

2004-0210

Administration & Information Services Committee 2005 Salary Recommendation for City Council

Attachments: Agenda Summary - CC.pdf; Salary Policy.pdf; Salary History-Council.pdf; Resolution Council Salary 2004.pdf; Salary Comparison CC.pdf; Minutes, AIS 050402 Draft Excerpt.pdf; Minutes, AIS 040604 Draft Excerpt.pdf; Minutes, AIS 030204 Draft Excerpt.pdf; 0210

Committee members discussed recommendation for 2005 City Council salaries including the following:

- *Change the minimum meeting requirement rather than increasing the base pay*
- *Delete the current 50 Council meeting minimum which would result in a \$3,000 increase per Council Member*
- *Change the current 50 Council meeting minimum to 32 meeting minimum, the number of scheduled meetings per year*
- *Comparison review of the number of Rochester Hills Council meetings to other municipalities*
 - *30 more meetings than Southfield*
 - *50 more meetings than Farmington Hills and Troy*
 - *60 more meetings than St. Clair Shores and Royal Oak*
 - *70 more meetings than Sterling Heights*
- *City Charter originally said Council Members will be paid on per diem basis*

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

Now Therefore Be It Resolved, that the Administration & Information Services (AIS) Committee recommends to City Council that the compensation for the Rochester Hills City Council, in the form of a yearly salary for the 2005 Fiscal Year remain the same as Fiscal Year 2004 as follows:

**City Council President - \$7,850.48/year
City Council Member - \$6,577.43/year**

Be It Further Resolved, that the AIS Committee recommends that City Council Members shall receive per diem compensation in the amount of Sixty Dollars (\$60.00) for attendance at any meeting, for which they are appointed as a Council Representative, in excess of Thirty-two (32) meetings per year.

The motion carried by the following vote:

Aye: Hill, Holder, Dalton, Kirksey and Verschuere

2004-0211

2005 Salary Recommendation for Directors' General Adjustment Recommendation

Attachments: Agenda Summary.pdf; Salary Policy.pdf; Salary History-Directors.pdf; Memo Somerville 033104.pdf; Memo Lee 022704.pdf; MML Director Survey DataUPDATE.pdf; Revenue Reductions 2004.pdf; Res Directors Gen Adjustment 2004.pdf; 0211 Minutes, AIS 030204 Draft Ex

Committee members discussed general adjustments to the Directors' and Mayor's salaries for 2005 including the following:

- Directors received a two-percent (2%) increase for 2004
- Proposed increase of two-percent (2%) for Directors and the Mayor for 2005
- Non-Union employees received two and one-half (2.5) percent increase in 2004
- 2491 employees received two and one-half (2.5) percent increase from April 2004 through March 2005 per the union contract
- 1917 supervisors union employees will receive a two and two-tenths (2.2) percent increase for 2005 with a "me-too" clause in the contract that goes into effect if the non-union employees receive more than a two and two-tenths (2.2) percent increase
- Directors are exempt employees and do not receive overtime pay
- Although the budget is tight, it is important to compensate good employees to retain them
- Directors receive the same benefits all other employees receive and receive nothing in addition
- The over-all average of general increases for all groups balanced equally
- Base pay affects other benefits

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

Resolved, that the Administrative and Information Services Committee recommends to City Council a two percent (2%) increase to budgeted funds for Department Director salaries for Fiscal Year 2005, bringing the budget for base salaries for Directors to \$884,514.

Further resolved, that wage increases greater than 2% received by non-union, Local 2491 or Local 3472 employees for 2005 will also be received by Directors, provided agreement is reached prior to December 31, 2005 with respect to bargaining units

The motion carried by the following vote:

Aye: Hill, Holder, Dalton, Kirksey and Verschueren

2004-0213

Administration & Information Services Committee 2005 Salary Recommendation for Directors' Variable Performance (Discretionary) Pool

Attachments: Agenda Summary1.pdf; Salary Policy.pdf; Minutes, AIS 050404 Draft Excerpt.pdf; Resolution Directors Var Perf 2004.pdf; 0213 Resolution.pdf

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

Now Therefore Be It Resolved, that the Administration & Information Services Committee recommends to City Council that a Variable Performance (Discretionary) Pool for Directors of Twenty Thousand Dollars (\$20,000.00) be established to provide for flat bonus pay, separate from base pay, for the Fiscal Year 2005.

The motion carried by the following vote: