



**City of Rochester Hills  
AGENDA SUMMARY  
FINANCIAL ITEMS**

**1000 Rochester Hills Dr.  
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**Legislative File No:** 2010-0267

**TO:** Mayor and City Council Members  
**FROM:** Pamela M. Gordon, Director of Human Resources  
**DATE:** June 21, 2010  
**SUBJECT:** Salary Recommendations for 2011 General Adjustment for Department Directors

**REQUEST:**

To concur with the recommendation of the HR Technical Review Committee for the department directors' general base salary adjustment for fiscal year 2011.

**BACKGROUND:**

Pursuant to Section 8.8 of the City Charter of the City of Rochester Hills, City Council is required to set in the annual budget, by resolution, the annual salary for the Department Directors, Mayor, and the rates of compensation for City Council and members of Boards & Commissions.

As directed by Article III, Section 5 of *City Council Policy for Salaries of Department Directors and Mayor, and Per Diem Fees for City Boards and Commissions, as amended*, the HR Technical Services Committee met on April 12, 2010 to discuss 2011 compensation recommendations. The discussion included briefings on the financial condition of the City by the Finance Director and the Mayor, and a review of the timeline anticipated for negotiations with each of the City's three bargaining units in 2011.

The committee agreed that in light of continuing revenue and budgetary constraints and given the timeframes necessary to implement any union concessions as a result of upcoming negotiations, no general adjustment is recommended for Department Directors for 2011.

**RECOMMENDATION:**

That City Council authorize the recommendation of the HR Technical Review Committee to maintain the base salary budget for Department Directors in 2011 at the 2010 level of \$944,801.

<b>APPROVALS:</b>	<b>SIGNATURE</b>	<b>DATE</b>
<b>Department Review</b>		
<b>Department Director</b>		
<b>Mayor</b>		
<b>City Council Liaison</b>		