

TO: Mayor and City Council  
FROM: David Chanski, City Administrator  
RE: 2024 COLA  
DATE: August 1, 2023

---



**Background**

As part of each budget, the City Council has authorized an across the board Cost of Living Adjustment (COLA) to employee wages. Historically, the Council has provided all non-union employees whatever COLA the employees represented by LEELS negotiated for that year. For 2024, that is 3%.

However, Police Chief Sandell has requested to discuss the 2024 COLA with the City Council in light of the continued struggles to fill the vacant police officer position.