



**TRUCKEE TAHOE AIRPORT DISTRICT  
BOARD OF DIRECTOR STAFF REPORT**

**AGENDA TITLE: Cost of Living Salary Adjustment**

**MEETING DATE: June 27, 2018**

**PREPARED BY: Sally Lyon, Director of Finance and Administration**

---

**RECOMMENDED ACTION:** Approve by consent: Staff recommends approval of a Cost of Living Adjustment (COLA) of 3.7% for district employees (General Manager is not included) to begin on the 14th annual pay period of the year (pay date 07/07/18).

**DISCUSSION:** At the May 23 Board Meeting, as part of the General Manager's report, Kevin Smith discussed the upcoming annual review of the Cost of Living salary adjustments for TTAD staff July 1 of each year, and then merit increases January 1 of each year. The proposed COLA adjustment for 2018 based on the Consumer Price Indexes Pacific States West A for the month of May is 3.7%. The District has used this same Consumer Price Index for the past number of years. The West A index is for population areas over 1.5 million which most accurately reflects cost of living in Truckee/Tahoe area versus non-urban or rural communities. In staffs' review of the indexes it is evident that housing, fuel, and transportation costs are increasing somewhat rapidly in our region and contributing to the increase in COLA and CPI indexes from what we have seen in past years. Housing costs are the #1 contributor to the recent increases in COLA index rates.

**FISCAL IMPACT:** The fiscal impact would be about \$3,000 per pay period, \$77,500 annually. The budget included an estimate of 3% for COLA.

**SAMPLE MOTION:** I move to (approve, continue, deny) a Cost of Living Adjustment based on Consumer Price Indexes Pacific States West A, May 2018, 3.7%.

**ATTACHMENTS:** Consumer Price Indexes Pacific States West, May 2018.