

RESOLUTION NO. 2025-6

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TYLER, MINNESOTA,  
APPROVING A 3% COST OF LIVING ADJUSTMENT (COLA) AND A 2% MERIT  
INCREASE FOR THE YEAR 2025

WHEREAS, the City of Tyler recognizes the importance of maintaining competitive and fair compensation for its employees to ensure the retention of skilled and dedicated staff; and

WHEREAS, the City Council values the dedication and service of its employees, who contribute significantly to the effective and efficient operation of the city; and

WHEREAS, the City Council has reviewed economic data, including inflation trends and regional compensation practices, and finds it necessary to implement a cost-of-living adjustment to maintain employee purchasing power; and

WHEREAS, the City Council also recognizes the importance of compensating employees fairly and equitably in alignment with their performance, contributions, and the city's financial capabilities; and

WHEREAS, a 3% cost-of-living adjustment (COLA) is deemed appropriate for the year 2025 to align with these objectives; and

WHEREAS, the City Council has reviewed the budget and determined that a 2% merit-based salary increase is financially sustainable and in the best interest of the city and its workforce;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Tyler, Minnesota, as follows:

1. **Approval of COLA Increase:** A cost-of-living adjustment of 3% shall be applied to the salaries and wage rates of all eligible city employees, effective January 1, 2025.
2. **Approval of Merit Increase:** Effective January 1, 2025, a 2% merit increase shall be applied to the salaries of all eligible city employees, as determined by the city's established merit evaluation process.
3. **Merit Distribution:** The merit increase shall be distributed based on individual performance evaluations, with the understanding that all eligible employees meeting satisfactory performance standards will receive the full 2% adjustment.
4. **Budget Incorporation:** The approved COLA and merit increases shall be incorporated into the city's 2025 budget to ensure the adjustments are financially sustainable.
5. **Administration:** The City Administrator is hereby directed to implement both the COLA and merit increases in coordination with the Finance Department, ensuring compliance with applicable policies and procedures, and to ensure all affected employees are notified of the adjustments.
6. **Annual Review Commitment:** The City Council reaffirms its commitment to reviewing employee compensation annually to maintain a competitive and fair compensation structure for all city employees.

7. **Effective Date:** This resolution shall take effect immediately upon its adoption.

Adopted by the City Council of the City of Tyler, Minnesota, this \_\_\_\_ day of \_\_\_\_\_, 2025.



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Mayor  
City of Tyler, Minnesota

ATTEST:



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City Administrator  
City of Tyler, Minnesota