

- \* Mayor Somerville uncomfortable with bonuses which provide extra compensation without affecting base salary.
- \* A generous adjustment will elevate the rest of work force expectations.
- \* City has a zero increase budget.
- \* Increased salaries increase benefit costs.
- \* Additional money will be taken from operating expenses.
- \* Impact on services.
- \* Director salaries were at risk prior to wage and class study.
- \* Committee would recommend a certain percentage adjustment.
- \* Director did not automatically receive entire adjustment.
- \* Director may have received additional increase based on performance.
- \* Directors went to a divided system where they received a guaranteed base and bonus based on performance; however, bonus never been given.

**Discussed**

## NEW BUSINESS

**2004-0210**

**2005 Salary Recommendation - City Council**

**Attachments:** 2005 Salary Discussions.pdf; CC Salary Policy 20020717.pdf; Salary History-Council.pdf; CC Salary Comparisons.xls; Resolution Council Salary 2004.pdf

City Council discussion commenced on whether Council should increase base salary versus paid per meeting:

- \* Discussed comparisons between cities.
- \* Rochester Hills averages 55 City Council meetings per year.
- \* 44 Council Communication Committee meetings.
- \* 15 Closed Session meetings.
- \* Total number does not include sub-committee meetings.
- \* Suggestion made base salary to remain same, delete 50 meeting minimum.
- \* Committee will continue discussion next month.

Committee inquired on the possibility of having various out-of-pocket expenses reimbursed.

- \* Gas mileage and meals.
- \* Determined that \$60 was adequate for meeting cost.
- \* Human Resources Director to provide more information for Council.

Committee further discussed laptops vs. desktop computer.

\* Clarification needed on whether to purchase new laptops for City Council or for Council members to receive a dollar amount to purchase a personal computer.

\* Whole objective was decided with the implementation of [www.gotomypc.com](http://www.gotomypc.com)

\* *The concern is obsolete laptops need total replacement.*

*Committee briefly discussed longevity for City Council members*

**Discussed**

**2004-0284**

Request for Purchase Authorization - MIS: Redesign of the Rochester Hills web site and implementation of the Content Management System, blanket purchase order not-to-exceed \$35,910.00; Municipal Web Services, Birmingham, MI

**Attachments:** Agenda Summary.pdf; Tabulation.pdf; Resolution.pdf

*Committee discussed authorization to simplify Rochester Hills current web site.*

\* *Cost just under \$36,000.*

\* *Goal - execute a complete redesign of current web site for:*

- *Improve navigation*
- *Improve search capabilities*
- *Updating our technology*
- *Calendaring*
- *Content managing system*

*Current process reviewed:*

\* *Department creates content information.*

\* *Information is then sent to MIS*

\* *MIS then posts the information on the web site.*

*New technology will allow:*

\* *Department will create, review and send content directly to Internet.*

\* *Intent is that Departments will be more efficient in updating.*

\* *Savings of \$11,500 per year.*

\* *Design team in place:*

- *Mike McGinnis*

- *Ed Anzek*

- *Jamie Smith*

- *Margaret Strate*

- *Pam Olson or Charlotte Taravella*

\* *Design team will regulate Departments so that there is consistency.*

\* *Our current web site evaluated by Plante Moran.*

\* *Suggestion to get outsider opinion.*

\* *New technology will give us input on what most visitors are looking for or at.*

\* *Intent is to keep it simple.*

**Discussed**

**Enactment No:** RES0099-2004

**2004-0296**

Request for Purchase Authorization - MIS: 2004 Equipment, Supplies and Software Purchases Project, blanket purchase order not-to-exceed \$190,300.00

**Attachments:** Agenda Summary.pdf; Lease Case Studies.pdf; Resolution.pdf

*Committee briefly discussed proposed MIS equipment purchases:*