



CITY COUNCIL AGENDA REPORT

TO: Mayor and Council
FROM: Kate Thunstrom, City Administrator
SUBJECT: 2025 COLA
DATE: July 1, 2024

OVERVIEW:

Per the discussion at the Work Session on June 24th, and in an effort to set the 2025 budget, Council has set the 2025 cost of living increase for non-bargaining unit employees at 3%. The work session packet included the following data:

	Consumer Index	Transitory	Governor Salary Cap	SF COLA awarded
2021	4.7%	3.92%	1.2%	2.75
2022	8.0%	5.89%	6.2%	3.0
2023	5.8%	5.6%	3.5% + 9%	3.0
2024	3.7%	6.63%	7.5%	3.0

For disclosure, the City Administrator is considered part of the non-union staff.

ACTION TO BE CONSIDERED:

Motion to approve a 3% cost of living adjustment for non-union staff.