



## Legislation Text

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**File #:** 19-413, **Version:** 1

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Management, Supervisory and Confidential Employee Salary Cost of Living Adjustment (COLA) Increase FY 2019-20

**RECOMMENDED ACTION (Motion):**

Staff recommends the City Commission approve a three percent (3%) COLA increase to salary ranges for the City's thirty-four (34) budgeted Management, Supervisory and Confidential positions for fiscal year July 1, 2019 to June 30, 2020.

**BACKGROUND:**

Represented employees receive a COLA 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 is currently in the process of bargaining a successor contract with American Federation of State a, County and Municipal Employees (AFSCME.) The tentative agreement with Oregon City Police Employees Association )(OCPEA) includes a three percent (3%) COLA effective July 1, 2019. A three percent (3%) Management COLA aligns well with that proposed increase and is supported by the City's approved budget.

CPI-U West, Size Class B/C (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 2,500,000 in 13 Western states, averaged two point nine percent (2.9%) for the calendar year of 2018. Rate was released in April 2019. The CPI has been used in the past to guide an appropriate adjustment to salaries.

**BUDGET IMPACT:**

Amount: Approx \$136,120

FY(s): 2020 - 21

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