



City of Rochester Hills
AGENDA SUMMARY
NON-FINANCIAL ITEMS

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Legislative File No: 2019-0272

TO: Mayor and City Council Members
FROM: Pamela M. Gordon, Director of Human Resources, ext. 2521
DATE: June 17, 2019
SUBJECT: Budget for Variable (Discretionary) Performance Pay for Department Directors in 2020

REQUEST:

Approval of the recommendation of the HR Technical Review Committee for department directors' discretionary performance pay in fiscal year 2020.

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 and authorized by resolution number 2017-0279, the HR Technical Review Committee reviewed and discussed the appropriate information provided by the Administration at its meeting on May 20, 2019.

In June 2018, a director performance pay budget of \$15,000 was authorized for discretionary use by the Mayor in 2019. The HRTRC reached consensus to recommend continuation of a \$15,000 budget for 2019, pending development and implementation of a proposed "Added Value" component for the City's unified salary schedule.

RECOMMENDATION:

That City Council accepts the recommendation of the HR Technical Review Committee to authorize \$15,000 for the Mayor's discretionary performance pay budget for Directors in fiscal year 2020.

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