



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: December 10, 2024

RE: Resolution 24-15 – A Resolution Authorizing a Cost of Living Adjustment for City Employees Employed in 2025

SUMMARY: Resolution 24-15 approves a 2.5% COLA for each employee that is employed with the City of Saint Paul as of January 1, 2025.

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 2025 was approved at 2.5%. 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 COLA of 2.5% will not require any adjustments in utility rates.

LEGAL: N/A.

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

PROPOSED MOTION: I move to approve Resolution 24-15.

ATTACHMENTS: Resolution 25-15.