



AGENDA MEMO

MEETING NAME: Albion City Council

DATE: August 13, 2024

ITEM NAME: **CONSIDER INTRODUCTION AND APPROVAL OF RESOLUTION 114(24), APPROVING THE 2024-2025 COST OF LIVING ADJUSTMENT FOR ALL NON-TEMPORARY CITY EMPLOYEES EFFECTIVE OCTOBER 1, 2024.**

PRESENTER(S):

BACKGROUND INFORMATION:

The attached draft resolution includes declarations regarding the City Policy on cost-of-living increases and indicating the current CPI factor; however, as in the past leaves the COLA field blank for council determination.

The annual Cost-of-Living Adjustment is a discretionary decision determined by the City Council. The Council may determine a cost-of-living adjustment amount (if any) however they determine is appropriate. In the past the Council has approved percentage increases that have been applied to individual wages for each eligible employee. The Council may also consider approving a fixed amount for all employees as well. Provided for the council is information regarding how an equalized COLA structure (applying same wage increase amount for all employees) might be applied while increasing total wages by fixed percentage.

Administration continues to recommend making any approved cost-of-living increases effective Oct 1st.

DISCUSSION:

MOTION: To introduce and approve Resolution 114(24), APPROVING THE 2024-2025 COST OF LIVING ADJUSTMENT FOR ALL NON-TEMPORARY CITY EMPLOYEES EFFECTIVE OCTOBER 1, 2024.

BY:

2ND:

ROLL CALL: Dailey _____ Porter _____ Tisthammer _____ Johnson _____

SUMMARY OF DECISION: