



Rochester Hills

Agenda Report

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

File Number: 2006-0182

File Number: 2006-0182 **File Type:** Finance **Status:** To Council Liaison
Version: 2 **Reference:** **Controlling Body:** City Council
Regular Meeting
Requester: Human Resources **Cost:** **Introduced:** 02/24/2006
File Name: Salary Recommendation for City Council - 2007 **Final Action:**

Title: Salary Recommendation for City Council - 2007

Notes:

Code Sections:

Indexes: Salaries & Wages

Sponsors:

Attachments: Agenda Summary.pdf, 052306 Staff Report - Council salary.pdf, 2005 Survey - Mayor_Council Salaries.pdf, CC Wage Adjustments.pdf, Rev Mayor_Council Salaries 2005.pdf, AIS Resolution.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	03/07/2006	Discussed				
	<p>Notes: <i>Ms. Pam Lee, Director of Human Resources (HR), provided information to begin discussion for salary adjustments for 2007 for Directors, Council and Mayor. The salary items must go forward to Council for action at the last Council meeting in June. The discussion included the following:</i></p> <ul style="list-style-type: none"> <i>* HR's main responsibility is for the actual employees which may not include Boards & Commissions.</i> <i>* The Director Salary Survey is reflective of 2005 along with updates based on economic data and other communities anticipated adjustments. The attachments are divided into documents relative to general adjustments, discretionary or bonus performance, and equity adjustments for directors salaries.</i> <i>* The Michigan Municipal League (MML) survey revealed that most communities are looking at two percent (2%) adjustments, but this Council is encouraged to review other considerations as well.</i> <i>* The City Council survey has been updated from last year to included the change from 50 to 32 meetings per year which Council members are required to attend before being compensated per diem for a qualified meeting.</i> 						

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
---	---------------------------------------------------	------------	--------------------------	------------------------------	------

Notes: The Committee discussed the pros and cons of the proposed recommendation to increase Council's yearly salary by \$1,000. Mr. Rosen provided an estimated number of meeting hours spent by council members to be approximately between 900 to 1000 hours for 2006. Based on last year's total compensation of yearly salary and per diem salary, it averages out to \$12.60 per hour. However, potential candidates know what the yearly salary is before they decide to run for office.

The Committee consensus was to recommend that the Council yearly salary and per diem salary remain at the 2006 level.

Aye: Duistermars, Holder, Kinker, Rosen and Verschueren

Text of Legislative File 2006-0182

..Title
Salary Recommendation for City Council - 2007

..Body

Whereas, pursuant to Article V, Section 3 of the *City Council Policy for Compensation for the Members of City Council*, "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 compensation for the members of Council for the succeeding fiscal year"; and

Whereas, the Administration & Information Services (AIS) Committee has reviewed and discussed the information provided by the Administration regarding a salary adjustment for members of Council and recommend that the compensation for the Rochester Hills City Council, in the form of a yearly salary for

Fiscal Year 2007 remain the same as Fiscal Year 2006.

Be It Resolved that the Rochester Hills City Council hereby concurs with the recommendation of the AIS Committee and approves the compensation for the Rochester Hills City Council, in the form of a yearly salary for Fiscal Year 2007 to remain the same as Fiscal Year 2006 in the amount of:

City Council President - \$7,850.48 per year

City Council Member - \$6,577.43 per year

Be It Further Resolved that the City Council Members shall continue to receive per diem compensation in the amount of Sixty Dollars (\$60.00) for attendance at those meetings pursuant to *City Council Attendance / Per Diem Compensation Policy*, in excess of Thirty-two (32) meetings per year.