



## Staff Report

### June 8, 2021

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**TO:** Honorable Mayor and Members of the Town Council  
**FROM:** Roger Carroll, Finance Director  
**DATE:** May 28, 2021  
**RE:** Resolution approving personnel wage increases for the Town of Loomis Diversified Employees Group and the Loomis Public Works Employee's Bargaining Unit (Operating Engineers, Stationary Local No. 39)

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#### **Recommendation**

Approve resolution regarding wage and benefit changes for the fiscal years ending June 30, 2022; June 30, 2023; and June 30, 2024.

#### **Issue Statement and Discussion**

In 2018, The Town Council approved a resolution setting an automatic cost of living adjustment (COLA) for the Town staff based on the US Bureau of Labor Statistics Consumer Price Index (CPI) for the All US Cities – Western Division index. That index was discontinued by the Bureau in 2019 and replaced by the Consumer Price Index, San Francisco Area, to be used for all Northern California. The resolution was for three consecutive years and expires with the 2020-21 fiscal year.

The attached resolution adopts a pre-approved COLA for the full-time permanent employees of the Town of Loomis and is to be effective on the first day of the fiscal year for the next three fiscal years.

To explain how this works, for the fiscal year ending June 30, 2022, the effective date will be July 1, 2021. The change in the CPI from April 2020 to April 2021 ("the preceding year-over-year") is 3.8%. So, the COLA will be 3.8%, which comes out to approximately \$51,000 in increased wages and benefits and has already been included in the adopted budget.

#### **CEQA Requirements**

There are no CEQA issues.

#### **Financial and/or Policy Implications**

The projected cost for the COLA for the 2021-22 is \$51,000 and has been included in the adopted budget. For the subsequent years, the additional payroll cost is projected to be between \$53,000 and \$55,000 per year.

#### **Attachments**

A. Resolution

**TOWN OF LOOMIS**

**RESOLUTION NO. 21 -**

**A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF LOOMIS  
APPROVING WAGE CHANGES  
WITH THE LOOMIS DIVERSIFIED EMPLOYEES GROUP  
AND  
WITH THE LOOMIS PUBLIC WORKS EMPLOYEE'S BARGAINING UNIT  
(OPERATING ENGINEERS, STATIONARY LOCAL NO. 39)**

WHEREAS, the Town Council has adopted the 2021-2022 Budget; and

WHEREAS, Council desires to retain employees with skills appropriate to the needs of Loomis; and

WHEREAS, management has met and conferred on the wage changes herein noted with the employees; and

WHEREAS, the changes noted have been accounted for in the adopted budget.

NOW, THEREFORE, IT IS HEREBY DETERMINED that the Town Council of the Town of Loomis approves wage changes for the Loomis Diversified Employees Group and the Loomis Public Works Employee's Bargaining Unit as follows:

- Effective July 1, 2021; all full-time, permanent employees shall receive a 3.8% cost-of-living raise based on the preceding April year-over-year change in the Consumer Price Index for the San Francisco Area.
- For the fiscal years beginning July 1, 2022 and July 1, 2023, cost-of-living raises will be given to all full-time, permanent employees equal to the preceding April year-over-year change in the Consumer Price Index for the San Francisco Area.

PASSED AND ADOPTED this 8th day of June 2021, by the following vote:

AYES:  
NOES:  
ABSTAINED:  
ABSENT:

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Mayor

ATTEST:

\_\_\_\_\_  
Town Clerk