



## AGENDA ITEM SUMMARY

City Council

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### STAFF

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Teresa Roche, Human Resources Executive  
Kelley Vodden, Compensation, Benefits and Wellness Director  
Ryan Malarky, Legal

### SUBJECT

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**Items Relating to the Salary and Employment Agreement of the Chief Judge.**

### EXECUTIVE SUMMARY

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A. First Reading of Ordinance No. 147, 2022, Amending Section 2-606 of the Code of the City of Fort Collins and Setting the Salary of the Chief Judge.

B. Resolution 2022-139 Authorizing the Second Addendum to Chief Judge Jill Hueser's Employment Agreement and Appointing Her to a New Two-Year Term.

The purpose of this item is to establish the 2023 compensation of the Chief Judge and to create a new two-year term for her employment. Council met in executive session on November 22, 2022, to conduct the performance review of Chief Judge Jill Hueser.

### STAFF RECOMMENDATION

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Staff recommends adoption of the Ordinance on First Reading and Resolution.

### BACKGROUND / DISCUSSION

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Council is committed to compensating employees in a manner which is market-based, competitive, and tied to performance. 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, Council and the Chief Judge meet twice a year to discuss performance and set goals for the coming year.

The 2022 salary of the Chief Judge is \$171,600.

Resolution 2019-099 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 Council by Ordinance. This Ordinance will amend City Code to reflect Chief Judge Hueser's 2023 compensation.

In addition, Resolution 2022-139 will authorize the Second Addendum to appoint Chief Judge Hueser to a new two-year term in her employment agreement. By Charter, contracts for municipal judges have a two-year term. By adopting Resolution 2021-117, Council shifted the timing of Chief Judge Hueser's employment agreement to run from January 2022 to January 2024. However, City staff has conducted

internal and external surveys to evaluate Chief Judge Hueser’s performance. To make use of the survey results, City staff is recommending Council create a new two-year term, extending Chief Judge Hueser’s appointment and employment agreement until January 1, 2025.

**CITY FINANCIAL IMPACTS**

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The City financial impact will be the new base salary for the Chief Judge as approved by Council.

**BOARD / COMMISSION / COMMITTEE RECOMMENDATION**

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Not applicable.

**PUBLIC OUTREACH**

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Not applicable.

**ATTACHMENTS**

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1. Ordinance for Consideration
2. Resolution for Consideration
3. Benchmark Cities Market Information