



# Rochester Hills

1000 Rochester Hills Dr  
Rochester Hills, MI 48309  
(248) 656-4600  
Home Page:  
www.rochesterhills.org

## Master

**File Number: 2026-0319**

**File ID:** 2026-0319

**Type:** Administration

**Status:** To Council

**Version:** 1

**Reference:** 2026-0319

**Controlling Body:** City Council  
Regular Meeting

**File Created Date :** 07/02/2026

**File Name:** Recommendation for Department Directors' Variable  
Performance (Discretionary) Pay - 2027

**Final Action:**

**Title label:** Recommendation for Department Directors' Variable Performance (Discretionary) Pay - 2027

**Notes:**

**Sponsors:**

**Enactment Date:**

**Attachments:** 071326 Agenda Summary.pdf

**Enactment Number:**

**Contact:**

**Hearing Date:**

**Drafter:**

**Effective Date:**

### History of Legislative File

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
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### Text of Legislative File 2026-0319

**Title**

Recommendation for Department Directors' Variable Performance (Discretionary) Pay - 2027

**Body**

**Whereas**, pursuant to 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* and authorized by resolution number 2017-0279, the Human Resources Technical Review Committee met to discuss recommendations concerning variable performance (discretionary) pay for department directors in fiscal year 2027; and

**Whereas**, a \$20,000 performance pay budget was authorized to recognize director performance in 2027;

**Resolved**, that the Rochester Hills City Council hereby concurs with the recommendation of the Human Resources Technical Review Committee to maintain \$20,000 in the budget for variable performance pay for department directors in 2027.