

City of Rochester Hills
AFSCME Local #2491
Effective December 26, 2016

Pay Adjustment= 2.0%

Pay Grade	85%	90%	95%	100%
A1	\$ 36,433.28 17.516	\$ 38,579.84 18.548	\$ 40,722.24 19.578	\$ 42,864.64 20.608
A2	\$ 38,484.16 18.502	\$ 40,749.28 19.591	\$ 43,012.32 20.679	\$ 45,277.44 21.768
A3	\$ 40,229.28 19.341	\$ 42,598.40 20.480	\$ 44,963.36 21.617	\$ 47,328.32 22.754
A4	\$ 42,101.28 20.241	\$ 44,580.64 21.433	\$ 47,057.92 22.624	\$ 49,533.12 23.814
A5	\$ 42,677.44 20.518	\$ 45,190.08 21.726	\$ 47,700.64 22.933	\$ 50,211.20 24.140
A6	\$ 44,468.32 21.379	\$ 47,082.88 22.636	\$ 49,699.52 23.894	\$ 52,314.08 25.151
A7	\$ 45,728.80 21.985	\$ 48,416.16 23.277	\$ 51,107.68 24.571	\$ 53,797.12 25.864
A8	\$ 46,989.28 22.591	\$ 49,755.68 23.921	\$ 52,520.00 25.250	\$ 55,282.24 26.578
A9	\$ 48,711.52 23.419	\$ 51,577.76 24.797	\$ 54,444.00 26.175	\$ 57,310.24 27.553
A10	\$ 49,784.80 23.935	\$ 52,711.36 25.342	\$ 55,642.08 26.751	\$ 58,568.64 28.158
A11	\$ 51,311.52 24.669	\$ 54,327.52 26.119	\$ 57,347.68 27.571	\$ 60,365.76 29.022
A12	\$ 52,047.84 25.023	\$ 55,109.60 26.495	\$ 58,169.28 27.966	\$ 61,231.04 29.438
A13	\$ 54,202.72 26.059	\$ 57,389.28 27.591	\$ 60,577.92 29.124	\$ 63,764.48 30.656
A14	\$ 58,601.92 28.174	\$ 62,048.48 29.831	\$ 65,495.04 31.488	\$ 68,943.68 33.146
A15	\$ 60,656.96 29.162	\$ 64,220.00 30.875	\$ 67,789.28 32.591	\$ 71,358.56 34.307
A16	\$ 63,140.48 30.356	\$ 66,855.36 32.142	\$ 70,570.24 33.928	\$ 74,283.04 35.713
A17	\$ 65,734.24 31.603	\$ 69,598.88 33.461	\$ 73,467.68 35.321	\$ 77,332.32 37.179

AFSCME Local 1917
New Hire Pay Schedule

Effective 12/26/2016

(Less 5% for Employees Hired After 1/1/2011)

<u>GRADE</u>	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
S1-5	\$55,206 26.541	\$59,265 28.493	\$63,321 30.443	\$67,376 32.392	\$71,438 34.345
S2-5	\$57,971 27.871	\$62,224 29.916	\$66,489 31.966	\$70,749 34.014	\$75,007 36.061
S3-5	\$60,865 29.262	\$65,337 31.412	\$69,811 33.563	\$74,284 35.713	\$78,760 37.866
S4-5	\$63,909 30.726	\$68,604 32.983	\$73,303 35.242	\$78,001 37.500	\$82,698 39.759
S5-5	\$67,102 32.261	\$72,035 34.632	\$76,970 37.005	\$81,900 39.375	\$86,831 41.746
S6-5	\$70,458 33.874	\$75,639 36.365	\$80,820 38.856	\$85,995 41.344	\$91,176 43.835
S7-5	\$73,982 35.568	\$79,420 38.183	\$84,858 40.797	\$90,295 43.411	\$95,733 46.026

AFSCME Local 1917
Grandfathered Pay Schedule

Effective 12/26/2016
(for Employees Hired before 1/1/2011)

<u>GRADE</u>	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
S1	\$58,111	\$62,385	\$66,652	\$70,924	\$75,198
	27.938	29.993	32.044	34.098	36.153
S2	\$61,021	\$65,499	\$69,990	\$74,472	\$78,955
	29.337	31.490	33.649	35.804	37.959
S3	\$64,068	\$68,775	\$73,488	\$78,196	\$82,905
	30.802	33.065	35.331	37.594	39.858
S4	\$67,271	\$72,216	\$77,160	\$82,108	\$87,050
	32.342	34.719	37.096	39.475	41.851
S5	\$70,635	\$75,826	\$81,022	\$86,208	\$91,401
	33.959	36.455	38.953	41.446	43.943
S6	\$74,167	\$79,620	\$85,072	\$90,522	\$95,975
	35.657	38.279	40.900	43.520	46.142
S7	\$77,877	\$83,599	\$89,326	\$95,048	\$100,772
	37.441	40.192	42.945	45.696	48.448

City of Rochester Hills
2017 Non-Union Pay Grades/Steps
Effective December 26, 2016

Pay Grade	Base Max Step				
	Step A	Step B	Step C	Step D	E
N0	\$ 33,101.12 15.914	\$ 35,532.64 17.083	\$ 37,966.24 18.253	\$ 40,399.84 19.423	\$ 42,829.28 20.591
N1	\$ 35,083.36 16.867	\$ 37,664.64 18.108	\$ 40,243.84 19.348	\$ 42,825.12 20.589	\$ 45,400.16 21.827
N2	\$ 37,190.40 17.880	\$ 39,925.60 19.195	\$ 42,654.56 20.507	\$ 45,391.84 21.823	\$ 48,124.96 23.137
N3	\$ 39,420.16 18.952	\$ 42,319.68 20.346	\$ 45,217.12 21.739	\$ 48,116.64 23.133	\$ 51,012.00 24.525
N4	\$ 41,789.28 20.091	\$ 44,857.28 21.566	\$ 47,929.44 23.043	\$ 51,005.76 24.522	\$ 54,075.84 25.998
N5	\$ 44,299.84 21.298	\$ 47,550.88 22.861	\$ 50,808.16 24.427	\$ 54,065.44 25.993	\$ 57,310.24 27.553
N6	\$ 46,951.84 22.573	\$ 50,404.64 24.233	\$ 53,855.36 25.892	\$ 57,299.84 27.548	\$ 60,754.72 29.209
N7	\$ 49,770.24 23.928	\$ 53,426.88 25.686	\$ 57,083.52 27.444	\$ 60,742.24 29.203	\$ 64,403.04 30.963
N8	\$ 52,752.96 25.362	\$ 56,638.40 27.230	\$ 60,507.20 29.090	\$ 64,392.64 30.958	\$ 68,269.76 32.822
N9	\$ 55,922.88 26.886	\$ 60,032.96 28.862	\$ 64,143.04 30.838	\$ 68,253.12 32.814	\$ 72,361.12 34.789
N10	\$ 59,282.08 28.501	\$ 63,631.36 30.592	\$ 67,993.12 32.689	\$ 72,348.64 34.783	\$ 76,704.16 36.877
N11	\$ 62,836.80 30.210	\$ 67,446.08 32.426	\$ 72,067.84 34.648	\$ 76,687.52 36.869	\$ 81,303.04 39.088
N12	\$ 66,603.68 32.021	\$ 71,497.92 34.374	\$ 76,394.24 36.728	\$ 81,290.56 39.082	\$ 86,176.48 41.431
N13	\$ 70,601.44 33.943	\$ 75,786.88 36.436	\$ 80,974.40 38.930	\$ 86,161.92 41.424	\$ 91,353.60 43.920
N14	\$ 74,836.32 35.979	\$ 80,333.76 38.622	\$ 85,839.52 41.269	\$ 91,336.96 43.912	\$ 96,836.48 46.556
N15	\$ 79,327.04 38.138	\$ 85,155.20 40.940	\$ 90,985.44 43.743	\$ 96,815.68 46.546	\$ 102,648.00 49.350

**Director
Revised 7_5_17
Salary Adjustments**

<u>General Adjustment</u>		2%					
<u>Director of</u>	<u>Employee</u>	<u>2017 Base Salary Adjustment</u>	<u>Longevity 1/1/2017</u>	<u>2017 Salary w/Long</u>	<u>Director Position Anniversary Date</u>	<u>Date/Adj/ Date of Hire with City</u>	<u>Years of City Service</u>
Assessing	Kurt Dawson ¹	\$110,952	5.5%	\$117,054	January 24, 2001	August 31, 1989	27
Building/Ord Comp	Scott Cope	\$100,190	5.5%	\$105,701	April 12, 2000	March 12, 1984	33
City Clerk	Tina Barton ²	\$96,549	Flat 2018	\$96,549	March 1, 2013	March 1, 2013	4
Chief Financial Officer	Joe Snyder ⁴	\$105,570	5.5%	\$111,376	September 23, 2016	January 31, 2000	17
Fire Chief	Sean Canto ²	\$106,657	Flat 2019	\$106,657	March 24, 2014	March 24, 2014	3
Human Resources	Pamela Gordon	\$99,220	5.5%	\$104,677	April 29, 1998	April 29, 1998	19
MIS	Bob Grace	\$97,846	5.5%	\$103,228	June 29, 2000	March 30, 1987	30
Parks/Forestry	Ken Elwert ²	\$94,719	Flat 2021	\$94,719	February 22, 2016	February 22, 2016	1
Planning & Econ Development	Sara Roediger ³	\$101,204	Flat 2019	\$101,204	March 27, 2017	August 21, 2014	2
Public Services	Allan Schneck ²	\$108,042	Flat 2016	\$108,042	April 11, 2011	April 11, 2011	6
TOTALS:		\$1,020,949					
Difference from Prior Year:		\$21,150					
Average Salary:		\$102,095				Average YOS:	14.2
Mayor	Bryan Barnett	\$116,276	4.5%	\$121,508	April 14, 2006	November 15, 1999	15
NOTES:							
¹ Internal Equity Freeze at 2012 level							
² Subject to Flat Longevity after 5yrs							

**COMPENSATION FOR REGULAR
PART-TIME CLASSIFICATIONS*
2017 Rates -- Effective 12/26/2016**

**2% Adjustment
Pay Grade 26**

Classification Title	Description	Minimum Qualifications	A	B	C	D	E
Departmental Assistant¹⁾	Year-round continuous part-time position supporting moderately complex departmental activities including computer applications, customer service, records maintenance, and/or report generation.	Previous clerical experience with the City resulting in extensive knowledge of organization and ability to adapt to various assignments and departmental operations.	\$13.601	\$15.647	\$17.690	\$19.735	\$21.779
Utility Assistant Position tied to HR; wages paid by assigned department	Assigned to City departments by HR as needed for temporary replacement of full-time staff, excess workload or special projects.	Two years of full-time responsible office clerical experience, 45 wpm keyboard entry speed, or equivalent education/ experience appropriate to specialized department operations.	\$13.601	\$15.646	\$17.690	\$19.735	\$21.779
Interim Maintenance Tech²⁾	Performs building maintenance and related duties.	Significant experience performing a range of directly related functions.	\$17.414	\$18.504	\$19.591	\$20.681	\$21.767
Museum Utility Worker³⁾	Performs building maintenance and related duties.	Significant experience performing a range of directly related functions.	\$17.414	\$18.504	\$19.591	\$20.681	\$21.767
Museum Staff Asst¹⁾	Delegated responsibilities for tours, special programs/events, archives & gift shop; oversees volunteers.	Two years full-time related college level classes , e.g., historic preservation, education; or equivalent full-time work experience.	\$16.505	\$17.516	\$18.548	\$19.578	\$20.608
Interim Laborer/ Interim Custodian	Year-round part-time position supporting departmental activities.	Some experience performing a limited scope of related duties.	\$10.504	\$12.212	\$13.496	\$14.990	\$16.485
Trades Inspector/Plan Reviewer-- PT/Temp	Completes inspections and plan reviews in absence of full time inspectors on a call-in basis.	Act 54 Certification and some experience in area of speciality					\$35.654

¹⁾ Part Time hire rate up to Step C; re-hire from FT up to E depending on qualifications and specialized experience required.

²⁾ Maint Tech authorized to receive up to Step C in 2017 per appraisal; annual steps thereafter

³⁾ Museum Utility Worker authorized to be placed in PT scale at Step C in 2017.

General Notes: *All pay rates subject to annual general adjustment authorized for Non-union employees

**Part time FTE classifications not listed may be compensated at 80% of applicable Full time rate.