



City of Rochester Hills  
AGENDA SUMMARY  
NON-FINANCIAL ITEMS

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Legislative File No: 2015-0248

**TO:** Mayor and City Council Members  
**FROM:** Pamela M. Gordon, Director of Human Resources, ext. 2521  
**DATE:** June 29, 2015  
**SUBJECT:** Budget for Variable (Discretionary) Performance Pay for Department Directors in 2016

**REQUEST:**

Approval of the recommendation of the HR Technical Review Committee for department directors' discretionary performance pay for fiscal year 2015.

**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, the HR Technical Review Committee reviewed and discussed the appropriate information provided by the Administration at its meeting on May 18, 2015.

Current economic conditions continue to support a gradual reinstatement of the performance-based component of pay for department directors. A budget of \$8000 was authorized for 2015, which will be allocated by the Mayor to directors over the next two months, based on performance and related considerations. An additional \$2000 is requested in 2016, making an average of \$1000 available for 10 department directors.

**RECOMMENDATION:**

That City Council accepts the recommendation of the HR Technical Review Committee to authorize \$10,000 to be budgeted for Directors' performance-based discretionary pay for fiscal year 2016.

APPROVALS:	SIGNATURE	DATE
Department Review		
Department Director		
Mayor		
Deputy Clerk		