

AGENDA ITEM SUMMARY

December 3, 2013

City Council

STAFF

Janet Miller, Human Resources Director
 Tamara Vega, Compensation Manager

SUBJECT

First Reading of Ordinance No. 176, 2013, Amending Section 2-606 of the City Code and Setting the Salary of the Municipal Judge.

EXECUTIVE SUMMARY

City Council met in Executive Session on November 12, 2013 to conduct the performance review of Municipal Judge Kathleen Lane. This Ordinance establishes the 2014 salary of the Municipal Judge.

STAFF RECOMMENDATION

Not applicable.

BACKGROUND / DISCUSSION

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 2013, the total compensation paid to the Municipal Judge included the following:

2013 SALARY AND BENEFITS	ANNUAL	NON-MONETARY BENEFITS
Salary	\$ 99,253	Vacation (30 days per year) Holidays (11 days per year)
Medical Insurance	7,800	
Dental Insurance	492	
Life Insurance	174	
Long Term Disability	459	
ICMA (457)	2,978	
ICMA (401)	9,925	
Total Monetary Compensation	\$ 121,081	

Agenda Item 22

Resolution 2012-091, which establishes 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 2014 salary.

ORDINANCE NO. 176, 2013
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 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 City Council conducts a review of the past year's performance and the next year's goals of the Municipal Judge; and

WHEREAS, the City Council supports a compensation philosophy of paying employees a competitive salary based on established market data, and is adjusting the salary of the Municipal Judge to bring that salary more in line with the appropriate market data; and

WHEREAS, the City's philosophy is to reward performance that meets or exceeds expectations; and

WHEREAS, the City Council has determined that the base salary of the Municipal Judge should be established at the amount of \$_____, effective _____, 2014, so that the total compensation paid to the Municipal Judge in 2013 will be in the amount of \$_____.

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-nine thousand two hundred fifty-three dollars (\$99,253.)~~ _____ 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 shall be _____, 2014.

Introduced, considered favorably on first reading, and ordered published this 3rd day of December, A.D. 2013, and to be presented for final passage on the 17th day of December, A.D. 2013.

Mayor

ATTEST:

City Clerk

Passed and adopted on final reading on the 17th day of December, A.D. 2013.

Mayor

ATTEST:

City Clerk