

Montgomery City Council
AGENDA REPORT

Meeting Date: 06-14-2022	Budgeted Amount:
Department: General	Prepared By: Nici Browe

Subject

Cost of Living Adjustment (COLA) as approved by City Council 04-18-2022

Recommendation

Approval of COLA for exempt staff.

Discussion

City Council approved a 5.5% COLA increase for all Non-exempt employees at the April 26, 2022 meeting. The Council reasoned that Exempt employees should have this linked to some kind of evaluation and asked the City Administrator to bring this item back to Council with an evaluation proposal.

Since that approved motion, the City Secretary pointed out that COLA really should not be tied to a performance evaluation as a Cost-of-living increase and a Merit increase are two entirely different issues.

Exempt staff as do all staff have an annual evaluation with their supervisor/City Administrator which is tied to a merit increase system.

Furthermore, the City of Montgomery's Personnel Policy under III Compensation -Compensation Plan – Cost of Living Adjustments states:

The City Administrator may request that City Council authorize a general cost of living adjustment (COLA) to offset the effects of inflation on City Employee salaries. If granted the adjustment will be applied to the salary ranges and steps for all City Employees.

Staff across the board should be treated equally, and COLA is one of those items. It is requested that City Council approve the COLA of 5.5 % that was awarded to non-exempt staff, to the Exempt employees and back date the adjustment to April 17, 2022, as was approved in the April 26, 2022 Council meeting.

Approved By

City Secretary	Nici Browe	Date: 06-08-2022
Interim City Administrator		Date:

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