

# AGENDA ITEM SUMMARY

January 16, 2018

City Council

## STAFF

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Jamie Heckman, Compensation and Technology Manager  
Jenny Lopez Filkins, Legal

## SUBJECT

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Second Reading of Ordinance No. 007, 2018, Amending Section 2-606 of the Code of the City of Fort Collins and Setting the Compensation of the Chief Judge.

## EXECUTIVE SUMMARY

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City Council met in executive session on November 28, 2017, to conduct the performance review of Chief Judge Kathleen M. Lane. This Ordinance, unanimously adopted on First Reading on January 2, 2018, establishes the 2018 salary of the Chief Judge at 120,667 and total compensation at \$149,125.

## STAFF RECOMMENDATION

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None.

## ATTACHMENTS

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1. First Reading Agenda Item Summary, January 2, 2018 (w/o attachments) (PDF)
2. Salary Compensation Chart (PDF)
3. Ordinance No. 007, 2018 (PDF)

# AGENDA ITEM SUMMARY

City Council

January 2, 2018

## STAFF

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Jamie Heckman, Compensation and Technology Manager  
Jenny Lopez Filkins, Legal

## SUBJECT

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First Reading of Ordinance No. 007, 2018, Amending Section 2-606 of the Code of the City of Fort Collins and Setting the Compensation of the Chief Judge.

## EXECUTIVE SUMMARY

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The purpose of this item is to establish the 2018 salary of the Chief Judge. City Council met in executive session on November 28, 2017, to conduct the performance review of Chief Judge Kathleen M. Lane. This Ordinance sets the 2018 compensation of the Chief Judge.

## STAFF RECOMMENDATION

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None.

## BACKGROUND / DISCUSSION

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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 outstanding performance. To accomplish this goal, the City Council and the Chief Judge meet twice a year to discuss performance and set goals for the coming year.

In 2017, the total compensation including benefits provided to the Chief Judge is as follows:

<b>2017 Salary and Benefits</b>	<b>Annual</b>
Salary (.80 FTE)	\$ 117,152
Medical Insurance	\$ 10,824
Dental Insurance	\$ 588
Life Insurance	\$ 205
Long Term Disability	\$ 568
ICMA (457)	\$ 3,515
ICMA (401)	\$ 11,715
<b>Total Monetary Compensation</b>	<b>\$ 144,569</b>

### Non-Monetary Benefits

Vacation (32 days per year)  
Holidays (9 days per year)

Resolution 2014-096, which establishes the process for evaluating the performance of the City Manager, City Attorney, and Chief Judge, states that any change in compensation for the City Manager, City Attorney and Chief 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 2018 compensation.

**ATTACHMENTS**

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1. Powerpoint presentation (PDF)

COPY

Prepared by Human Resources  
December 19, 2017

**Chief Judge**

**2017**

**Projected 2018**

<b><u>Monetary</u></b>	
Base Salary	\$117,152
Medical Insurance	10,824
Dental Insurance	588
Life Insurance	205
Long Term Disability	568
ICMA 457	3,515
ICMA 401	11,715
<b><u>Non-Monetary</u></b>	
Vacation	32 days
Holiday	9 days

<b><u>Monetary</u></b>	
<b>Base Salary</b>	<b>\$120,667</b>
Medical Insurance	11,364
Dental Insurance	612
Life Insurance	211
Long Term Disability	585
ICMA 457	3,620
ICMA 401	12,067
<b><u>Non-Monetary</u></b>	
Vacation	32 days
Holiday	9 days

% Increase	3.00%
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Total Compensation \$144,569

**Total Compensation \$149,125**

% Difference - Total Comp 3.2%

\$ Difference - Total Comp \$4,557

ORDINANCE NO. 007, 2018  
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 COMPENSATION OF THE CHIEF JUDGE

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

WHEREAS, the City of Fort Collins is committed to compensating its employees in a manner that 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 Chief 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 Chief 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 Chief Judge should be established at the amount of \$120,667 effective January 1, 2018, so that the total compensation of the Chief Judge for 2018 will be \$149,125.

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

Section 1. That the City Council hereby makes and adopts the determinations and findings contained in the recitals set forth above.

Section 2. 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 Chief Judge.**

The base salary to be paid to the Chief Judge for working 0.8 FTE shall be one hundred twenty thousand six hundred sixty-seven (\$120,667) per annum, payable in biweekly installments, which sum shall be charged to general government expense.

Section 3. That the effective date of the salary adjustment shall be January 1, 2018, to be paid retroactively within a reasonable period of time after this Ordinance becomes final.

Introduced, considered favorably on first reading, and ordered published this 2nd day of January, A.D. 2018, and to be presented for final passage on the 16th day of January, A.D. 2018.

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Mayor

ATTEST:

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City Clerk

Passed and adopted on final reading on the 16th day of January, A.D. 2018.

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Mayor

ATTEST:

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City Clerk