



MOUNTAINS RECREATION & CONSERVATION AUTHORITY

Los Angeles River Center and Gardens
570 West Avenue 26, Suite 100
Los Angeles, California 90065
Phone (323) 221-9944 Fax (323) 221-9933

MEMORANDUM

TO: The Governing Board

FROM:  Joseph T. Edmiston, FAICP, Hon. ASLA, Executive Officer

DATE: July 2, 2014

SUBJECT: **Agenda Item IV : Consideration of resolution authorizing a Cost of Living adjustment in the FY 14/15 budget.**

Staff Recommendation: That the Governing Board adopt the attached resolution authorizing a Cost of Living adjustment in the FY 14/15 budget.

Background: The last time the employees of the Mountains Recreation and Conservation (MRCA) were granted a cost of living (COLA) increase to their compensation package was a 5% COLA effective July 1, 2005. The hard working employees of the MRCA have lost about 22% of their purchasing power due to inflation between July 1, 2005, and today. Refer to <http://www.bis.gov/data/inflation-calculator.htm> for additional details on inflation and purchasing power over time.

In addition to the lack of COLA over the past nine years, employee merit or 'step' increases have been frozen since 2010.

The MRCA currently employs 119 regular and 11 seasonal employees. Of the regular employees, 87 have at least five years of service with the MRCA.

The COLA will be provided to all MRCA regular employees hired prior to January 7, 2014.

The fiscal cost of the 5% COLA, estimated at \$340,000, will be covered by grant funded projects and/or enterprise revenue.