



City of Rochester Hills  
AGENDA SUMMARY  
NON-FINANCIAL ITEMS

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Legislative File No: 2020-0286

**TO:** Mayor and City Council Members  
**FROM:** Pamela M. Gordon, Director of Human Resources, ext. 2521  
**DATE:** July 27, 2020  
**SUBJECT:** Budget for Variable (Discretionary) Performance Pay for Department Directors in 2021

**REQUEST:**

Approval of the recommendation of the HR Technical Review Committee regarding the Mayor’s discretionary performance pay budget for Directors in fiscal year 2021.

**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 13, 2020.

Director performance pay budgets of \$15,000 have been authorized annually for discretionary use by the Mayor since 2017. This year, although the HRTRC reached consensus to recommend general pay adjustments consistent with current union contracts, it is recommended that performance pay for 2021 not be authorized, pending a more comprehensive view of the fiscal impact of COVID-19 toward the end of 2020.

**RECOMMENDATION:**

That City Council accepts the recommendation of the HR Technical Review Committee that no funds should be authorized for the Mayor’s 2021 discretionary performance pay budget for Directors, pending possible further consideration in late 2020.

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

Contract Reviewed by City Attorney  Yes  N/A