

**AGENDA ITEM TYPE:** Consent

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Compensation for Management, Supervisory & Confidential (Non-Represented)  
Employees

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Meeting Date: June 17, 2025  
Service Area: Budget and Finance

Staff Member: Eric Schmidt  
Agenda Item Number: C-4

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**Requested Council Action and Suggested Motion:**

Move to approve Resolution No. 3654 approving compensation for management, supervisory and confidential (non-represented) employees for Fiscal Year 2025/26.

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**Public Purpose, Community Outcome, and Strategic Plan Alignment:**

The City has bargained in good faith with its employee labor unions and reached agreements under the provisions of those state statutes, which include annual cost of living adjustments. The City seeks to have a cost-of-living adjustment (COLA) for non-represented employees for this Fiscal Year. This category includes managerial and engineering positions, as well as positions in Budget, Payroll, Human Resources, City Attorney's office and City Manager's office.

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**Background:**

Employees represented by employee labor unions receive cost of living adjustments based on the approved collective bargaining agreements. Non-represented employees which are classified as "management, supervisory and confidential" only receive a cost-of-living adjustment or "COLA" upon City Council approval annually. Cost-of-living adjustments are important to support staff recruitment, retention and overall morale.

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**Recommendation and Alternatives:**

**Recommendation:**

Staff recommends Council move to approve Resolution No. 3654 approving compensation for management, supervisory and confidential (non-represented) employees for Fiscal Year 2025/26.

**Alternatives:**

- Council may not approve the Resolution and non-represented employees would not receive an adjustment. Excluding MSC from a COLA runs the risk of compression, the gap between managers and senior level represented employees may create recruitment obstacles in the hiring of entry level management positions or higher level MSC positions.
- Council may amend the Resolution so that non-represented employees receive a different

adjustment than proposed.

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**Budget/Financial Impact:**

This adjustment fits within the assumptions included in the Fiscal Year 2025/26 Approved Budget.

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**Public Involvement:**

N/A

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**Attachments:**

A. Resolution No. 3654

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**Reviewed Through:**

Elizabeth McCann, Director of Budget & Finance  
Ellen Van Riper, City Attorney  
Christina Still, City Recorder