



Rochester Hills

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Master

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Regular Meeting

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File Name: Classification and Compensation Study Executive Report

Final Action:

Title label: Request for Acceptance of the Classification and Compensation Study Executive Report

Notes:

Sponsors:

Enactment Date:

Attachments: 071717 Agenda Summary.pdf, Executive Report.pdf, 2017 Proposed Salary Schedule Table.pdf

Enactment Number:

Contact:

Hearing Date:

Drafter:

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History of Legislative File

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|---------------|------------------------------|------------|---------|----------|-----------|-----------------|---------|
| 1 | City Council Regular Meeting | 07/17/2017 | | | | | |

Text of Legislative File 2017-0318

Title

Request for Acceptance of the Classification and Compensation Study Executive Report

Body

Whereas, the City of Rochester Hills engaged McGrath Human Resources Group to conduct a total compensation study for its AFSCME union and regular non-union employees; and

Whereas, an Executive Report has been provided that identifies findings and recommendations which support a pay philosophy based on the 55th percentile of the relevant job market for City positions; and

Whereas, a new unified salary schedule is recommended for all groups included in the study, which reflects the goals and findings of the study, as well as the proposed pay philosophy;

Resolved, that the Rochester Hills City Council hereby accepts the Executive Report and authorizes staff to reflect the recommended salary schedule adjustments in the proposed budgets for 2018, 2019 and 2020.