



City of Rochester Hills
AGENDA SUMMARY
NON-FINANCIAL ITEMS

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Legislative File No: 2026-0319

TO: Mayor and City Council Members
FROM: Brooke Insana, Human Resources Director
DATE: July 13, 2026
SUBJECT: Budget for Variable (Discretionary) Performance Pay for Department Directors

REQUEST:

Approval of the recommendation of the Human Resources Technical Review Committee (HRTRC) regarding the Mayor’s discretionary performance pay budget for Directors in fiscal year 2027.

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, the Mayor, 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 and authorized by resolution number 2017-0279, the HR Technical Review Committee reviewed and discussed the pool at the meeting held on June 23, 2026.

The authorized variable performance pay pool for Department Directors is established at \$20,000. For the 2027 fiscal year, the HRTRC reached a consensus to recommend continuing the authorized discretionary performance pay pool at this approved level of \$20,000 to maintain the effectiveness of the program.

RECOMMENDATION:

That City Council authorize \$20,000 for the Mayor’s 2027 discretionary performance pay budget for Directors. This recommendation aligns with the consensus reached by the HRTRC.

APPROVALS:	SIGNATURE	DATE
Department Review		
Department Director		
Mayor		
Clerk		

Contract Reviewed by City Attorney Yes N/A