



City of Rochester Hills
AGENDA SUMMARY
NON-FINANCIAL ITEMS

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Legislative File No: 2020-0285

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

REQUEST:

To accept the recommendation of the HR Technical Review Committee that no additional market equity adjustments for director positions be budgeted for 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 the *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 Review Committee reviewed and discussed the information provided by the Administration at its meeting on July 13, 2020.

Department director positions were included in a market study conducted as part of a comprehensive compensation study completed in 2017. The consultant recommended that the salary schedule subsequently adopted by the City be updated every five years, subject to general market conditions. Given that an update of the study is planned for 2021, the HRTRC concurred that no equity adjustments for department director positions should be recommended at this time.

RECOMMENDATION:

That City Council accept the recommendation of the HR Technical Review Committee to authorize no individual market equity adjustments for department director positions in 2021.

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

Contract Reviewed by City Attorney Yes N/A