



City of Rochester Hills
AGENDA SUMMARY
NON-FINANCIAL ITEMS

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Legislative File No: 2013-0240

TO: Mayor and City Council Members
FROM: Pamela M. Gordon, Director of Human Resources
DATE: June 24, 2013
SUBJECT: Recommendation for 2014 Salary Adjustment for Mayor

REQUEST:

To accept the recommendation of the HR Technical Review Committee of a 1% general adjustment and \$5000 equity adjustment to the Mayor’s annual salary, for an adjusted base salary of \$111,199 for fiscal year 2014.

BACKGROUND:

Pursuant to Section 8.4 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 and fringe benefits for the Mayor. As directed by Article IV, Section 3 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 May 24 and June 3, 2013 to discuss 2014 compensation recommendations. At that meeting, the committee reached consensus to recommend an additional \$5000 equity adjustment in addition to applying the 1% increase recommended for department directors.

As one of the few strong-mayor municipalities in Southeast Michigan, Rochester Hills is surrounded by manager-lead communities with average annual compensation in excess of \$120,000. The requested adjustments for 2014 would place the Mayor of Rochester Hills’ compensation at a median level compared to the current salaries of chief executives in adjacent communities. In addition, the requested adjustment further addresses an internal equity disparity that exists between the Mayor’s salary and that of the City Assessor/Treasurer (currently frozen at the 2012 level).

RECOMMENDATION:

That City Council accept the recommendation of the HR Technical Review Committee and authorize a 1% general and \$5000 equity adjustment to the salary of the Mayor, for an adjusted base salary of \$111,199 for fiscal year 2014.

APPROVALS:	SIGNATURE	DATE
Department Review		
Department Director		
Mayor		

City Council Liaison		
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