

Meeting Date: January 15, 2024
Department: Financial Services – Treasury
Report No.: FIN-2024-01
Submitted by: Bill Dakin, Director of IT/Finance-Treasurer
Doug Payne, Director of Human Resources
Approved by: Trisha McKibbin, Chief Administrative Officer

SUBJECT: **Compensation Adjustments for Elected Officials and Non-Union Staff for the Preliminary 2024 Operating Budget**

RECOMMENDATION:

THAT: Council receive for information Report FIN 2024-01 Compensation Adjustments for Elected Officials and Non-Union Staff for the Preliminary 2024 Operating Budget, and further; THAT Council acknowledges the 2024 step advancements for non-union staff and approves expenditures related to the Cost-of-Living rate increase (COLA) for the Non-Union Salary Grid and Council remuneration at 2.0% effective January 1, 2024.

BACKGROUND:

Staff are currently drafting the 2024 - 2027 Capital and Operating budgets for consideration by Council. In order to accurately budget salary expenses, staff require Council approve the COLA increase for 2024, and acknowledge the step advancements within our wage grid for staff.

Additional information:

- 2023 COLA increase for non-union staff was approved by Council at 2.5%

COMMENTS:

COLA

The Consumer Price Index (CPI) represents changes in prices as experienced by Canadian consumers. It measures price change by comparing, through time, the cost of a fixed basket of goods and services.

According to Statistics Canada, the Consumer Price Index (CPI) rose to 3.1% on a year-over-year basis in November, with the annual average for 2022 at 6.8%.

Source: https://www.statcan.gc.ca/en/subjects-start/prices_and_price_indexes/consumer_price_indexes

The Government of Ontario also announced that the rent increase guidelines would be capped at 2.5% even with inflation well above this threshold, providing another measure.

Source: <https://www.ontario.ca/page/residential-rent-increases>

Due to the annual change, it is proposed that a 2.0% cost of living adjustment be forecasted in the budget for 2024, which would apply to full-time employees, contract positions, as well as council members.

If Council is amenable to these suggestions, the proposed 2024 Budget will have 2.0% applied to the salary grid as per the recommendation. This change enables the municipality to plan ahead for the upcoming year, remaining competitive and offering an equal remuneration in accordance with the rising prices taking effect.

CONSULTATION:

- Chief Administrative Officer
- Human Resources Generalist / Payroll
- Director of Human Resources

FINANCIAL IMPLICATIONS:

Non-Union – Permanent Full Time Staff Wages Only (Does not include Part-Time, Seasonal, Volunteer Firefighter or Police Staff, nor does it include any benefit costs)

Non-Union	2024
Number of Staff	48 (42 in 2023)
Number of Staff at Job Rate in 2024 (2023)	19 (18)
Number Eligible for Step Increase – Cost	27 – \$87,264.56
COLA Rate Increase - Cost	\$69,559.18
Total Increase	\$156,823.74

2023 Total Annual Non-Union – Permanent Full-Time Wages – \$4,121,390

2024 Proposed Total Annual Non-Union – Permanent Full-Time Wages - \$4,278,212

Council

Council	2024
Number of Council Members	9
COLA Increase - Cost	\$4,655

2023 Total Annual Council Wages – \$ \$232,751

2024 Proposed Total Annual Council Wages - \$237,406

STRATEGIC PLAN ALIGNMENT:

This matter is in accord with the following strategic priorities:

1. Customer Service: Invest in employee engagement as the foundation of strong customer service.
2. Economic Development: Support a strong local workforce.

ATTACHMENTS:

None