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CITY OF ROCHESTER HILLS

**H**uman  
**R**esources

Pamela M. Lee, Director—ext. 2521

DATE: March 31, 2005

TO: AIS Committee

RE: 2006 Salary Discussion

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The results of a recent survey conducted by the Human Resources Department for Director, Mayor/Manager and Council salaries are attached. Ten municipalities responded out of the 12 that were contacted. Each community was provided with brief descriptions of the director positions surveyed and asked to provide salary data for their comparable positions.

A chart of general pay adjustments for 2004 and 2005 is also attached. Four out of the 11 communities responding have 3% increases scheduled for exempt executive pay as of July 1, 2005. Three communities have had minimal or no adjustments in 2004 and two are projecting 2% or less for 2005. Several pay adjustments for executives will be determined based on current negotiations with bargaining unit groups.

Finally, I have included current economic data available online from the Bureau of Labor Statistics. The Employment Cost Index (ECI) for State and Local government increased by 2.1% between December 2003 and December 2004. The Consumer Price Index (CPI) increased by 3% between February 2004 and February 2005.