



City of Rochester Hills
AGENDA SUMMARY
NON-FINANCIAL ITEMS

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Legislative File No: 2018-0254 and 2018-0255

TO: Mayor and City Council Members
FROM: Pamela M. Gordon, Human Resources Director
DATE: December 10, 2018
SUBJECT: Revised Salary Recommendations for Department Directors and Mayor

REQUEST:

Authorization to modify the 2019 general adjustment for Department Directors and Mayor from 2% to 2.5%, contingent upon Council’s ratification of the Settlement Agreement between the City and AFSCME Local 2491.

BACKGROUND:

Based on recommendations of the Human Resources Technical Review Committee (HRTRC), City Council authorized a 2% general adjustment in 2019 for Department Directors and the Mayor at its June 18, 2018 General Meeting. HRTRC’s recommendation was a conservative approach to allow for annual inflation while maintaining an above market average pay philosophy for the City’s new unified salary schedule.

The tentative agreement was ratified by AFSCME Local 2491 on November 29, 2018 and discussed with Council in a closed session on December 3, 2018. The fully ratified agreement will place Local 2491 on the City’s unified salary schedule in 2019. The settlement features a 2.5% general pay adjustment, which is within budget parameters authorized for 2019 and would impact those positions currently on the salary schedule, including Department Directors and the Mayor. Therefore, no budget amendment is associated with this modified request.

RECOMMENDATION:

Council authorization for a 2.5% general adjustment for Department Directors and Mayor in 2019.

APPROVALS:	SIGNATURE	DATE
Department Review		
Department Director		
Mayor		
Deputy Clerk		