



City of Rochester Hills
AGENDA SUMMARY
NON-FINANCIAL ITEMS

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Legislative File No: 2018-0254

TO: Mayor and City Council Members
FROM: Pamela M. Gordon, Director of Human Resources
DATE: June 18, 2018
SUBJECT: Recommendation for 2019 General Adjustment for Department Directors

REQUEST:

Approval of the HR Technical Review Committee’s recommendation to authorize a 2% general adjustment Department Directors in 2019.

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* and authorized by resolution number 2017-0279, the HR Technical Services Committee met on June 4, 2018, to discuss 2019 compensation recommendations.

In 2017, City Council authorized implementation of a unified salary schedule to include department directors as well as other non-union and union employee groups. This compensation structure is intended to maintain pay equity between employee groups, as well as to support a market-competitive, above average pay philosophy for the City. As a result, in addition to annual adjustments to offset inflation factors and subject to satisfactory performance, directors are now eligible for annual steps within pay grades established for their positions.

The HRTRC reached consensus to recommend a 2% general adjustment to the 2019 base salary budget for directors, in addition to eligible step increases. The 2% increase will allow for a general adjustment to the City’s unified salary schedule and establish a precedent for negotiating 2019 union contract renewals.

RECOMMENDATION:

That City Council accept the recommendation of the HR Technical Review Committee and approve 2% or \$21,266 for general adjustments, in addition to \$32,548 in eligible step increases for department directors, for a total 2019 adjusted base salary budget of \$1,117,474.

APPROVALS:	SIGNATURE	DATE
Department Review		
Department Director		

Mayor		
Deputy Clerk		