



City of Rochester Hills
AGENDA SUMMARY
NON-FINANCIAL ITEMS

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Legislative File No: 2015-0246

TO: Mayor and City Council Members
FROM: Pamela M. Gordon, Director of Human Resources
DATE: June 29, 2015
SUBJECT: Recommendation for 2016 Department Director Equity Adjustment

REQUEST:

To accept the budget recommendation of the HR Technical Review Committee for a five percent (5%) equity adjustment for the position of Finance Director in 2016.

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, the HR Technical Review Committee reviewed and discussed the information provided by the Administration at its meeting on May 18, 2015. The committee reached consensus in support of a 5% equity adjustment recommendation for the Director of Finance.

The Finance Director is responsible for multiple operating units, including the Fiscal Team, Purchasing and Accounting Divisions, and oversees a budget of over \$107,000,000. This position also exercises leadership and influence from a budget perspective over other department directors. External salary data indicates that the base pay in Rochester Hills is significantly less than the average pay for comparable communities in SE Michigan. A 5% equity adjustment would appropriately place the Finance Director's salary fourth among department directors, behind the Assessor/Treasurer (salary currently frozen), the Public Services Director and the Fire Chief, respectively.

RECOMMENDATION:

That City Council accepts the recommendation of the HR Technical Review Committee for 5% equity adjustment to the salary of the Director of Finance, for a total base annual salary of \$100,629; prior to any general adjustment approved for 2016.

APPROVALS:	SIGNATURE	DATE
Department Review		
Department Director		
Mayor		
Deputy Clerk		