



## **Consent Item**

**RE:** 2025 Merit Increases

**Department/Program:** Administration/Finance

**Recommendation:** Staff recommends that the Board approve a salary increase of 3% for all full-time staff effective April 1, 2025.

**Explanation:** Historically, the award of merit increases for staff is made after receipt of final year-end sales taxes as a gauge of current economic conditions. Sales tax revenues for 2024 totaled \$12,297,335, exceeding the amended budget by \$149,335 or 1.2%.

Sales taxes are \$699,109 or 6.0% higher than those received in 2023. Drilling down into the variance from the prior year, capital improvement and parks sales taxes increased over 2023 by 5.2%, the public safety tax increased by 3.5% and the county sales tax increased by 7.4%.

A merit raise of 3% was budgeted for 2025.

**Submitted By:** Denise Keller, Finance Officer

**Date:** February 13, 2025