

CITY COUNCIL COMMUNICATION



MEETING DATE: January 14, 2025

ITEM NUMBER: 12.C

SECOND READING:

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TYPE OF ITEM: General Business

PRESENTED BY:

Joanne Zeas, Human Resources, Joanne.Zeas@longmontcolorado.gov

SUBJECT/AGENDA TITLE:

Compensation Review For Municipal Judge

EXECUTIVE SUMMARY:

At recent Executive Sessions of the City Council on December 10, 2024 and December 17, 2024, City Council evaluated the salary for Municipal Judge Robert J. Frick. This item is included in the Council agenda so that salary adjustments may be completed.

COUNCIL OPTIONS:

Determine final adjustment to base compensation and/or total compensation for the Municipal Judge.

RECOMMENDED OPTIONS:

No staff recommendation. Comparable compensation information has been provided and is attached as information.

FISCAL IMPACT & FUND SOURCE FOR RECOMMENDED ACTION:

Fiscal amount to be determined upon amount awarded.

BACKGROUND AND ISSUE ANALYSIS:

A market analysis and methodology has been shared for the Municipal Judge with City Council. Copies of comparable data are included in this Council Communication. A 4.6% adjustment would be consistent with current market compensation (100% of market compensation for 2025 which includes a 1.6% adjustment to market and a 3% market adjustment to account for 2025 salary movement). Additional pay considerations for Council-appointed positions may be considered at Council's discretion. A decision as to whether to grant increases is a Council decision, as is a final amount regarding each position. While the above information is provided to assist, there is not a staff recommendation in regard to this item.

ATTACHMENTS:

Att 1 - Compensation Survey for Municipal Judge