



Rochester Hills Minutes

1000 Rochester Hills Drive
Rochester Hills, MI 48309
(248) 656-4660
Home Page:
www.rochesterhills.org

Administration and Information Services Committee

*John L. Dalton, Bob Grace, Katie Hauswirth, Melinda Hill, Barbara Holder, Bev Jasinski,
Andrew Kenzie, Pam Lee, Gerard Verschueren*

Tuesday, March 2, 2004

8:00 AM

1000 Rochester Hills Drive

Draft

CALL TO ORDER

Vice Chairperson Holder called the meeting to order at 8:03 AM.

ROLL CALL

Present: Holder, Dalton and Kirksey

Absent: Hill and Verschueren

APPROVAL OF MINUTES

No minutes were presented for approval.

COMMUNICATIONS

It was suggested the youth be reminded of the upcoming legislative conference.

Mr. Grace requested input from the Committee regarding the upcoming City Council vs Teen Council competitive activity.

UNFINISHED BUSINESS

2004-0039

Revised Liquor License Ordinance

Attachments: Letter Staran 20030808.pdf; Farmington Hills Agreement.pdf; First Revisions Chpt 6 Sec 38 Lq Lic.pdf; Letter Staran 20040128.pdf; AIS Resolution.pdf; Final Chpt 6 Sec 38 Lq Lic.pdf

Committee Members concurred the Ordinance was ready to move forward to Council for consideration

A motion was made by Dalton, seconded by Kirksey, that this matter be Recommended for Approval to the City Council.

Resolved that the Administrative & Information Services Committee recommends that City Council accept for First Reading an ordinance to amend Section 6-38 of Chapter 6, Alcoholic Liquor, to modify and add factors to be considered by City Council in processing liquor license applications, repeal conflicting ordinances, and prescribe a penalty for violations.

The motion carried by the following vote:

Aye: Holder, Dalton and Kirksey

Absent: Hill and Verschueren

NEW BUSINESS

2004-0211

2005 General Adjustment Recommendation - Directors

Attachments: 2005 Salary Discussions.pdf; Memo Lee 022704.pdf; CC Salary Policy 20020717.pdf; Salary History-Directors.pdf; MML Director Survey DataUPDATE.pdf; Memo Somerville 033104.pdf; Revenue Reductions 2004.pdf; Res Directors Gen Adjustment 2004.pdf

Committee Members discussed at length:

- * *MML survey was conducted on-line.*
- * *City of Rochester Hills and other municipalities responded.*
- * *Overall the data suggests the compensation for Directors in Rochester Hills is very competitive.*

Committee members reviewed base salary information for:

- * *Farmington Hills*
- * *Troy*
- * *Southfield*
- * *Sterling Heights*

It was noted some Director salaries are between the overall average and the wage and class comparable average. Some slightly exceed the wage and class average.

Committee Members discussed three types of adjustments.

- * *Equity adjustment: Dollar amount of increase in addition to general adjustment. Equity adjustments granted due to Mercer Study recommendation.*
- * *General Adjustment: Percentage increase to base salary. Directors have received 2 percent at the beginning of calendar year (as in previous years).*
- * *Performance Bonus: Additional compensation for effort/performance. City Council allocates money, awarded at the discretion of the Mayor, (Mayor has never awarded bonuses).*

Committee members discussed recommendations to bring certain Directors up to average as follows.

1. *Finance Director: 13% behind the Mercer average and about 4.8% behind the overall average.*
2. *Fire Chief: 8.9% behind the Mercer average and about 3.1% behind the overall average.*
3. *MIS Director: 8.5% behind the Mercer average and close to the overall average of the municipalities that have responded to the MML survey.*

Council Members discussed sending a memo to the Mayor asking her what Directors deserve an adjustment to bring them up to average.

It was noted that the Charter says that the City Council sets salaries