



City of Rochester Hills  
AGENDA SUMMARY  
NON-FINANCIAL ITEMS

1000 Rochester Hills Dr.  
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Legislative File No: 2025-0294

**TO:** Mayor and City Council Members  
**FROM:** Brooke Insana, Human Resources Director  
**DATE:** July 7, 2025  
**SUBJECT:** Recommendation for 2026 Department Director Equity Adjustments

**REQUEST:**

To accept the recommendation of the HR Technical Review Committee that no additional market equity adjustments for department director positions be budgeted for 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 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 information provided by the Administration at its meeting on June 24, 2025.

A comprehensive compensation study is budgeted for completion in 2027. Any recommendations regarding department director positions will be presented once the results of that study are concluded. Therefore, the HRTRC concurred that no equity adjustments for department director positions should be recommended at this time.

**RECOMMENDATION:**

That City Council accept the recommendation of the HR Technical Review Committee to authorize no individual market equity adjustments for department director positions in 2026.

APPROVALS:	SIGNATURE	DATE
Department Review		
Department Director		
Mayor		
Clerk		

Contract Reviewed by City Attorney  Yes  N/A