



City of Rochester Hills
AGENDA SUMMARY
NON-FINANCIAL ITEMS

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Legislative File No: 2017-0383

TO: Mayor and City Council Members
FROM: Pamela M. Gordon, Director of Human Resources, ext. 2521
DATE: August 28, 2017
SUBJECT: Budget for Variable (Discretionary) Performance Pay for Department Directors in 2018

REQUEST:

Approval of the recommendation of the HR Technical Review Committee for department directors' discretionary performance pay for fiscal year 2018.

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 July 31, 2017.

A \$5000 increase over the 2016 performance pay budget was authorized to recognize director performance in 2017, bringing the total budget to \$15,000. The committee reached consensus to recommend that the \$15,000 budget be maintained for 2018, pending development of criteria for "Added Value" pay as part of the proposed new salary schedule presented to City Council on July 17, 2017 by McGrath Human Resources Group.

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 2018.

APPROVALS:	SIGNATURE	DATE
Department Review		
Department Director		
Mayor		
Deputy Clerk		