



Legislation Details (With Text)

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Title: Ann Arbor Housing Commission Executive Director FY 23 Salary Recommendation Based on the City's Job Classification and Pay Equity Review

Sponsors:

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Attachments: 1. Jennifer Hall Grade Change and Salary Adjustment Recommendation 6.30.2022.pdf

Date	Ver.	Action By	Action	Result
7/20/2022	1	Housing Commission	Approved by the Commission	Pass

Ann Arbor Housing Commission Executive Director FY 23 Salary Recommendation Based on the City's Job Classification and Pay Equity Review

The City conducted a job classification review of all AAHC non-union jobs through an outside consultant, Municipal Consulting Services, LLC. Based on the review, the City's Compensation Committee approved job reclassifications for several positions. The Family Self-Sufficiency Coordinators were reclassified from a grade 1 to grade 2. The Director of Operations position was reclassified as a Deputy Director and moved from a grade 9 to a grade 10. And the Executive Director position was moved from a grade 13 to a grade 14.

All of the staff impacted by these grade changes also received a pay increase based on the grade change and an internal equity review. It was determined that the Executive Director, should be paid at an annual compensation of \$146,260 to be comparable to her colleagues and appropriately placed in her new pay grade.

The Executive Director has the authority to approve a salary adjustment for eligible AAHC employees, however, the Ann Arbor Housing Commission Board must approve any salary adjustments for the Executive Director. All other salary adjustments recommended by the City for non-union AAHC employees were approved by Ms. Hall and will take effect at the start of the next eligible pay period.

Prepared and Approved by: Jennifer Hall, Executive Director

WHEREAS, The City conducted a compensation study and pay equity review for all non-union City

employees; and

WHEREAS, It was determined that Jennifer Hall, Executive Director, should be moved from a grade 13 to a grade 14 and paid at an annual compensation of \$146,260 to be comparable to her colleagues and appropriately placed in her new pay grade.

WHEREAS, the Executive Director has the authority to approve salary adjustment for eligible Ann Arbor Housing Commission Employees, which she approved, 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 salary increase for the Executive Director to \$146,260, in alignment with the City's pay equity review for all City of Ann Arbor non-union employees, to take effect at the start of the next eligible pay period.