

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