



CITY OF SAINT PAUL

ALASKA

MEMORANDUM TO COUNCIL

TO: Mayor and City Council Members

FROM: Phillip A. Zavadil, City Manager

CC: Aubrey Wegeleben, City Clerk; Stephanie Mandregan, Finance Director

DATE: November 7, 2023

RE: Resolution 23-23 – A Resolution Authorizing a Cost of Living Adjustment for City Employees Employed in 2024

SUMMARY: Resolution 23-23 approves a 3.2% COLA for each employee that is employed with the City of Saint Paul as of January 1, 2024.

PREVIOUS COUNCIL ACTION: On December 15, 2022, the City Council approved a 6% COLA for each employee employed with the City as of January 1, 2023.

BACKGROUND AND DISCUSSION: City Personnel Policy 3.11, Cost of Living Adjustment (COLA) requires the City Council to approve a Cost of Living Adjustment. The federal COLA for 2024 was approved at 3.2%. Given the City's financial situation a COLA greater than the federal COLA is not recommended.

ALTERNATIVES: Council could choose not to approve this resolution.

FINANCIAL IMPLICATIONS: A 3.2% COLA increase the current payroll total by \$43,139,20. Funds 300, 310 and 321 can support this COLA but Funds 320 and 323 cannot without adjustments in refuse and water utility rates.

LEGAL: N/A.

ADMINISTRATION COMMENTS AND RECOMMENDATION: Administration recommends approval of this resolution.

PROPOSED MOTION: I move to approve Resolution 23-20.

ATTACHMENTS: Resolution 23-20.