



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

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**Legislative File No:** 2006-0788

**TO:** Mayor and City Council Members  
**FROM:** Pamela M. Lee, Director of Human Resources, ext. 2521  
**DATE:** November 1, 2006  
**SUBJECT:** Proposed Changes to Chapter 82 of the Code of City Ordinances

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**REQUEST:**

Amendment of the Personnel Ordinance is requested in order to clarify its applicability to all full-time regular non-union employees, to permit future amendments to the pension by reference to the pension plan document and to update insurance and other benefit provisions.

**BACKGROUND:**

The most recent revision of the Chapter 82, the Personnel Ordinance was passed by City Council in 1997. At the first reading in October 1996, it was noted by the Council President that the Ordinance applies to non-union, administrative and managerial employees who are not appointed or elected. The proposed changes to Article II would bring the language of the Ordinance in line with that interpretation.

Furthermore, amendment of the Ordinance is requested in order to permit the recent pension contribution change that was negotiated with Local 2491 to be applied to non-union employees as of January 2007. However, in order to allow for the approval of future pension amendments by Council without requiring that the Ordinance be amended as well, the new language in Article III would adopt such changes by reference. A proposal to amend the Pension Plan Document will be forthcoming in conjunction with the scheduling of a second reading of the proposed Ordinance amendment.

Finally, Article IV has been updated to reflect current insurance and benefit plans offered, as well as employee groups covered. References to specific contractors have also been removed to facilitate compliance with the City's purchasing policy and procedures.

**RECOMMENDATION:**

It is recommended that the proposed amendment to Chapter 82 be accepted for first reading.

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**RESOLUTION**

**NEXT AGENDA ITEM**

**RETURN TO AGENDA**

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<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>		

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