City of Rochester Hills
AGENDA SUMMARY
FINANCIAL ITEMS

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Legislative File No: 2022-0326

TO: Mayor and City Council Members

FROM: Chelsea K. Ditz, Director of Human Resources

DATE: July 25, 2022

SUBJECT: Recommendation for 2023 Department Director Equity Adjustments

REQUEST:
To accept the recommendation of the HR Technical Review Committee that no additional market equity adjustments for director positions be budgeted for 2023.

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 department directors, Mayor, and rates of compensation for City Council and members of Boards and Commissions. As directed by Article III, Section 5 of the *City Council Policy for Salaries of Department Directors and Mayor, and Per Diem Fees for City Boards and Commissions, as amended* and authorized by resolution number 2017-0279, the HR Technical Review Committee reviewed and discussed the information provided by the Administration at its meeting on May 23, 2022 and June 20, 2022.

Department director positions were included in a market study conducted as part of a comprehensive compensation study completed in 2017. The consultant recommended that the salary schedule subsequently adopted by the City be updated every five years, subject to general market conditions. Given that an update of the study is planned to complete in 2022, the HRTRC concurred that no equity adjustments for department director positions should be recommended at this time.

RECOMMENDATION:
That City Council accept the recommendation of the HR Technical Review Committee to authorize no individual market equity adjustments for department director positions in 2023.

APPROVALS:	SIGNATURE	DATE
Department Review		
Department Director		
Mayor		
City Council Liaison		

Contract Reviewed by City Attorney ☐ Yes ☒ N/A