
CITY OF ROCHESTER HILLS

Human
Resources

Pamela M. Lee, Director—ext. 2521

DATE: June 1, 2005

TO: AIS Committee

RE: Revised Salary Information

In response to our discussion at last month's AIS Committee meeting, I have revised the Mayor/City Manager and Council Pay survey report and updated a wage adjustment comparison chart that was provided in 2003.

The survey report now includes average pay, with Rochester Hills added. The zeros were replaced with "na" where the type of pay is not applicable, so that averages only include applicable pay rates.

The wage adjustment comparison averages across all City employee groups from 1999 through 2004 and includes those 2005 and 2006 adjustments that are either currently in place or have been previously established by contract.

In addition to the above documents, a revised salary survey report for Director of Parks and Forestry is included. Salaries for the cities of Warren, Livonia, Pontiac, and Royal Oak have been deemed not applicable and deleted, based on discussions with the current Director. In most cases, these positions are considered more comparable to Rochester Hill's General Superintendent. However, it should be noted that most of the remaining director level positions may not be clear comparables either, since they include responsibilities for operation of sports facilities, such as golf courses and ice arenas, as well as cultural arts and senior programs.