



CITY COMMISSION STAFF REPORT

DEPARTMENT: Commission

DATE: October 8, 2024

SUBJECT: Motion to reconsider the COLA(Cost of Living Adjustment) for employees of the City of Cooper City – **Commissioner Green**

BACKGROUND OF ITEM:

At the September 24, 2024, Final Budget Hearing, the City Commission approved eliminating the 3.2% COLA budgeted. In lieu of the COLA, the City Commission reallocated those funds to be used as a method to make compensation adjustments as determined necessary by the City Manager.

ANALYSIS:

The COLA of 3.2% was included in the budget as this is the 2024 COLA that was set by the Social Security Administration. An analysis of other local cities showed an average of 4.0% being proposed. In order to enhance employee morale and stay competitive with salaries in the market, the COLA should be reconsidered.

FISCAL IMPACT:

If the COLA is implemented in addition to the compensation adjustments that might be recommended by the City Manager, this would increase the budget by \$248,000.