



500 West Big Beaver
Troy, MI 48084
troymi.gov

CITY COUNCIL AGENDA ITEM



Date: April 20, 2021

To: Mayor and Troy City Council Members

From: Mark F. Miller, City Manager
Lori Grigg Bluhm, City Attorney

Subject: Request for Salary Increases

With the assistance of independent contractor GovHR, the Troy City Council modified the personnel evaluation process for its direct reports- the City Manager and the City Attorney, and incorporated this revised process in our employment agreements. Council utilized this revised process for 2020 (just prior to the Covid-19 emergency declarations), and has just timely completed the process for 2021.

According to paragraph 5 of our individual employment agreements, Council is required to set the annual salary of its direct reports prior to May 1 of each year, with a July 1 effective date for any salary increase.

At the May 18, 2020 virtual City Council meeting, the Troy City Council deferred its consideration of salary increases for its two appointees, following the mandate of Governor Whitmer's Executive Directive 2020-02, which required postponement of any action until in person meetings resumed. This Executive Directive is no longer effective, even though the City continues to meet virtually. At the May 18, 2020 City Council meeting, the Troy City Council unanimously passed Resolution 2020-05-072, which declared that Council "*Agrees to consider retroactive salary adjustments at the earliest opportunity.*"

The City Manager's salary has not increased since the appointment, effective January 1, 2019. The City Attorney salary was last increased effective July 1, 2019. Based on our recent positive personnel evaluations, we are requesting salary increases that are consistent with the raises received by Troy's classified and exempt employees, as follows:

Effective July 1, 2019- a 2.5% increase for classified and exempt employees (City Manager only)
Effective July 1, 2020- a 2.5% increase for classified and exempt employees
Effective January 9, 2021- a 1% merit increase for classified and exempt employees
Proposed salary increase (incorporated in proposed budget)- effective July 1, 2021- 2.5% increase

A resolution is proposed for your review, which will require City Council to fill in the missing information. Thank you for your consideration.