

RESOLUTION NO. _____

ENTITLED: "A RESOLUTION AUTHORIZING A COST-OF-LIVING SALARY INCREASE TO ELIGIBLE FULL-TIME EMPLOYEES OF THE CITY OF CHEYENNE. "

WHEREAS, the City of Cheyenne has experienced an unusually high employee turnover rate resulting in additional expenses to train new employees and increased recruitment costs;

WHEREAS, City of Cheyenne employees are the backbone of the successful delivery of City programs and services, which enhance the quality of life for residents and contribute to the fiscal well-being of the City;

WHEREAS, the City of Cheyenne recognizes that City employees are one of the single most important assets available to the City;

WHEREAS, a comprehensive cost-of-living salary increase will reduce the turnover rate and costs to the City, and keep the City competitive in the job market;

WHEREAS, this resolution will provide City of Cheyenne employees with a necessary compensation adjustment to offset inflation and maintain cost-of-living;

WHEREAS, the Governing Body has determined that a cost-of-living wage adjustment for full-time, eligible City employees is needed to properly compensate City employees;

WHEREAS, employees with salaries that exceed their position's pay grade in the updated City's compensation plan will receive a one-time payment in lieu of a salary increase in the amounts approved for their position;

NOW, THEREFORE, BE IT RESOLVED BY THE GOVERNING BODY OF THE CITY OF CHEYENNE, WYOMING, that all eligible full-time City employees, excluding the Mayor, Cheyenne Firefighters Local 279, and employees of the City of Cheyenne Board of Public Utilities, will receive a cost-of-living salary increase as follows:

1. CURRENTLY AUTHORIZED FULL-TIME ENTRY LEVEL POSITIONS.

Effective on the January 31, 2023 payroll, a salary increase of six percent (6%) will be provided to the City's entry level positions in the first two pay grades.

2. CURRENTLY AUTHORIZED FULL-TIME DIRECTOR AND DEPUTY DIRECTOR POSITIONS.

Effective on the January 31, 2023 payroll, a salary increase of two percent (2%) will be provided to each designated Director and Deputy Director employee.

3. ALL OTHER CURRENTLY AUTHORIZED FULL-TIME POSITIONS.

Effective on the January 31, 2023 payroll, a salary increase of four percent (4%) will be provided to each employee.

PRESENTED, READ, AND ADOPTED this _____ day of _____, 2023.

Patrick Collins, Mayor

(SEAL)
ATTEST:

Kristina F. Jones, City Clerk