



City of Rochester Hills
AGENDA SUMMARY
NON-FINANCIAL ITEMS

1000 Rochester Hills Dr.
Rochester Hills, MI 48309
248.656.4630
www.rochesterhills.org

Legislative File No: 2019-0270

TO: Mayor and City Council Members
FROM: Pamela M. Gordon, Director of Human Resources
DATE: June 17, 2019
SUBJECT: Recommendation for 2020 General Adjustment for Department Directors

REQUEST:

Approval of the HR Technical Review Committee's recommendation to authorize a 2.5% general adjustment Department Directors in 2020.

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 May 20, 2019, to discuss 2020 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 2.5% general adjustment to the 2020 base salary budget for directors, in addition to eligible step increases. The 2.5% increase will allow for a general adjustment to the City's unified salary schedule consistent with current union contracts.

RECOMMENDATION:

That City Council accept the recommendation of the HR Technical Review Committee and approve 2.5% or \$32,696 for general adjustments, in addition to \$34,520 in eligible step increases for department directors, for a total 2020 adjusted base salary budget of \$1,122,951.

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