



500 West Big Beaver
Troy, MI 48084
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FROM THE OFFICE OF THE CITY MANAGER

January 7, 2019

To: Mayor and City Council Members

From: Mark F. Miller, City Manager
Jeanette Menig, Human Resources Director
Drew Benson, Assistant to the City Manager

Subject: City Council Meeting Agenda Additional Information – Item J-5

In an effort to help clarify Item J-5, we have compiled the following information that may help with any additional questions or concerns you all may have.

- 1.) Expands the pay ranges for part-time job classifications.
- 2.) Election workers would immediately be increased. Does not directly give raises to any other part-time employees.
- 3.) Part-time employees do not receive any additional benefits.
- 4.) The wider ranges allow for more flexibility and competitiveness.
- 5.) Align the pay ranges with other comparable communities.
- 6.) Allow for rewards to the most productive and longest tenured part-time employees.
- 7.) 2018 City Strategies 6 and 8 both recommend findings methods to attract and retain the best employees.
- 8.) Very few, if any, part-time employees start near the top of the pay range. The high end of this range is simply to allow for growth over the course of many years.
- 9.) Part-time pay increases are typically given in small increments of \$0.25, \$.50, \$0.75 or \$1.00 once per year.

cc: Aileen Dickson, City Clerk
Tom Darling, Financial Services Director
Lori Grigg Bluhm, City Attorney
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