



City of Rochester Hills
AGENDA SUMMARY
NON-FINANCIAL ITEMS

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Legislative File No: 2016-0248

TO: Mayor and City Council Members
FROM: Pamela M. Gordon, Director of Human Resources
DATE: June 20, 2016
SUBJECT: Recommendation for 2017 General Adjustment for Department Directors

REQUEST:

Approval of the HR Technical Review Committee recommendation to adjust the general base salary budget for department directors by 2%, along with a market adjustment of \$12,862 for the position of Finance Director; resulting in a \$28,596 budget increase and a total adjusted base salary budget of \$1,028,395 in 2017.

BACKGROUND:

Pursuant to Section 8.8 of the City Charter of the City of Rochester Hills, City Council is required to set in the annual budget, by resolution, the annual salary for department directors, Mayor, and rates of compensation for City Council and members of Boards and Commissions. As directed by Article III, Section 5 of City Council Policy for Salaries of Department Directors and Mayor, and Per Diem Fees for City Boards and Commissions, as amended, the HR Technical Services Committee met on May 16, 2016 to discuss 2017 compensation recommendations. The committee reached consensus to recommend a 2% base salary budget increase.

This recommendation continues to recognize current economic and local market conditions and is consistent with general adjustments recently negotiated for 2017 with the City's full-time bargaining units.

The recommended budget would allow for an increase to the base salary for the position of Finance Director to \$115,000. This market adjustment is based on local municipal survey data and provides a more competitive salary needed to attract qualified candidates for the vacant position.

The salary for Assessor/Treasurer would remain frozen at the 2012 rate in 2017 based on ongoing internal equity considerations.

RECOMMENDATION:

That City Council accept the recommendation of the HR Technical Review Committee to authorize an increase to the general base salary budget for department directors of 2%, with a market adjustment of \$12,862 (to \$115,000) for the position of Finance Director, resulting in a \$28,596 budget increase and a total adjusted base salary budget of \$1,028,395 in 2017.

APPROVALS:	SIGNATURE	DATE
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Department Review		
Department Director		
Mayor		
City Council Liaison		