



# TOWN OF TRURO

## Select Board Agenda Item

**DEPARTMENT:** Administration

**REQUESTOR:** Darrin Tangeman, Town Manager

**REQUESTED MEETING DATE:** August 10, 2021

**ITEM:** Vote to Approve FY23 and FY24 Non-Union Cost of Living Adjustment

**EXPLANATION:** Union negotiations are completed for the collective bargaining agreements from July 1, 2022 to June 30, 2025. Now that the negotiations are complete, the Board may consider the Cost of Living Adjustment (COLA) for non-union and contract employees. Typically, this adjustment is voted on in May (after Town Meeting approval) for the upcoming fiscal year, however, because contract negotiations extended into the current fiscal year, the COLA for FY23 (July 1, 2022- June 30, 2023) will need to be retroactively applied upon approval. FY2024 (July 1, 2023- June 30, 2024) shall be applied effective July 1, 2023 as is typical.

Unions settled at COLA's of 3% for FY2023, 2.5% for FY2024 and 2.5% for FY2025. To maintain equity and appropriate stratification between positions, non-union and contract employees should be awarded the same COLA. These COLA amounts were budgeted in the FY2023 budget and the FY2024 budget.

On a somber note, long-time library employee Peter Thrasher passed away in April and this motion includes a 3% COLA on his earned wages.

**FINANCIAL SOURCE (IF APPLICABLE):** COLA Increases Budget Line 01015457-578000

**IMPACT IF NOT APPROVED:** A cost-of-living adjustment and realignments will not be granted to non-union and contract employees.

**SUGGESTED ACTION:** *Move to approve a 3% cost of living adjustment for fiscal year 2023 and a 2.5% cost of living adjustment for Non-Union employees, including those permanent non-school employees with individual employment contracts, and for the fiscal year 2023 adjustment to be applied retroactively for all current employees and staff separated from employment due to death to the beginning of the fiscal year beginning July 1, 2022, and the fiscal year 2024 adjustment to be applied on July 1, 2023.*

**ATTACHMENTS:** None