

Councilor introduced the following resolution and moved for its adoption:

**RESOLUTION No. \_\_\_\_**

**ESTABLISHING COMPENSATION FOR  
CITY OF GRAND RAPIDS  
NON-REPRESENTED EMPLOYEES**

WHEREAS, the Grand Rapids City Council has established that employment with the City of Grand Rapids should be attractive from a career perspective and that the compensation and benefit plan for the City of Grand Rapids' non-represented employees shall be founded on the principle of equitable and adequate compensation and benefits; and further, that said compensation and benefit plan shall be as competitive as possible in the judgment of the City in order to attract and retain people of the highest caliber so that the citizens of Grand Rapids can be assured that their best interests are being served; and

WHEREAS, the City of Grand Rapids' past practices provide that adjustments to salary schedules are generally made on January 1<sup>st</sup> and are based on such factors as changes in the cost-of-living, labor markets, recruiting experience, financial condition of the city, reclassification studies, etc.; and

WHEREAS, the City has ratified all contracts with the City's bargaining units through December 31, 2028; and

WHEREAS, the City has not adjusted salaries for non-represented employees for the period January 1, 2026 through December 31, 2026; and

WHEREAS, the City Administrator has evaluated all Department Heads and has determined that they all have either met or exceeded their job requirements; and

NOW, THEREFORE IT BE RESOLVED that the exempt and non-exempt non-represented staff receive a cost of living adjustment of 5.0% of their base salary, as well as other adjustments as indicated on the attached spreadsheet. Fire Officers and paid on-call hourly Firefighters receive a cost of living adjustment of 5.0%. Hospital Security full and part-time personnel will receive a 5.0% cost of living adjustment, as well as other adjustments as indicated on the attached spreadsheet. All increases will be effective January 1, 2026.

BE IT FINALLY RESOLVED that regular City employees who are in collective bargaining agreements with the City, part-time, temporary and seasonal employees, and elected officials are specifically excluded from this resolution. Pay increases for union employees are governed by their collective-bargaining agreements, and all other 2026 salary increases will have already been approved by the City Council.

Adopted this 15th day of December, 2025.

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Tasha Connelly, Mayor

ATTEST:

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Kimberly Gibeau, City Clerk

Councilor \_\_\_\_\_ seconded the foregoing resolution and the following voted in favor thereof: ; and the following voted against same: None, whereby the resolution was declared duly passed and adopted.