

TO: MAYOR AND CITY COUNCIL

FROM: NEIL JENSEN, City Administrator

SUBJECT: 2021 Cost of Living Adjustments (Non-Union)

MEETING DATE: January 5, 2021

BACKGROUND

The union contracts are mostly completed with LELS approved and the 49er's Contract on this agenda. MNPEA is still reviewing the contract for errors and will have it done shortly. All the contracts have the same COLA. City's want continuity in the contracts and with non-union employees. It keeps moral up and there is a fairness across city staff.

All the contracts had the same language of 1% on January 1 and 1% on July 1 for 2021, 2022, 2023.

This is what is requested for non-union employees for 2021.

REQUESTED COUNCIL ACTION

The City Council is respectfully requested to approve the COLA increase for non-union employees of 1% on January 1, 2021 and 1% on July 1, 2021 and all step increases as warranted.