



32 meetings per year which Council members are required to attend before being compensated per diem for a qualified meeting.

The Committee discussed the following:

\* There are no performance requirements for each type of salary adjustment for directors in place at this time.

\* The cost of living index is one of the attachments to the general adjustment file.

\* There was a wage study performed for 2001 to 2003.

\* Due to economic factors, a two percent (2%) wage increase has been the comparative standard for the last 2 or 3 years.

\* It was suggested that performance requirements should be considered, ie. a growing city may signal high performing directors versus a dying city which would not. Ms. Lee cautioned that that would require a very sophisticated performance evaluation process for directors of which the City does not have one.

\* It was noted that most of the City departments are working with reduced staff due to a hiring freeze for the last two (2) years.

\* The Mayor makes the determination regarding non-union employees which usually follows what directors have been granted and union negotiations.

The Committee will continue discussion at the next AIS meeting.

1	Administration and Information Services Committee	05/23/2006	Recommended for Approval	City Council Regular Meeting	Pass
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**Notes:** Ms. Pam Lee, Director of Human Resources, summarized the information provided for a five-percent (5%) equity adjustment recommendation for the Fire Chief position and noted the following:

\* The equity adjustment recommendation, if approved, will affect the Directors' General Adjustment Pool as well.

\* Salary comparisons were provided between Rochester Hills department directors, deputy directors and principal managers. In most cases, the differentials were appropriate when compared to credentials that may or may not be required for specific job titles as well as the longevity of some relatively newly appointed directors such as the City Clerk, the Finance Director and the Fire Chief.

\* The main reason for the equity recommendation for the Fire Chief position is primarily due to the differential between the Fire Chief and the Deputy Fire Chief, which currently is 23%. The equity adjustment would bring the differential more in line by 2008 when the Deputy Fire Chief reaches the end of the grade and step salary plan applicable to non-union employees and not directors.

Aye: Holder, Kinker, Rosen and Verschueren  
Absent: Duistermars

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**Text of Legislative File 2006-0180**

..Title

Salary Recommendation for Directors' Equity Adjustment Pool - 2007

..Body

**Whereas**, pursuant to Article III, Section 5 of the *City Council Policy for Salaries for Department Directors*, "at the last regular meeting of the City Council in the month of June, the AIS Committee shall make a written recommendation to the Council concerning the total equity, general, and performance adjustments, if any, for the compensation for the Department Directors as a group for the succeeding fiscal year"; and

**Whereas**, the Administration & Information Services (AIS) Committee has reviewed, and discussed the information provided by the Administration regarding equity pay for Directors and recommends to City Council that a five-percent (5%) equity adjustment for the Fire Chief position be budgeted for Fiscal Year 2007 to the Department Directors' Equity Pool.

**Be It Resolved** that the Rochester Hills City Council hereby concurs with the recommendation of the AIS Committee and approves a five-percent (5%) equity adjustment, in the amount of \$4,251.87 for the Fire Chief position to be budgeted for Fiscal Year 2007 to the Department Directors' Equity Pool.