



Rochester Hills Master Report

1000 Rochester Hills
Drive
Rochester Hills, MI 48309
(248) 656-4660
Home Page:
www.rochesterhills.org

File Number: 2005-0243

File Number: 2005-0243	File Type: Finance	Status: To Council
Version: 3	Reference:	Controlling Body: City Council
Requester: Human Resources	Cost:	Introduced: 03/31/2005
File Name: Salary Recommendation for Directors' General Adjustment Recommendation - 2006		Final Action:

Title: Salary Recommendation for Directors' General Adjustment Recommendation - 2006.

Notes:

Code Sections:

Indexes: Benefits, Policy, Salaries & Wages

Sponsors:

Attachments: Agenda Summary.pdf, AIS Agenda Summary.pdf, AIS Resolution options.pdf, Memo Galeczka re Directors General Adjustment.pdf, 060105 Revised Memo Lee.pdf, Revised Mayor_CM_Council Pay 6_05.pdf, Wage Adjustments.pdf, Revised Dir of Parks & Forestry 6_05.pdf, 2006 Salary Rec memo to Mayor.pdf, 2005 Revised Salary Survey Directors.pdf, Directors Survey.pdf, Gen Adj Survey.pdf, Memo Lee HR 033105 .pdf, CPI Data.pdf, ECI data.pdf

Agenda Date:

Agenda Number:

Enactment Date:

Enactment Number:

History of Legislative File

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
1	Administration and Information Services Committee	04/05/2005	Discussed				
	Notes: <u><i>Committee discussed Salary Recommendation for Directors.</i></u>						
	<i>Ms. Pam Lee, Human Resources Director, presented a salary survey to the committee noting the following:</i>						
	<i>* Survey included ten (10) municipalities participating.</i>						
	<i>* Included in the survey were definitions, general descriptions for each Director's position.</i>						
	<i>* Economic informational articles including Consumer Price Index and Employment Cost Index were also provided</i>						
	<i>* Cities that did not have a comparable positions were excluded from the survey.</i>						

Ms. Lee recommended that the AIS Committee be mindful of their Director salary adjustment decision because it sets the precedent for union negotiations. She summarized the 2005 salary adjustments as follows:

- * Director and non-union received a two (2.0%) percent adjustment for 2005.
- * Fire contract begins January 2005 and Union 2491 contract begins April 1, 2005 with the City looking at a two (2.0%) percent adjustment for both groups for the year 2005.
- * Supervisory bargaining unit received two and two-tenths (2.2%) percent for 2005.

Ms. Lee suggested two (2%) percent as the maximum salary adjustment for Directors. She noted that the survey showed most Cities anticipating adjustments at 3.0% percent based on contractual issues, negotiations and agreements resolved in prior year.

Mr. Dalton suggested recommending a two (2%) adjustment for the Directors and if any bargaining unit received more than two (2%) percent, then AIS could re-examine the directors salary adjustment.

Ms. Lee cautioned Committee against "me too" clauses due to them being detrimental to the labor negotiation process.

Discussion commenced regarding deferring recommendations regarding the Director salary adjustments until union contracts are settled, noting Director salary recommendations have been delayed in the past. It was further noted that the City Charter or Ordinance may not allow the City to defer the Director Salary Adjustments.

Mr. Dalton requested that Ms. Lee check with John Staran, City Attorney regarding delaying Director salary adjustment.

It was noted that the salary survey minimum and maximum did not coincide with what was contained in the budget book. Ms. Lee explained that in the budget book there is only a single salary listed for the directors and not an actual range. However when hiring a new director, the minimum is posted for those vacancies.

Ms. Lee concluded that of the twelve cities surveyed, responses were received from ten. Overall the directors are within the appropriate ranges. Ms. Lee further stated that the Committee needs to look very closely at the type of adjustment the Committee is going to recommend because of the City is in the midst of contract negotiations.

2	Administration and Information Services Committee	06/07/2005	Recommended for Approval	City Council	Pass
	Notes:		Aye: Hill, Dalton, Holder and Verschueren		
			Absent: Kirksey		

Text of Legislative File 2005-0243

..Title
Salary Recommendation for Directors' General Adjustment Recommendation - 2006

..Body
Resolved that the Rochester Hills City Council concurs with the recommendation of the Administration & Information Services Committee (AIS) to waive Article III, Salaries for Department Directors, Sections 5,

6, and 7 of the *City Council Policy for Salaries of Department Directors and Mayor and Per Diem Fees for City Council, Boards and Commissions* and defer setting the Directors General Salary Adjustment for Fiscal Year 2006 until such time a recommendation is received from the AIS Committee.

Be It Further Resolved that the AIS Committee shall make a recommendation to City Council prior to the final approval of the 2006 Budget.