

**From:** Holly Richard hollyrichard@live.com   
**Subject:** Merit Increases  
**Date:** December 5, 2025 at 5:22 PM  
**To:** Dan Swart danswartcpa@gmail.com



Dan,

This pdf is what the city provided to me through open records request in regards to COLA/ECI and merit increases for employees.

It is a little frightening how simple this is put together (even with "suspended" spelled wrong). But it is an overview of what they have done in the past 5 years.

This does not include the large one-time pay increases after compensation studies.

Holly

Budgeted Employee Compensation Increases by Fiscal Year