

**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 to MML survey.*
- \* *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 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*