

*Request for Decision United Townships of Head, Clara & Maria Council*

Type of Decision									
<b>Meeting Date</b>	<b>Thursday, January 17, 2019</b>				<b>Report Date</b>	<b>Friday, January 11, 2019</b>			
<b>Decision Required</b>	<b>X</b>	<b>Yes</b>		<b>No</b>	<b>Priority</b>	<b>X</b>	<b>High</b>		<b>Low</b>
<b>Direction</b>	<b>X</b>	<b>Information Only</b>			<b>Type of Meeting</b>	<b>X</b>	<b>Open</b>		<b>Closed</b>

**COLA and CPI increase – October to October - Report #18/12/18/1206 - amended**

**SUBJECT:**

Review of the annual cost of living increase for contracts, salaries and honorarium.

**RECOMMENDATION:**

**WHEREAS** Council policy and past practise has been to award cost of living adjustments to staff salary, municipal contracts and council honorarium when the October to October Consumer Price Index surpassed 1%;

**AND WHEREAS** numbers for Ontario show an increase of 2.4% for 2017-2018;

**THEREFORE BE IT RESOLVED THAT** the Council of the United Townships of Head, Clara & Maria does hereby authorize option \_\_\_\_\_.

- 1- That the 2.4% cost of living adjustment based on the October to October Statistics Canada’s Consumer Price Index for Ontario be applied to all applicable salaries, honoraria and contracts effective January 1, 2019.
- 2- That the 2.4% cost of living adjustment based on the October to October Statistics Canada’s Consumer Price Index for Ontario be applied to all applicable salaries, honoraria and contracts effective January 1, 2019 and cost of living adjustments be excluded from future contracted service negotiations.
- 3- That no cost of living adjustment be applied to salaries, honoraria and contracts.

**BACKGROUND/EXECUTIVE SUMMARY:**

Cost of Living Allowance adjusts salaries and benefits to keep pace with inflation and changes in the cost to live. It is based on the Consumer Price Index which measures changes in the average price of products and services typically consumed by Canadian families. It also assists in keeping salary gaps from further widening. Historically, Stats Canada year to year consumer price index percentage has been used to increase compensation for Council, staff salaries and municipal contracts. It has not been awarded when lower than 1%. The 2017-2018 October to October is 2.4%.

The current service review may be an opportunity to review all salaries in the future.

## Financial Considerations/Budget Impact:

	<b>2.4% increase</b>
Council Honoraria	470
Staff Salary	\$6,580
Municipal Contracts	\$3,200
<b>Approximate Total Cost to Municipality of Implementing COLA for 2017 at 1.3%</b>	<b>\$10, 250</b>

## Others Consulted:

StatsCan <http://www.statcan.gc.ca/tables-tableaux/sum-som/l01/cst01/cpis01q-eng.htm>

### **Approved and Recommended by the Clerk**

Crystal Fischer,  
Interim Clerk