



AGENDA MEMO

MEETING NAME: Albion City Council

DATE: July 29, 2025

ITEM NAME: **CONSIDER INTRODUCTION AND APPROVAL OF RESOLUTION 108(25), APPROVING THE 2025-2026 COST OF LIVING ADJUSTMENT FOR ALL NON-TEMPORARY CITY EMPLOYEES EFFECTIVE OCTOBER 1, 2025.**

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.

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. Last year the Council approved a 3% equalized COLA for all employees which resulted in an \$0.88/hour increase for all non-temporary employees. 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 recommends a 3% COLA increase, equalized to \$0.90/Hour for all non-temporary employees.

The preliminary budget has been prepared with this amount incorporated into the budget.

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

DISCUSSION:

MOTION: To introduce and approve Resolution 107 (25), APPROVING THE 2025-2026 COST OF LIVING ADJUSTMENT FOR ALL NON-TEMPORARY CITY EMPLOYEES EFFECTIVE OCTOBER 1, 2025.

BY:

2ND:

ROLL CALL: Dailey _____ Porter _____ Tisthammer _____ Johnson _____

SUMMARY OF DECISION: