

**Unrepresented Cost of Living Adjustment  
Items B.13, B.14, B.15, B.16  
August 28, 2024**



# Alignment with Strategic Plan



# Background

- City's workforce includes approximately 1,940 employees.
  - 62% under collective bargaining agreements.
  - 27% part-time/temporary employees.
  - 11% full-time not under a collective bargaining agreement.

# B.13 - Municipal Court

- Three annual three percent increases.
  - July 2024, July 2025, and July 2026.
- Implementation of Classification and Compensation Study.

Employees	Year One Cost	Year Two Cost	Year Three Cost	Total
49	\$613,528	\$854,546	\$1,116,690	\$2,584,764

# B.14 – Unrepresented Hourly

- Three annual three percent increases.
  - July 2024, July 2025, and July 2026.
- Implementation of Classification and Compensation Study.

Employees	Year One Cost	Year Two Cost	Year Three Cost	Total
57	\$352,242	\$537,841	\$740,524	\$1,630,607

# B.15 – Mid-Management

- Three annual three percent increases.
  - July 2024, July 2025, and July 2026.
- Implementation of Classification and Compensation Study.

Employees	Year One Cost	Year Two Cost	Year Three Cost	Total
75	\$976,157	\$1,505,293	\$2,068,085	\$4,549,535

# B.16 – Management

- Three annual three percent increases.
  - July 2024, July 2025, and July 2026.

Employees	Year One Cost	Year Two Cost	Year Three Cost	Total
24	\$261,092	\$542,484	\$839,974	\$1,643,550

# Recommended Motion for Item B.13

- I move to approve three annual three percent increases, the amended salary schedule, and the implementation of the classification and compensation study for Municipal Court employees.

# **Recommended Motion for Item B.14**

- I move to approve three annual three percent increases, the amended salary schedule, and the implementation of the classification and compensation study for Unrepresented Hourly Employees.

# **Recommended Motion for Item B.15**

- I move to approve the three annual three percent increases, the amended salary schedule, and the implementation of the classification and compensation study for Mid-Management Employees.

# **Recommended Motion for Item B.16**

- I move to approve the three annual three percent increases and the amended salary schedule for Management Employees.