



Rochester Hills

Agenda Report

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File Number: 2006-0181

File Number: 2006-0181 **File Type:** Finance **Status:** To Council Liaison
Version: 2 **Reference:** **Controlling Body:** City Council
Regular Meeting
Requester: Human Resources **Cost:** **Introduced:** 02/24/2006
File Name: Salary Recommendation for Mayor - 2007 **Final Action:**

Title: Salary Recommendation for Mayor - 2007

Notes:

Code Sections:

Indexes: Salaries & Wages

Sponsors:

Attachments: Agenda Summary.pdf, 052306 Staff Report - Mayor salary.pdf, FT Wage Adj.pdf, Rev Mayor_Council Salaries 2005.pdf, AIS Resolution.pdf

Agenda Date:

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Enactment Date:

Enactment Number:

History of Legislative File

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
1	Administration and Information Services Committee	03/07/2006	Discussed				
<p>Notes: <i>Ms. Pam Lee, Director of Human Resources (HR), provided information to begin discussion for salary adjustments for 2007 for Directors, Council and Mayor. The salary items must go forward to Council for action at the last Council meeting in June. The discussion included the following:</i></p> <ul style="list-style-type: none"> <i>* HR's main responsibility is for the actual employees which may not include Boards & Commissions.</i> <i>* The Director Salary Survey is reflective of 2005 along with updates based on economic data and other communities anticipated adjustments. The attachments are divided into documents relative to general adjustments, discretionary or bonus performance, and equity adjustments for directors salaries.</i> <i>* The Michigan Municipal League (MML) survey revealed that most communities are looking at two percent (2%) adjustments, but this Council is encouraged to review other considerations as well.</i> <i>* The City Council survey has been updated from last year to included the change from 50 to 32 meetings per year which Council members are required to attend before being compensated per diem for a qualified meeting.</i> 							

The Committee discussed the following:

* There are no performance requirements for each type of salary adjustment for directors in place at this time.

* The cost of living index is one of the attachments to the general adjustment file.

* There was a wage study performed for 2001 to 2003.

* Due to economic factors, a two percent (2%) wage increase has been the comparative standard for the last 2 or 3 years.

* It was suggested that performance requirements should be considered, ie. a growing city may signal high performing directors versus a dying city which would not. Ms. Lee cautioned that that would require a very sophisticated performance evaluation process for directors of which the City does not have one.

* It was noted that most of the City departments are working with reduced staff due to a hiring freeze for the last two (2) years.

* The Mayor makes the determination regarding non-union employees which usually follows what directors have been granted and union negotiations.

The Committee will continue discussion at the next AIS meeting.

1	Administration and Information Services Committee	05/23/2006	Recommended for Approval	City Council Regular Meeting	Pass
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Notes: Ms. Pam Lee, Director of Human Resources, summarized the information provided for the Mayor's salary recommendation for 2007 and noted the following:

* The survey comparison between strong mayor forms of government versus city manager forms of government showed an average mayor salary to be approximate \$102,000.00. The survey was based on only three (3) strong mayor forms of government because there are not that many in the state of Michigan.

* The new Rochester Hills Mayor salary appears to be about 4.5% less than the average shown in the survey.

The Committee discussed a two-step adjustment recommendation which would avoid larger increases in the future, but decided to recommend one (1) two-percent (2%) adjustment for 2007 to maintain financial prudence and consistency.

Aye: Duistermars, Holder, Kinker, Rosen and Verschueren

Text of Legislative File 2006-0181

..Title

Salary Recommendation for Mayor - 2007

..Body

Whereas, pursuant to Article IV, Section 3 of the *City Council Policy for Salary and Fringe Benefits for Mayor*, "at the last regular meeting of the City Council in the month of June, the AIS Committee shall make a written recommendation to the Council concerning the base annual salary and fringe benefits for the Mayor for the succeeding fiscal year"; and

Whereas, the Administration & Information Services (AIS) Committee has reviewed and discussed the information provided by the Administration regarding a salary recommendation for the Mayor and recommends a two-percent (2%) salary adjustment for the Fiscal Year 2007 and that fringe benefits continue to apply.

Be It Resolved that the Rochester Hills City Council hereby concurs with the recommendation of the AIS Committee and approves a two-percent (2%) salary adjustment in the amount of \$1,946.64 to the Mayor's salary for the Fiscal Year 2007, for a total amount of:

\$99,278.64

Be It Further Resolved that the fringe benefits continue to apply.