



September 22, 2023

### City of Montgomery Employee Wage Adjustments Timeline

January 2023 – 6.6% overall wage increase to all city staff

April 2022 – 5.5% COLA for all staff

January 2022 – 3% COLA for all staff / up to 3% merit increase

January 2021 – Up to 5% merit increase

January 2020 – Up to 5% merit increase

October 2018 – Up to 6% merit increase

October 2017 – Up to 2% merit increase

October 2016 – 1.5% COLA for all staff (\*merit amount unknown)