



**City of Rochester Hills
AGENDA SUMMARY
NON-FINANCIAL ITEMS**

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Legislative File No: 2008-0326

TO: Mayor and City Council Members
FROM: Pamela M. Lee, Director of Human Resources
DATE: June 23, 2008
SUBJECT: Salary Recommendations for 2009 Equity Adjustments for Department Directors

REQUEST:

To concur with the recommendation of the HR Technical Review Committee for the department directors' salary equity adjustment for fiscal year 2008.

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 the Department Directors, Mayor, City Council and the rates of compensation for members of Boards & Commissions.

As directed by Article III, Section 5 of *City Council Policy for Salaries of Department Directors, as amended*, The HR Technical Review Committee met over a three-month period to review and discuss prospective salary recommendations for 2009. A review of equity considerations affecting individual base salaries for directors identified internal factors that support an adjustment to the salary of the City Clerk. Specifically, the City Clerk oversees the 3rd largest number of year-round FTEs in four divisions and is currently the lowest paid department director (\$82,066.82). The Clerk's current base salary is also 2% less than that of the City Accountant, who is an immediate report.

Based on the above factors, consensus was reached to recommend a 6% 2009 equity adjustment to the salary of the City Clerk to a base rate of \$86,991 (\$87,860 with a 1% general adjustment recommended in 2009).

RECOMMENDATION:

That City Council concur with the recommendation of the HR Technical Review Committee and authorize an additional \$4,973 in the salary budget for department directors to provide for a 6% equity adjustment to the base salary of the City Clerk for fiscal year 2009.
