

AGENDA ITEM SUMMARY

City Council



STAFF

Teresa Roche, Human Resources Executive

SUBJECT

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

EXECUTIVE SUMMARY

A. First Reading of Ordinance No. 188, 2024, Amending Section 2-606 of the Code of the City of Fort Collins and Setting the Salary of the Chief Judge.

B. Resolution 2024-142 Authorizing the Third Addendum to Chief Judge Jill Hueser's Employment Agreement and Appointing Her to a New Two-Year Term.

The purpose of these items is to amend City Code to establish the 2025 compensation of the Chief Judge and to create a new two-year term for her employment. Council met in executive session on November 26, 2024, to conduct the performance review of Jill Hueser, Chief Judge, and to consider the salary market analysis for this position.

STAFF RECOMMENDATION

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

BACKGROUND / DISCUSSION

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 2024 salary of the Chief Judge is \$200,130.

Based on the market analysis for this position and guided by the City's compensation principles and Council's discussion during recent performance review, staff has recommended the 2025 salary for this position.

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 establish the 2025 compensation for the Chief Judge.

In addition, Resolution 2024-142 will authorize the Third Addendum to appoint Chief Judge Hueser to another two-year term in her employment agreement. By Charter, contracts for municipal judges have a two-year term. The current term established by the approval of Resolution 2022-139 expires January 1, 2025. City staff is recommending Council extend Chief Judge Hueser's appointment and employment agreement until January 1, 2027.

CITY FINANCIAL IMPACTS

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

BOARD / COMMISSION / COMMITTEE RECOMMENDATION

None.

PUBLIC OUTREACH

None.

ATTACHMENTS

1. Ordinance for Consideration
2. Resolution for Consideration
3. Exhibit A to Resolution
4. Benchmark Cities Market Information