



ALBANY CITY COUNCIL  
SUPPLEMENTAL AGENDA

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**Wednesday, June 8, 2022**

6:00 p.m.

Council Chambers, City Hall

333 Broadalbin Street SW

Please note a supplemental agenda item for this meeting:

9. Staff reports

a. Increase . . .

b. Communications . . .

c. New . . .

**d. Cost-of-Living Adjustment (COLA) for Nonbargaining and Executive Employees**


This item comes forward from the Monday, June 6, 2022, executive session. The staff report is attached.






# MEMO

TO: Albany City Council

VIA: Peter Troedsson, City Manager  6/7

FROM: Holly Roten, Human Resources Director  
Jeanna Yeager, Finance Director 

DATE: June 7, 2022, for the June 8, 2022, City Council Meeting

**SUBJECT:** Cost-of-Living Adjustment (COLA) for Nonbargaining and Executive Employees

## Action Requested:

Council approval of a two percent (2%) COLA effective July 1, 2022, for Nonbargaining and Executive employees.

## Discussion:

At the June 6, 2022, city council executive session, staff provided an update on labor negotiations with the City's fire, police, and AFSCME bargaining units. While the City has historically used the year-over-year change in the US City Average CPI-W as a basis for increasing wages, given that the nation is facing a 40-year inflationary high, with a January CPI-W of 8.2%, it is simply not possible for the City to keep pace with that sort of inflationary increase. During the executive session, staff also provided an analysis of the external market survey conducted with our comparable jurisdictions, which supports a two percent (2%) increase at this time to ensure that our Nonbargaining and Executive positions are compensated appropriately to the market.

Based on those discussions, it is staff's recommendation that Council approve a two percent (2%) COLA for Nonbargaining and Executive employees effective July 1, 2022.

The 2021-2023 biennial budget included a budgeted increase in personnel costs of one percent (1%) for all employees for the second fiscal year of the biennium (FY 2022-2023). There are sufficient funds in contingency for an additional one percent (1%) increase, for a total of a two percent (2%) COLA effective July 1, 2022. Because the additional one percent (1%) is in contingency, Council approval is required for this action.

## Budget Impact:

The additional one percent (1%) of wages for Nonbargaining employees in Central Services and General Fund departments, approximately \$57,000, is available in the City's contingency fund and will be appropriated as part of the next supplemental budget based on actual wage costs.

HR:JY