



City of Rochester Hills  
AGENDA SUMMARY  
NON-FINANCIAL ITEMS

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Legislative File No: 2017-0381

**TO:** Mayor and City Council Members  
**FROM:** Pamela M. Gordon, Director of Human Resources  
**DATE:** August 28, 2018  
**SUBJECT:** Recommendation for 2018 Department Director Equity Adjustment

**REQUEST:**

To accept the recommendation of the HR Technical Review Committee that no additional market equity adjustments for director positions be budgeted for 2018.

**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* and authorized by resolution number 2017-0279, the HR Technical Review Committee reviewed and discussed the information provided by the Administration at its meeting on July 31, 2017.

Director positions were included in a compensation study conducted earlier this year by McGrath Human Resources Group. The executive report presented to City Council on July 17, 2017 included market survey data from comparable communities, as well as an analysis of internal equity and pay compression within the current salary structure. These issues have been sufficiently addressed in the proposed new pay structure for implementation in 2018.

**RECOMMENDATION:**

That City Council accepts the recommendation of the HR Technical Review Committee to authorize no additional a market equity adjustments for department director positions in 2018.

APPROVALS:	SIGNATURE	DATE
Department Review		
Department Director		
Mayor		
Deputy Clerk		