



# City of Oregon City

625 Center Street  
Oregon City, OR 97045  
503-657-0891

## Staff Report

File Number: 18-293

**Agenda Date:** 6/20/2018

**Status:** Consent Agenda

**To:** City Commission

**Agenda #:** 8d.

**From:** Human Resources Director Patrick Foiles

**File Type:** Report

### **SUBJECT:**

Management, Supervisory and Confidential Employee Salary Cost of Living Allowance (COLA) Increase FY 2018-19

### **RECOMMENDED ACTION (Motion):**

Staff recommends the City Commission approve a two percent (2%) COLA based salary range adjustment for the City's thirty-four (34) budgeted Management, Supervisory and Confidential positions for fiscal year July 1, 2018 to June 30, 2019.

### **BACKGROUND:**

Represented employees receive cost of living allowance based increases to salary as a function of their negotiated and Commission approved collective bargaining agreements. Management employees require separate Commission notice and approval of salary range adjustments.

The City Commission ratified both OCPEA and AFSCME bargaining agreements both of which included a two percent (2%) COLA for FY 2018-19. A two percent (2%) Management COLA will prevent further compression between represented and Management employee salaries and is supported by the City's approved budget.

CPI - U (Consumer Price Index For All Urban Consumers), which reflects the buying habits of urban wage earners and clerical workers and is based on cities with populations of less than 1,500,000 in 13 Western states, averaged three point nine percent (3.9%) for the calendar year of 2017. Rate was released in April 2018. The CPI has been used in the past to guide an appropriate adjustment to salaries.

### **BUDGET IMPACT:**

Amount: Approx \$95,000

FY(s): 2018 - 19

Funding Source: Ten (10) funds throughout the City budget