

# Salary & Benefit Adjustments

June 26, 2025

# COLAs & Health Care Contributions

- Each year, Council adopts a resolution, establishing the current salary schedule for each position class of permanent employees
- City has existing agreements with employee groups, which require COLAs & healthcare contribution increases starting in July

Group	COLA % increase	Healthcare Contribution increase <i>Employee only</i>	Healthcare Contribution increase <i>Employee +1</i>	Healthcare Contribution increase <i>Employee +2</i>
ACE	3%	\$50/month	\$75/month	\$100/month
Police Captains				
Confidential				
Management & CM				
POA: <i>Sergeants, Officers, Records Manager</i>				
POA: <i>CSOs</i>	1%			

# Recommended Action

Approve the Resolution authorizing the Fiscal Year 2025-26 annual salary adjustment, consistent with existing employee labor agreements.

*Will go into effect the first full pay period of July, beginning on July 6, 2025*