

City Council Agenda Summary Sheet (Non Purchases)

Agenda No: 2004-0212- Recommendation from Administration and Information Services regarding the Directors Equity Adjustment Pool Recommendation for the 2005 Budget Year

Date: June 8, 2004

Prepared By: Melinda Hill, AIS Chairperson

City File No: N/A

Meeting Date: June 16, 2004

PURPOSE:

Receive and file the report from the Administration and Information Services Committee regarding the 2005 Equity Adjustment Pool Recommendation for Director.

DISCUSSION:

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 and the rates of compensation for Members of Boards & Commissions.

Article III, Salaried for Department Directors, Section 3.A.2 of *City Council Policy For Salaries Of Department Directors And Mayor, and Per Diem Fees for City Boards And Commissions* defines Equity Adjustment as follows:

2. Equity Adjustment. The dollar amount of increase, in addition to the general adjustment, provided by Council for individual Director salaries where such additional adjustment may be appropriate to correct equity imbalances that may arise on the basis of either internal or external factors affecting particular positions.

The *AIS* Committee shall consider recommendations from the Administration on the need for equity adjustments for any position. The total recommended equity adjustment shall be the amount, if any, that the *AIS* Committee determines should be allocated for equity adjustments to the base annual salaries of Department Directors for the succeeding fiscal year.

As directed by the *City Council Policy for salaries of Department Directors and Mayor, and Per Diem Fees for City Boards and Commissions*, the *AIS* Committee has reviewed the appropriate information and at its Regular Meetings of April 6, 2004 and May 4, 2004

Consensus of the *AIS* Committee was that the Mercer Wage and Class Study addressed the equity issues in regards to Directors salaries, and no equity adjustments would be recommended for fiscal year 2005.

FISCAL INFORMATION:

None

RECOMMENDATION:

That City Council receives and files the report from the AIS Committee regarding Equity Adjustments for Directors for fiscal year 2005.

RESOLUTION

NEXT AGENDA ITEM

RETURN TO AGENDA