

**AGENDA ITEM SUMMARY**  
**FORT COLLINS CITY COUNCIL**

**ITEM NUMBER: 23**

**DATE: December 16, 2008**

**STAFF: Janet Miller**

**SUBJECT**

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Second Reading of Ordinance No. 157, 2008, Amending Section 2-606 of the City Code and Setting the Salary of the Municipal Judge.

**RECOMMENDATION**

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none.

**EXECUTIVE SUMMARY**

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City Council met in Executive Session on November 18 and November 25, 2008 to conduct the performance appraisal of Municipal Judge Kathleen M. Lane. Ordinance No. 157, 2008, adopted on First Reading on December 2, 2008 by a vote of 5-1 (Nays: Poppaw), establishes the 2009 salary of the Municipal Judge at \$93,045.

**ATTACHMENTS**

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1. Comparison of 2008 and 2009 Total Compensation.
2. Copy of First Reading Agenda Item Summary - December 2, 2008.  
(w/o original attachments)

# Municipal Judge

## 2008 (.8 FTE)

<u>Monetary</u>	
Base Salary	86,958.00
Medical Insurance	9,240.00
Dental Insurance	600.00
Life Insurance	250.56
Long Term Disability	687.30
ICMA 457	2,608.74
ICMA 401	8,695.80
<u>Non-Monetary</u>	
Vacation	26 days
Holiday	11 days

Total Compensation 109,040.40

## 2009 Projected (.8 FTE) - 7%

<u>Monetary</u>	
Base Salary	93,045.06
Medical Insurance	9,240.00
Dental Insurance	600.00
Life Insurance	270.72
Long Term Disability	734.70
ICMA 457	2,791.35
ICMA 401	9,304.51
<u>Non-Monetary</u>	
Vacation	30 days
Holiday	11 days

Total Compensation 115,986.34

OR 93,045

9,240  
600  
271  
735  
2,791  
9,305

115,987

**AGENDA ITEM SUMMARY**  
**FORT COLLINS CITY COUNCIL**

ITEM NUMBER: 36

DATE: December 2, 2008

STAFF: Janet Miller

**COPY**

**SUBJECT**

Items Relating to the Reappointment, Contract, and Compensation of the Municipal Judge.

**STAFF RECOMMENDATION**

Not applicable.

**EXECUTIVE SUMMARY**

- A. Resolution 2008-124 Reappointing Kathleen M. Lane as Municipal Judge and Authorizing the Eighth Addendum to the Judge's Employment Agreement.
- B. First Reading of Ordinance No. 157, 2008, Amending Section 2-606 of the City Code and Setting the Salary of the Municipal Judge.

Resolution 2008-124 reappoints Judge Lane for another two-year term to expire December 31, 2010 and authorizes the Mayor to execute an addendum to the Judge's employment agreement to reflect the change in term. The Resolution also increases Judge Lane's annual vacation leave from 26 days to 30 days and changes the vacation accrual provision to reflect that there may be a different number of bi-weekly pay periods in any calendar year.

Ordinance No. 157, 2008, establishes the 2009 salary of the Municipal Judge.

**BACKGROUND**

Article VII, Section 1 of the Charter provides that the Municipal Judge is to be appointed for a term of two years. Kathleen M. Lane was first appointed to serve as the City's Municipal Judge effective July 1, 1989. Resolution 2006-127 reappointed Judge Lane for a two-year term ending on December 31, 2008. Resolution 2008-124 reappoints Judge Lane for another two-year term to expire December 31, 2010 and authorizes the Mayor to execute an addendum to the Judge's employment agreement to reflect her new term of office and to state that her accrued vacation will be prorated according to the number of bi-weekly pay periods in any calendar year.

City Council is committed to compensating employees in a manner which is fair, competitive and understandable. The goal as an employer is to attract and retain quality employees and to recognize

and reward quality performance. In order to accomplish this goal the City Council and the Municipal Judge meet twice a year to discuss performance and set goals for the coming year.

In 2008, the total compensation paid to the Municipal Judge included the following:

2008 SALARY AND BENEFITS	ANNUAL	NON-MONETARY BENEFITS
Salary (0.8 FTE)	\$ 86,958	Vacation (26 days per year)
Medical Insurance	9,240	Holidays (11 days per year)
Dental Insurance	600	
Life Insurance	251	
Long Term Disability	687	
ICMA (457)	2,609	
ICMA (401)	8,696	
<b>Total Monetary Compensation</b>	<b>\$ 109,040</b>	

The resolution establishing the process for evaluating the performance of the City Manager, City Attorney, and Municipal Judge, states that any change in compensation for the City Manager, City Attorney and Municipal Judge will be adopted by the Council by ordinance in sufficient time for the change in compensation to take effect as of the first full pay period of the ensuing year. The Ordinance will amend the City Code to reflect Judge Lane's 2009 salary.

COPY

ORDINANCE NO. 157, 2008  
OF THE COUNCIL OF THE CITY OF FORT COLLINS  
AMENDING SECTION 2-606 OF THE CODE  
OF THE CITY OF FORT COLLINS AND  
SETTING THE SALARY OF THE MUNICIPAL JUDGE

WHEREAS, pursuant to Article VII, Section 1 of the City Charter, the City Council (the "Council") is responsible for fixing the compensation of the Municipal Judge; and

WHEREAS, the City of Fort Collins is committed to compensating its employees in a manner which is fair, competitive and understandable; and

WHEREAS, the City's pay philosophy is based on total compensation, which includes not only base salary but also deferred compensation payments, vacation and holiday leave, and amounts paid by the City for medical, dental, life and long-term disability insurance; and

WHEREAS, each year the Council conducts a review of the past year's performance and the next year's goals of the Municipal Judge; and

WHEREAS, the Council has determined that the base salary of the Municipal Judge should be established at the amount of \$93,045, effective January 12, 2009, so that the total compensation paid to the Municipal Judge in 2009 will be in the amount of \$115,987.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF FORT COLLINS as follows:

Section 1. That Section 2-606 of the Code of the City of Fort Collins is hereby amended to read as follows:

**Sec. 2-606. Salary of the Municipal Judge.**

The base salary to be paid to the Municipal Judge for working 0.8 FTE shall be ninety-three thousand forty-five dollars (\$93,045) per annum, payable in biweekly installments, which sum shall be charged to general government expense.

Section 2. That the effective date of the salary adjustment referred to in Section 1 above shall be January 12, 2009.

Introduced, considered favorably on first reading, and ordered published this 2nd day of December, A.D. 2008, and to be presented for final passage on the 16th day of December, A.D. 2008.

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Mayor

ATTEST:

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City Clerk

Passed and adopted on final reading on the 16th day of December, A.D. 2008.

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Mayor

ATTEST:

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City Clerk