



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

**1000 Rochester Hills Dr.
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Legislative File No: 2008-0327

TO: Mayor and City Council Members
FROM: Pamela M. Lee, Director of Human Resources
DATE: June 23, 2008
SUBJECT: Salary Recommendations for Directors' 2009 Variable (Discretionary) Performance Pool

REQUEST:

To concur with the recommendation of the HR Technical Review Committee for the department directors' discretionary performance pool for fiscal year 2009.

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, as amended*, The HR Technical Services Committee has reviewed and discussed the appropriate information provided by the Administration at its meetings on April 14, May 19 and June 9, 2008. At the May 19 meeting, consensus was reached to recommend a \$10,000 budget for directors' 2009 discretionary performance pay. Consequently, up to \$10,000 would be available to the Mayor to compensate one or more directors on the basis of performance during the appraisal period, separate from any general or equity adjustments provided.

RECOMMENDATION:

That City Council authorize the recommendation of the HR Technical Review Committee and approve a \$10,000 budget for Department Director's performance-based discretionary pay for fiscal year 2009.

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