



Resolution 2026-15

Salary and Classification Schedule for FY2026-27

Meeting Date	Staff Contact	Email
June 09, 2026	Adam Hanks, City Administrator	Adam.Hanks@ci.coburg.or.us

SUMMARY AND REQUESTED COUNCIL ACTION

The salary schedule attached as Exhibit A to draft Resolution 2026-15 applies a cost adjustment index to the existing salary schedule of 2.57% (CPI-W) and was utilized as the basis for salary forecasting in the development of the FY27 budget.

Suggested Motion

I move to approve Resolution 2026-15, titled "A Resolution adopting the Salary and Classification Schedule for Fiscal Year 2026-27."

BACKGROUND

The proposed salary schedule cost of living adjustment (COLA) is intended to ensure the existing salary schedule maintains relative competitiveness within the regional workforce market over time providing for employee compensation adjustments that accurately take inflationary impacts into account.

The use of a CPI as the basis for proposed salary schedule adjustments maintains the integrity of the salary schedule which aids in both employee retention as well as recruitment.

RECOMMENDATION

Staff recommends approval of the COLA adjusted salary schedule as presented.

BUDGET / FINANCIAL IMPACT

Total personnel costs over the prior three years and the FY26 proposed are as follows:

FY23	\$1,916,340
FY24	\$2,100,984
FY25	\$1,977,731
FY26	\$2,170,350 (Adopted Budget)
FY27	\$2,284,470 (Proposed Budget)

CITY COUNCIL STAFF REPORT

Increases to the City's PERS rates, a two-year rate lock, created a significant increase in personnel costs, with the general fund taking the largest component of that increase. Increases in healthcare costs and a prior year staffing budget error (see FY25 budget adjustment) contribute to the total personnel increases, along with the proposed 2.77% COLA.

While staffing costs continue to rise at challenging rates, the City's investment in its staffing is critical to the continued operation of the organization and its myriad of regulation-heavy workloads across all Departments, programs, functions, and tasks. It is important to note that a significant amount of the overall staff cost increases are comprised of elements that do not provide direct monetary increases to City staff. COLA and step increases are the primary tools that alter (increase) the gross wages of City staff.

PUBLIC INVOLVEMENT

The proposed salary schedule adjustment has been presented and discussed by the Budget Committee in its two public meetings (April 21th and May 5th).

NEXT STEPS

If approved, staff will complete the data entry required in the City's payroll software to implement the adjustments with an effective date of July 1, 2026.

ATTACHMENTS

1. Draft Resolution 2026-15