



City of Oregon City

625 Center Street
Oregon City, OR 97045
503-657-0891

Staff Report

File Number: 18-362

Agenda Date: 8/1/2018

Status: Consent Agenda

To: City Commission

Agenda #: 8b.

From: Human Resources Director Patrick Foiles

File Type: Report

SUBJECT:

Municipal Court Judge Merit Pay for Performance

RECOMMENDED ACTION (Motion):

Staff requires City Commission approval to process a proposed five percent (5%) merit payment based on the Municipal Judge's accomplishments and performance for the past year. Merit Pay for Performance was discussed and consensus reached during the Municipal Judge's annual performance evaluation at the July 18, 2018 Executive Session. Payment is a percentage of annual base salary. In addition, the previous year's (2017) flat rate of \$5,000 for merit pay for performance that was never fully executed.

BACKGROUND:

The Municipal Judge's annual evaluation was conducted on July 18, 2018. As part of the evaluation, the Commission discussed appropriate levels of compensation to recognize the Municipal Judge's accomplishments. Any compensation adjustment was metered within the constraints of the current economic environment and budget. The Commission reached consensus that a five percent (5%) merit payment for performance was deserved and appropriate. If approved, the merit payment will be processed with the August 31st payroll.

BUDGET IMPACT:

Amount: None - Five percent (5%) merit pay was budgeted in the Commission approved and adopted budget. Approved amount is less than budgeted.

FY(s): FY 2017-19

Funding Source: General Fund