



City of Rochester Hills
AGENDA SUMMARY
NON-FINANCIAL ITEMS

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Legislative File No: 2026-0324

TO: Mayor and City Council Members
FROM: Brooke Insana, Human Resources Director
DATE: July 13, 2026
SUBJECT: Recommendation for 2027 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 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, 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 23, 2026 to discuss 2027 compensation recommendations.

On June 23, 2026, the HRTRC convened, where HR 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 2027 was proposed. This adjustment aligns with the seven-year forecast budget and mirroring the identical 2.75% adjustments established across the City's labor agreements, including the 2025–2027 GELC Local 1984 contract, the 2025–2027 IAFF Local 3472 contract, and the 2026–2028 AFSCME Local 1917 contract, 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 2027 base salary budget for the position of Mayor in the amount of \$5,029.00, for a total base salary for 2027 of \$187,896.00.

APPROVALS:	SIGNATURE	DATE
Department Review		
Department Director		
Mayor		
Clerk		

Contract Reviewed by City Attorney Yes N/A