

To: HONORABLE MAYOR AND CITY COUNCIL.

FROM: Dave Maroney, City Administrator.

SUBJECT: 2020 cost-of-living-adjustment (COLA).

DATE: January 3, 2020.

BACKGROUND.

The current labor agreements with *Local No. 49* and *Law Enforcement Labor Services Local No. 145* provide for a 3% COLA for 2020. The *2020 Budget* approved a 3% COLA and step increases for non-union employees.

REQUESTED COUNCIL ACTION.

The City Council is respectfully requested to approve a three percent (3%) COLA and step increases for non-union employees for the current year as approved in the *2020 Budget*.