



**City of Rochester Hills  
AGENDA SUMMARY  
NON-FINANCIAL ITEMS**

1000 Rochester Hills Dr.  
Rochester Hills, MI 48309  
248.656.4630  
[www.rochesterhills.org](http://www.rochesterhills.org)

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**Legislative File No:** 2010-0269

**TO:** Mayor and City Council Members

**FROM:** Pamela M. Gordon, Director of Human Resources

**DATE:** June 21, 2010

**SUBJECT:** Salary Recommendations for Directors' 2011 Variable (Discretionary) Performance Pool

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**REQUEST:**

To concur with the recommendation of the HR Technical Review Committee for the department directors' discretionary performance pool for fiscal year 2011.

**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 the Department Directors and the rates of compensation for members of Boards & Commissions.

As directed by Article III, Section 5 of *City Council Policy for Salaries of Department Directors and Mayor, and Per Diem Fees for City Boards and Commissions, as amended*, the HR Technical Services Committee has reviewed and discussed the appropriate information provided by the Administration at its meeting on April, 2012. The discussions included briefings on the financial condition of the City by the Finance Director and the Mayor. In light of its recommendations for no general or equity adjustments in 2011 due to revenue and budgetary constraints, the committee recommends that no additional budget be approved for discretionary performance pay in 2011.

**RECOMMENDATION:**

That City Council accept the recommendation of the HR Technical Review Committee and approve no additional funds for Department Director's performance-based discretionary pay for fiscal year 2011.

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| <b>APPROVALS:</b>           | <b>SIGNATURE</b> | <b>DATE</b> |
|-----------------------------|------------------|-------------|
| <b>Department Review</b>    |                  |             |
| <b>Department Director</b>  |                  |             |
| <b>Mayor</b>                |                  |             |
| <b>City Council Liaison</b> |                  |             |