



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

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Legislative File No: 2009-0251

TO: Mayor and City Council Members

FROM: Pamela M. Lee, Director of Human Resources

DATE: June 29, 2009

SUBJECT: Salary Recommendations for Directors' 2010 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 2010.

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 20, May 11 and June 1, 2009. The discussions included briefings on the financial condition of the City by the Finance Director and the Mayor. In light its recommendations for no general or equity adjustments due to revenue and budgetary constraints, the committee recommends that a budget for discretionary performance pay limited to \$5000 be available to the Mayor in 2010 to compensate one or more directors on the basis of performance during the appraisal period.

RECOMMENDATION:

That City Council authorize the recommendation of the HR Technical Review Committee and approve a \$5000 budget for Department Director's performance-based discretionary pay for fiscal year 2010.

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