



City of Rochester Hills
AGENDA SUMMARY
NON-FINANCIAL ITEMS

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Legislative File No: 2016-0249

TO: Mayor and City Council Members
FROM: Pamela M. Gordon, Director of Human Resources, ext. 2521
DATE: June 20, 2016
SUBJECT: Budget for Variable (Discretionary) Performance Pay for Department Directors in 2017

REQUEST:

Approval of the recommendation of the HR Technical Review Committee for department directors' discretionary performance pay for fiscal year 2017.

BACKGROUND:

Pursuant to Section 8.8 of the City Charter of the City of Rochester Hills, City Council is required to set in the annual budget, by resolution, the annual salary for Department Directors, Mayor and City Council and the rates of compensation for members of Boards & Commissions.

As directed by Article III, Section 5 of the City Council Policy for Salaries of Department Directors and Mayor, and Per Diem Fees for City Boards and Commissions, as amended, the HR Technical Review Committee reviewed and discussed the appropriate information provided by the Administration at its meeting on May 16, 2016.

Current economic conditions continue to support a gradual reinstatement of the performance-based component of pay for department directors. A \$5000 increase over the 2016 budget was deemed appropriate by the committee to recognize director performance in 2017.

RECOMMENDATION:

That City Council accepts the recommendation of the HR Technical Review Committee to authorize \$15,000 to be budgeted for Directors' performance-based discretionary pay for fiscal year 2017.

APPROVALS:	SIGNATURE	DATE
Department Review		
Department Director		
Mayor		
City Council Liaison		