

EUGENE CITY COUNCIL

AGENDA ITEM SUMMARY



Work Session and Action: Presiding Judge Salary

Meeting Date: January 11, 2016
Department: Mayor and City Council
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Agenda Item Number: 5
Contact: Claire Syrett, Council President
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ISSUE STATEMENT

This agenda item is presented for the council's discussion regarding a pay raise for Municipal Court Presiding Judge Wayne Allen.

BACKGROUND

Presiding Judge Wayne Allen was appointed by the City Council in 1994. His most recent evaluation, which took place on November 19, 2014, was favorable, and he was reappointed as Presiding Judge for another four-year term.

The City Council President and Vice President have reviewed the current compensation for Judge Allen and are recommending an increase of approximately seven percent to his base pay of \$121 per hour, retroactive to January 1, 2016. This would bring Judge Allen's hourly rate up to \$130 and represent an impact of approximately \$8,640 to the budget. Judge Allen has not received a raise in compensation since FY11/12 when his base rate was raised from \$119 to \$121. This proposed increase will remedy the lack of a cost-of-living increase this position experienced over the past four fiscal years. This recommendation is based on the following factors:

- Judge Allen has served as the City of Eugene's presiding municipal court judge for 22 years. In this role, he has received exemplary performance evaluations from the City Council and community serving with integrity and distinction.
- Judge Allen has demonstrated a deep commitment to serving the community and the City of Eugene by helping the city and community navigate criminal justice challenges with clear-eyed leadership and professional skill.
- Judge Allen is committed to working with the City Manager to implement a community court program and is taking a leadership role in support of accomplishing that important goal.

Providing Judge Allen with this compensation adjustment will serve to acknowledge both his past and future value to the City of Eugene. The Council President and Vice President hope that the council majority will support this recommendation.

Judge Allen is an outside contractor, rather than an employee. His contracting work as Presiding Judge is part-time (roughly 80 hours per month), and other part-time judges – who also are contractors rather than employees – handle the other part of the Municipal Court caseload. Many other Oregon cities with busy municipal courts hire their principal judges as full-time employees, instead of as part-time contractors. When Judge Allen retires, the City Council will have the opportunity to make the municipal court judge a full-time employee of the City. This would trigger a compensation review and potentially reduce the salary range for this position from the current rate to one that reflects the market rate for municipal judge positions elsewhere in Oregon at the time of that review.

COUNCIL OPTIONS

1. Approve a pay raise for Judge Allen in the amount of \$9 per hour.
2. Approve a pay raise for Judge Allen in a different amount.
3. Do not approve a pay raise for Judge Allen.

SUGGESTED MOTION

I move to authorize the Council President to sign an amendment to the City's contract with Judge Allen increasing the hourly pay from \$121 to \$130, and making that change retroactive to January 1, 2016.

ATTACHMENTS

None.

FOR MORE INFORMATION

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