

ADMINISTRATION MEMORANDUM
10-17

DATE: November 18, 2010
TO: Honorable Mayor Joyce Downing & City Council Members
FROM: William Simmons, City Manager *WS*
SUBJECT: Modification to Resolution 08-156

Resolution 08-156 was adopted in October 2008 in response to the economic recession. The ordinance covered three specific items:

- Section 1. The pay plan as of October 21, 2008 would continue into 2009 or until modified.
- Section 2. It froze all employees' wages as of December 26, 2008. It allowed the City Manager to recommend exceptions.
- Section 3. Continued a temporary freeze on hiring new personnel and the reclassification or promotion of existing personnel. It allowed the City Manager to make exceptions.

Among the 2010 City Manager goals is item 5.1 which is to establish criteria and exit strategy from wage freeze ordinance. There has also been discussion to include the hiring freeze as well.

The criteria are:

- ❖ 2010 revenues are anticipated to meet or exceed budget projections and proposed 2011 projected expenditures will not exceed projected revenues
- ❖ The economy has begun to stabilize and signs of a slow recovery exist
- ❖ Cost saving measures have been implemented
- ❖ Financial information is provided to City Council on a regular basis

The strategy is:

- ❖ All hiring, wages, promotions and reclassifications will conform to the City's adopted budget
- ❖ Continue to provide financial information to the City Council on a regular basis and monitor for any adverse revenue or expenditure changes

The resolution can be modified in several ways:

1. Modify any of the three actions: pay plan, wages or hiring
2. Modify a combination of the sections
3. Repeal the resolution in its entirety

The other option is to continue the current resolution. Attached is the resolution as adopted in October 2008.

STAFF REFERENCE:

If Council members have any comments or questions, they may contact Bill Simmons at 303.450.8709 or wsimmons@northglenn.org

SPONSORED BY: MAYOR NOVAK AND COUNCIL MEMBER WIENEKE

COUNCILMAN'S RESOLUTION

RESOLUTION NO.

No. CR-167
Series of 2008

08-156
Series of 2008

A RESOLUTION ESTABLISHING A POLICY FOR THE PREPARATION, ADOPTION AND REVISION OF THE 2009 BUDGET.

WHEREAS, general fund 2009 revenues are not anticipated to approach or equal 2008 revenues; and

WHEREAS, our nation, state, community and residents are experiencing a temporary period of economic uncertainty; and

WHEREAS, it will take the new City Manager a period of time in which to evaluate all programs and services; and

WHEREAS, state law and City of Northglenn Home Rule Charter provisions require the adoption of a budget, approval of appropriations and certification of a property tax levy prior to the beginning of the year; and

WHEREAS, the financial information available to the City Council at the time is not adequate to make fully informed decisions for the ensuing year; and

WHEREAS, the City Council desires and intends on substantially revising the budget during the first quarter of 2009.

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF NORTHGLENN, COLORADO, THAT:

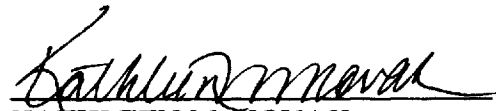
Section 1. The pay plan in effect as of October 21, 2008, shall continue to remain in effect for 2009 or until modified.

Section 2. Effective December 26, 2008, all employees' wages shall be frozen in the progression step held as of said date. The City Manager may recommend exceptions on a case by case basis.

Section 3. Upon the adoption of this resolution, the temporary freeze on the hiring of new personnel and the reclassification or promotion of existing personnel imposed by the Acting City Manager shall remain in effect until modified by the City Council. The City Manager may recommend exceptions on a case by case basis.

Section 4. The anticipated 2008 City Council action of adopting the budget for 2009 shall comply with state law and the City of Northglenn Home Rule Charter, but said adoption is intended to be temporary and subject to subsequent amendment after the reviews described above are completed.

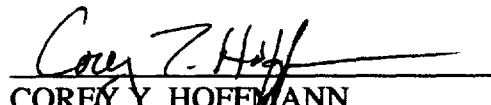
DATED at Northglenn, Colorado, this 23rd day of October, 2008.


KATHLEEN M. NOVAK
Mayor

ATTEST:


JOHANNA SMALL, CMC
Acting City Clerk

APPROVED AS TO FORM:


COREY Y. HOFFMANN
City Attorney