



City of Rochester Hills
AGENDA SUMMARY
NON-FINANCIAL ITEMS

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Legislative File No: 2015-0247

TO: Mayor and City Council Members
FROM: Pamela M. Gordon, Director of Human Resources
DATE: June 29, 2015
SUBJECT: Recommendation for 2016 General Adjustment for Department Directors

REQUEST:

Approval of the recommendation of the HR Technical Review Committee for a 1.5% adjustment to the general base salary budget for department directors in fiscal year 2016, with an \$18,000 increase for a \$1,004,687 total budgeted salary.

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 18, 2015 to discuss 2016 compensation recommendations. The committee reached consensus to recommend a 1.5% base salary budget increase.

This recommendation continues to recognize gradually improving economic and local market conditions, including a taxable value growth estimate of 1.6% and a 1.5% annual change in the Midwest urban Consumer Price Index for 2014. The salary for Assessor/Treasurer would remain frozen at the 2012 rate in 2016 based on ongoing internal equity considerations.

RECOMMENDATION:

That City Council accept the recommendation of the HR Technical Review Committee and authorize an additional \$18,000 to be budgeted to increase the salaries of department directors by 1.5% in 2016, bringing the budget for directors' base salaries to \$1,004,687.

APPROVALS:	SIGNATURE	DATE
Department Review		
Department Director		
Mayor		
Deputy Clerk		