



REQUEST FOR COUNCIL ACTION

AGENDA DATE: December 15, 2025

AGENDA ITEM: Consider adopting a Resolution Establishing 2026 Compensation for City of Grand Rapids Exempt & Non-Exempt Non-Represented Employees.

PREPARED BY: Chery Pierzina, Human Resources Officer

BACKGROUND:

We have collective bargaining agreements with five bargaining units where we have agreed to 2026 wage increases. In the past, we have tried to keep pay increases consistent to avoid compression issues amongst the different classifications. Attached is a resolution indicating the recommended increases for the City of Grand Rapids' Exempt and Non-Exempt Non-Represented employees. The recommended increases include a 5.0% cost of living adjustment as well as some longevity pay recommendations.

REQUESTED COUNCIL ACTION:

Make a motion to adopt a resolution establishing 2026 compensation for City of Grand Rapids Exempt & Non-Exempt Non-Represented Employees.