



## Legislation Text

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**File #:** 19-1600, **Version:** 1

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### Ann Arbor Housing Commission Executive Director FY 20 Salary

In June, the City Administrator notified the AAHC Executive Director that City Council approved a 2.5% cost of living salary increase in the FY 20 budget as a part of a continuing effort to provide fair, competitive, and sustainable compensation. In 2018, the City hired an outside consultant to conduct a non-union compensation study. The purpose was to aid in bringing the City's total compensation in line with the external market.

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 for non-union staff, which she did. The increase took effect to July 1, 2019.

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.

In addition, Accrual of sick time hours for non-union staff was increased to 3.70 hours per pay period (96 hours per year) to be set on par with the benefit included in most city union agreements.

Employees who participate in retiree healthcare through the Retirement Healthcare Reimbursement Account saw a contribution increase from \$2,500 to \$3,500 per year, retroactive to 1/1/18.

And, longevity pay was reinstated in FY19 for non-union staff. The amount paid is variable based upon years of service, and will be paid annually in the month following the anniversary of your employment.

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 salary increase for the Executive Director of 2.5% in alignment with all other City of Ann Arbor non-union employees, to take effect retroactively to July 1, 2019.