



City of Rochester Hills
AGENDA SUMMARY
NON-FINANCIAL ITEMS

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Legislative File No: 2020-0284

TO: Mayor and City Council Members
FROM: Pamela M. Gordon, Director of Human Resources
DATE: July 27, 2020
SUBJECT: Recommendation for 2021 General Adjustment for Mayor

REQUEST:

Approval of the HR Technical Review Committee's recommendation of a 2.5% general adjustment to the salary schedule for the position of Mayor in 2021.

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 July 13, 2020 to discuss 2021 compensation recommendations.

The HRTRC initially met on May 18, 2020, in order to discuss 2021 proposed salary recommendations that would have been presented to City Council at its June 22 meeting, in accordance with City Council policy. However, the committee decided that the discussion should be postponed until July, in order to allow more time to assess the fiscal impact of COVID-19 on State Shared revenue and Act 51 gas tax payments. City Council authorized the requested postponement on June 8.

When the HRTRC reconvened on July 13, CFO, Joe Synder provided a briefing on the most recent revenue data from the State, which was much better than previous estimates. This information is included in an update of the seven-year forecast on tonight's Council agenda. The committee accepted the CFO's conclusion that the City is well positioned to maintain and operate with a structural surplus, while providing the proposed pay adjustments. On that basis, the HRTRC's concurred that the general adjustment for the Mayor should be continue to be consistent with department directors and other City employee groups that are part of the City's unified salary schedule.

RECOMMENDATION:

That City Council accept the HR Technical Review Committee's recommendation of a 2.5% adjustment to the 2021 base salary budget for the position of Mayor in the amount of \$3,505, for a total base salary for 2021 of \$143,678.

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

Contract Reviewed by City Attorney

Yes

N/A