



Agenda Memorandum

Agenda Item – {{section.number}}.C.

City Council Meeting
October 14, 2024



Strategic Priority 3: Community Health and Safety

Invest in innovative and collaborative approaches to provide a continuum of services that preserve, promote, and protect the health, safety, and environment of Westminster



Strategic Priority 6: Organizational Vitality

Develop and sustain an environment where employees and the organization are equipped and supported to deliver outstanding service to everyone in Westminster

Subject: First Reading of Councillor's Bill No. 35 Amending 1-7-2 Westminster Municipal Code, Setting the Salary of the Presiding Municipal Judge for 2025 and the Revised Employment Agreement

Prepared By: Davy Godfrey, Human Resources Director

Recommended City Council Action:

1. Pass Councillor's Bill No. 35 on first reading, amending 1-7-2 of the Westminster Municipal Code setting the salary for Presiding Municipal Court Judge Jason Lantagne for 2025.
2. Authorize the Mayor to execute a revised employment agreement with Jason Lantagne for his services as Presiding Municipal Court Judge with an effective date of January 1, 2025.

Summary Statement:

- City Council is requested to approve a revised Employment Agreement with Jason Lantagne for services as Presiding Municipal Court Judge beginning January 1, 2025. The agreement may be terminated by City Council or Presiding Municipal Court Judge Lantagne in accordance with the termination section of the agreement.

- City Council met with Presiding Municipal Court Judge Lantagne for his annual performance appraisal and salary review on October 7, 2024. The attached proposed agreement reflects City Council's direction regarding the renewal of the current agreement.
- Under the proposed revised agreement, Presiding Municipal Court Judge Lantagne's 2025 gross salary will be \$218,427, which represents a five-percent increase over his 2024 gross salary.
- The revised agreement also covers the Presiding Municipal Court Judge Lantagne's portion of any COBRA Benefits for the Medical, Dental, and Vision options that he had at the time of separation for the ensuing twelve (12) months.

Fiscal Impact:

\$218,427 in expenditures, plus the cost of fringe benefits as described in the attached employment agreement.

Source of Funds:

2025 General Fund: Chief of Staff's Office, Municipal Court Division Operating Budget

Policy Issue(s):

Should City Council approve the attached employment agreement with Presiding Municipal Court Judge Lantagne for his services as Presiding Municipal Court Judge?

Alternative(s):

City Council could amend the employment agreement with Presiding Municipal Court Judge Lantagne.

Background Information:

Since July 1991, City Council has used an employment agreement for Presiding Municipal Court Judge services. This approach is consistent with the practice of having employment agreements with the City Manager and the City Attorney, who also serve at the pleasure of City Council. The agreement with the Presiding Municipal Court Judge addresses the overall duties of the position, the term of the agreement, compensation and benefits, professional development, and termination and separation provisions.

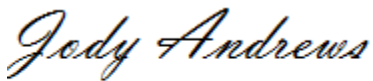
The proposed employment agreement with Presiding Municipal Court Judge Lantagne is similar to the current agreements that City Council has in place with its other contract employees.

The proposed employment agreement with Presiding Municipal Court Judge Lantagne provides that, except in those cases where the agreement provides for a different benefit level, the Presiding Municipal Court Judge will receive the same fringe benefits as those extended to all department directors.

Funds are available in the Adopted 2025 Budget to cover the expense for the salary and fringe benefits described in the agreement. Section 16.2 of the Westminster City Charter requires that City Council set the Presiding Municipal Court Judge's salary by ordinance. The attached Councillor's Bill fulfills this requirement by designating a salary that reflects the amount listed in the proposed employment agreement.

The proposed agreement and Councillor's Bill supports the City's Strategic Priorities of "Community Health and Safety" and "Organizational Vitality" by ensuring that a highly competent jurist serves as the City's Presiding Municipal Court Judge to preserve, promote and protect the health, safety, and environment for everyone in Westminster.

Respectfully submitted,



Jody L. Andrews
City Manager

Attachments:

Councillor's Bill No. 35 Amending 1-7-2, W.M.C., Setting the Salary of the Presiding Municipal Court Judge for 2025

Revised Employment Agreement for the Presiding Municipal Court Judge Jason Lantagne