



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

**1000 Rochester Hills Dr.
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Legislative File No: 2025-0295

TO: Mayor and City Council Members

FROM: Brooke Insana, Human Resources Director

DATE: July 7, 2025

SUBJECT: Recommendation for 2026 General Adjustment for Mayor

REQUEST:

Approval of the HR Technical Review Committee's recommendation of a 2.75% general adjustment to the salary schedule for the position of Mayor in 2026.

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 rates of compensation for City Council and members of Boards and Commissions. As directed by Article IV of the *City Council Policy for Salaries of Department Directors and Mayor, and Per Diem Fees for City Boards and Commissions*, the Human Resources Technical Resource Committee (HRTRC) met on June 24, 2025 to discuss 2026 compensation recommendations.

On June 24, 2025, the HRTRC convened, where Human Resources Director, Brooke Insana provided a comprehensive briefing on the City's unified salary schedule. The discussion centered on the City's established pay philosophy of maintaining above-market-average compensation.

To uphold this philosophy, a 2.75% general pay adjustment for 2026 was proposed. This adjustment aligns with the seven-year forecast budget, the ratified 2025-2027 GELC, Local 1984 Collective Bargaining Agreement, and is consistent with the proposed salary increase of the Department Directors. Following review, the HRTRC Committee accepted this recommendation that the City provide a 2.75% general pay adjustment to the Mayor to ensure the unified salary schedule remains competitive within the market and maintains the internal integrity of the salary structure.

RECOMMENDATION:

That City Council accept the HR Technical Review Committee's recommendation of a 2.75% general adjustment to the 2026 base salary budget for the position of Mayor in the amount of \$4,894.23, for a total base salary for 2026 of \$182,866.23.

APPROVALS:	SIGNATURE	DATE
Department Review		
Department Director		
Mayor		
Clerk		

Contract Reviewed by City Attorney ☐ Yes ☒ N/A