
MEMORANDUM

DATE: August 4, 2006

SUBJECT: Ordinance Approving Salaries for Salt Lake City
Justice Court Judges for Fiscal Year 2006-07

REPORT BY: Gary Mumford

AFFECTED COUNCIL DISTRICTS: Citywide

In adopting the annual budget for fiscal year 2006-07, the City Council gave the justice court judges a cost-of-living increase rather than adopting the Mayor's recommendation of setting judges' salaries at the maximum allowed by state law (i.e. 85% of district court judges). Based on this action, the Administration increased the judges' salaries by 3.83%, which was the average of the professional employees.

Utah Code Section 78-5-128(1)(a) provides that "every justice court judge shall be paid a fixed compensation determined by the governing body of the respective municipality..." Since a 3.83% was not particularly specified by the Council, the City Attorney advised the Council Office that an ordinance clarifying or confirming the salary would be appropriate, if the Council supports the 3.83% increase. The Attorney's Office prepared the proposed ordinance, which also clarifies that the judges are part of the "unclassified" compensation plan. Previously, judges were part of the executive compensation plan but were removed in June 2006 from that plan because it wasn't a good fit.

The City's pay system for professional employees uses a factoring system that provides a greater increase for employees substantially below midpoint and a smaller increase for those over midpoint. The theory is that once employees have significant experience in their positions, the employees should be paid near the midpoint of the salary range. This approach was put in place so that long-term employees do not continue to receive salary increases that put their pay at a rate that is significantly above the rate that the market would pay for the position. Those employees below the midpoint received a greater increase than the general percentage increase depending on how much below the midpoint. Employees above the midpoint received less than the general percentage increase. Since more City employees are below the midpoint than above the midpoint, the average increase has always been greater than the general percentage increase.

In connection with future annual budgets, the Administration will prepare an ordinance each year for the Council's consideration that specifically sets the salaries of the City's justice court judges. Council Member Simonsen suggested that a briefing on the compensation plans may be appropriate. Council staff will coordinate with the chair and vice chair regarding a compensation briefing.

SALT LAKE CITY ORDINANCE
No. _____ of 2006
(Justice Court Judges' Salaries)

AN ORDINANCE APPROVING SALARIES FOR SALT LAKE CITY JUSTICE
COURT JUDGES FOR FISCAL YEAR 2006 - 2007.

Be it ordained by the City Council of Salt Lake City, Utah:

SECTION 1. That the Salt Lake City Justice Court Judges be and are hereby reclassified
as Unclassified Employees.

SECTION 2. The salary level for Salt Lake City Justice Court Judges for Fiscal Year
2006 – 2007 be and is hereby increased by 3.83% to \$7,779.20 per month.

SECTION 3. This ordinance shall take effect immediately upon the date of its first
publication.

Passed by the City Council of Salt Lake City, Utah this _____ day of _____,
2006.

CHAIRPERSON

ATTEST:

CHIEF DEPUTY CITY RECORDER

Transmitted to Mayor on _____.