



## Legislation Text

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**File #:** 14-1663, **Version:** 1

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### Resolution to Approve Cost of Living Increase for Non-Union Staff

The City Administrator notified the AAHC Executive Director that as a part of a continuing effort to provide fair, competitive, and sustainable compensation, the City has reviewed the non-union compensation for FY 2015. The purpose was to aid in bringing the City's total compensation in line with the external market.

All non-union employees who have been with the City since July 1, 2013, received a three percent increase. Because the AAHC's budget is separate from the City's budget, the City Administrator asked the AAHC Executive Director to approve the pay increases, which she did. The increase took effect on July 1, 2014.

The City/AAHC Union staff continued to receive pay increases every year based on the approved Union contracts. The Executive Director is working with the City HR department to conduct a market analysis of the AAHC union positions to ensure that they are compensated in line with the external market as well. All AAHC staff took a significant pay cut in 2009 due to HUD budget cuts and those pay cuts have not been restored through a market analysis for union employees.

The Executive Director has the authority to approve a salary adjustment for eligible AAHC employees, however, the Board must approve any salary adjustments for the Executive Director.

Prepared and Approved by: Jennifer Hall, Executive Director

WHEREAS, the Executive Director has the authority to approve a salary adjustment for eligible Ann Arbor Housing Commission Employees, the Board must approve any salary adjustments for the Executive Director.

NOW THEREFORE BE IT RESOLVED THAT, the Ann Arbor Housing Commission Board approves a 3% cost of living adjustment for the Executive Director, Jennifer Hall, in accordance with all other City of Ann Arbor Non-Union employees retroactive to July 1, 2014.