate pools that skew toward retired individuals, those with a working partner, and employees of institutions willing/able to provide tremendous flexibility.
<p>Arguments in opposition to the Amendment</p>	<ul style="list-style-type: none"> • Proposed compensation levels far exceed what is offered in other NoCo and peer cities from across the country. • The proposal is the first step toward professionalizing City Council, which leads to expanded bureaucracy and entrenched partisanship without any assurance future candidates will be better qualified or even competent in their role.