

**AGENDA ITEM SUMMARY**

February 12, 2019

City Council

**STAFF**

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

**SUBJECT**

First Reading of Ordinance No. 013, 2019, Amending Section 2-606 of the Code of the City of Fort Collins and Setting the Compensation of the Chief Judge.

**EXECUTIVE SUMMARY**

The purpose of this item is to establish the 2019 total compensation of the Chief Judge. City Council met in executive session on January 8, 2019, and on January 22, 2019, to conduct and discuss the performance review of Chief Judge Kathleen Lane. This Ordinance sets the 2019 total compensation of the Chief Judge. Any amendments to the Chief Judge’s employment agreement will come forward with the Second Reading of this Ordinance.

**STAFF RECOMMENDATION**

None.

**BACKGROUND / DISCUSSION**

City Council is committed to compensating employees in a manner which is market based, competitive and understandable. The goal as an employer is to attract, retain, engage, develop and reward a diverse and competitive workforce to meet the needs of the community now and in the future. 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 2018, the total compensation including benefits provided to the Chief Judge is as follows:

<b><u>2018 Salary and Benefits</u></b>	<b><u>Annual</u></b>
Salary (0.8 FTE)	\$ 120,667
Medical Insurance	\$ 11,364
Dental Insurance	\$ 612
Life Insurance	\$ 211
Long Term Disability	\$ 585
ICMA (457)	\$ 3,620
ICMA (401)	\$ 12,067
<b>Total Monetary Compensation</b>	<b>\$ 149,127</b>

**Non-Monetary Benefits**

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

## *Agenda Item 3*

Resolution 2018-098 establishes the process for evaluating the performance of the City Manager, City Attorney, and Chief Judge. It states that any change in compensation for these employees will be adopted by the Council by Ordinance. This Ordinance will amend the City Code to reflect Chief Judge Lane's 2019 total compensation.

### **ATTACHMENTS**

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1. PowerPoint Presentation (PDF)

February 12, 2019



Establishing Compensation of the Chief Judge  
Jamie Heckman

# City Compensation Philosophy

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Data driven and transparent

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Based on established market

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Competitive

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Based on performance

## Market

- Data group
  - Colorado – 11 Front Range cities (Colorado Springs uses independent contractor)
  
- Benchmark data
  - Annual salary
  - Retirement
  - Longevity Pay
  - Car allowance

# Chief Judge – Market Analysis

	City Employee Data	COLORADO Market Data*	COLORADO Ahead / (Behind)
Salary	\$150,834	\$154,070	<b>(2.60%)</b>
Retirement	\$19,608	\$17,307	<b>12.77%</b>
Total Comp	\$170,442	\$171,377	<b>(1.05%)</b>

Based on 1.0 FTE

\* Mean

ORDINANCE NO. 013, 2019  
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 Council-approved budget for the Municipal Court for 2019-20 includes funding the equivalent of one full-time judicial position, with the Chief Judge working 0.75 FTE and the Assistant Municipal Judge working (on an hourly basis) up to the ten hours per week; and

WHEREAS, Section 2-606 refers to the Chief Judge working 0.80 FTE and the City Council approved the 2019-20 budget authorizing the Chief Judge working 0.75 FTE; and

WHEREAS, the City Council has determined that the base salary of the Chief Judge should be established at the amount of \$ [REDACTED] effective January 14, 2019, so that the total compensation of the Chief Judge for 2019 will be \$ [REDACTED].

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~~ 0.75 FTE shall be ~~one hundred twenty thousand, six hundred sixty seven dollars (\$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 14, 2019, 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 12th day of February, A.D. 2019, and to be presented for final passage on the 19th day of February, A.D. 2019.

\_\_\_\_\_  
Mayor

ATTEST:

\_\_\_\_\_  
City Clerk

Passed and adopted on final reading on the 19th day of February, A.D. 2019.

\_\_\_\_\_  
Mayor

ATTEST:

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City Clerk