



City of Rochester Hills
AGENDA SUMMARY
NON-FINANCIAL ITEMS

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Legislative File No: 2024-0634

TO: Mayor and City Council Members

FROM: Brooke Insana, Human Resources Director

DATE: December 16, 2024

SUBJECT: Recommendation for 2025 General Adjustment for Department Directors

REQUEST:

Authorization request to modify the 2025 general adjustment for Department Directors by 4.5%, consistent with and contingent upon City Council's ratification of the Settlement Agreement between the City of Rochester Hills and the Governmental Employees Labor Council (GELC); as well as the Settlement Agreement between the City of Rochester Hills and American Federation of State County and Municipal Employees (AFSCME) Local 1917.28.

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 III 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 met on December 9, 2024 to discuss 2025 compensation recommendations.

Based on recommendations of the Human Resources Technical Review Committee (HRTRC), a 4.5% general adjustment for FY 2025 was recommended for Department Directors at its December 9, 2024 General Meeting. HRTRC's recommendation strives to maintain an above market average pay philosophy for the City's unified salary schedule.

The tentative agreements were ratified by GELC membership on December 11, 2024 and AFSCME Local 1917.28 membership on December 12, 2024, and terms were discussed with the Human Resources Technical Review Committee (HRTRC) on December 9, 2024. The settlement features a 4.5% general pay adjustment for FY 2025.

RECOMMENDATION:

That City Council accept the HR Technical Review Committee's recommendation of a 4.5% general adjustment for department directors in 2025 in the amount of \$62,567.00, for a total base salary budget of \$1,452,940.00. This recommendation is consistent with and contingent upon City Council's ratification of the Settlement Agreement between the City of Rochester Hills and the Governmental Employees Labor Council (GELC); as well as the Settlement Agreement between the City of Rochester Hills and American Federation of State County and Municipal Employees (AFSCME) Local 1917.28.

APPROVALS:	SIGNATURE	DATE
Department Review		
Department Director		
Mayor		
Deputy Clerk		

Contract Reviewed by City Attorney Yes N/A