

CITY OF SAND POINT



RESOLUTION 25-02

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SAND POINT AMENDING THE CITY PERSONNEL POLICIES AND PROCEDURES TO UPDATE SECTION 5-A SALARY ADMINISTRATION, (6) COLA (COST OF LIVING ADJUSTMENT).

WHEREAS, the City Council recognizes the importance of adapting policies to reflect changing circumstances and is committed to ensuring the City's Personnel Policies and Procedures remain current and aligned with present-day challenges and expectations;

WHEREAS, while past COLA (Cost of Living Adjustment) increases have typically been set at one step (approximately 3%), future adjustments may differ in percentage or structure to responsibly align with available budgetary resources and economic conditions.

WHEREAS, this flexible approach allows the City to respond to financial realities while continuing to support employees through fair and sustainable compensation practices.

WHEREAS, the amount of the COLA will be evaluated annually and may vary based on inflationary trends, financial conditions, and the City's overall fiscal outlook.

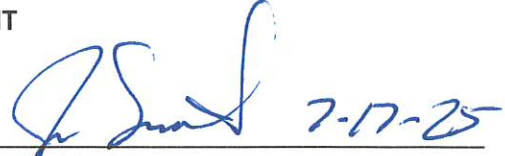
NOW, THEREFORE, BE IT RESOLVED BY THE City of Sand Point:

- 1. The City of Sand Point Personnel Policies and Procedures Manual is amended to read [new language is underlined, deletions are ~~struck through~~]:**

(6) If budgeted and approved each year by the City Council, all permanent, non-contractual employees who have ~~completed their Probationary Period~~ been employed for 1 year will receive a ~~one step (3%) COLA pay increase effective July 1ST, percentage to be determined. Permanent, non-contractual employees hired before July 1st who have not completed their Probationary Period will receive a COLA increase upon completion of their Probationary Period. Permanent, non-contractual employees hired after July 1st are not eligible for a COLA pay increase in the fiscal year in which they were hired.~~

PASSED AND APPROVED BY A DULY CONSTITUTED QUORUM OF THE CITY COUNCIL FOR
THE CITY OF SAND POINT ON THIS 16TH DAY OF JULY, 2025.

CITY OF SAND POINT

Handwritten signature in blue ink, appearing to read "James Smith", followed by the date "7-17-25".

James Smith, Mayor

ATTEST:

Handwritten signature in blue ink, appearing to read "Jade Gundersen".

Jade Gundersen, City Clerk