



Legislation Details (With Text)

File #: 2017-0318 **Version:** 1

Type: Administration **Status:** Passed

File created: 7/10/2017 **In control:** City Council Regular Meeting

On agenda: **Final action:** 7/17/2017

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

Sponsors:

Indexes:

Code sections:

Attachments: 1. 071717 Agenda Summary.pdf, 2. Suppl Presentation.pdf, 3. Executive Report.pdf, 4. 2017 Proposed Salary Schedule Table.pdf, 5. Current Salary Schedules for Employee Groups.pdf, 6. Resolution (Draft).pdf

Date	Ver.	Action By	Action	Result
7/17/2017	1	City Council Regular Meeting	Adopted by Resolution	Pass

Request for Acceptance of the Classification and Compensation Study Executive Report

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 receives the Executive Report and authorizes staff to reflect the recommended salary schedule in the proposed budgets for 2018, 2019 and 2020.