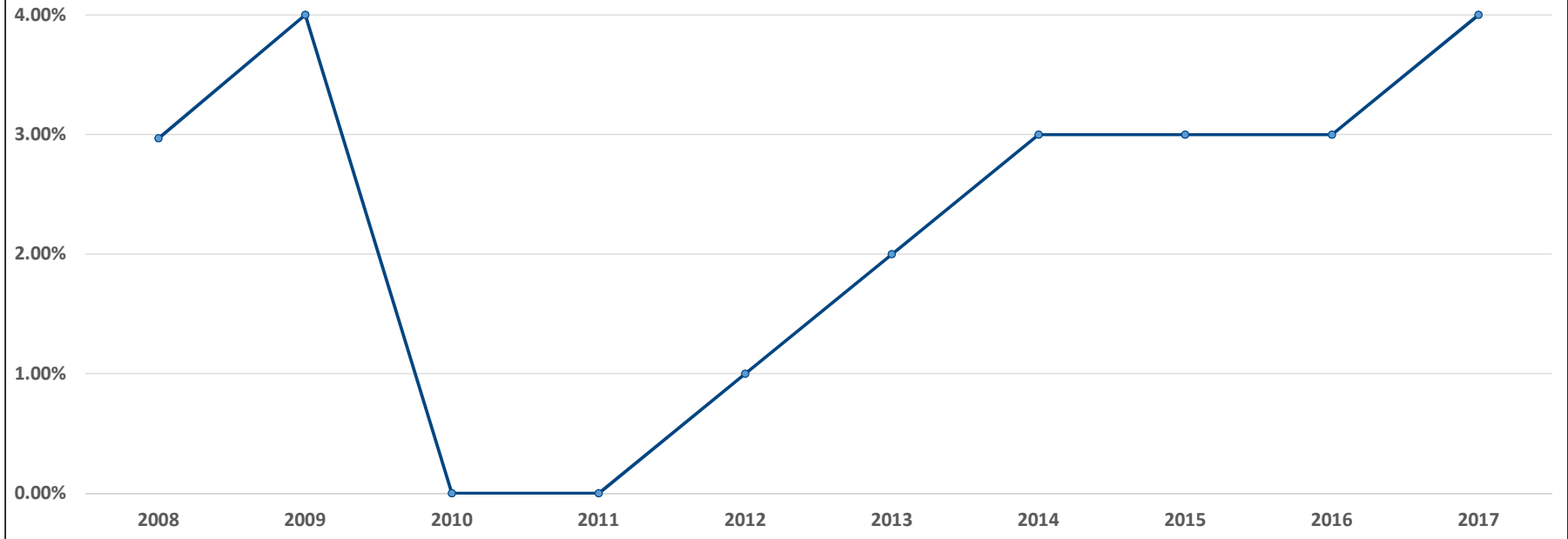


**City of Olympia
Independent Employee COLA's
2008 - 2017**



	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Independent Employee COLA	2.97%	4.00%	0.00%	0.00%	1.00%	2.00%	3.00%	3.00%	3.00%	4.00%
Effective	1/1/2008	1/1/2009			7/1/2012	7/1/2013	1/1/2014	1/1/2015	1/1/2016	1/1/2017