

Type of Decision									
Meeting Date	Friday, December 2, 2011				Report Date	Friday, November 18, 2011			
Decision Required	X	Yes		No	Priority	X	High		Low
Direction	x	Information Only			Type of Meeting	X	Open		Closed

REPORT TITLE
Request for COLA Report 02/12/11/1201

RECOMMENDATION: That COLA of 2.9% for staff salary and Council honorarium be allocated effective January 1, 2012 as per past practise.

BE IT RESOLVED THAT the salary grid, Council honorarium and applicable contracts be adjusted by a 2.9% increase to reflect the cost of living over the past year based on Stats Can's CPI of 2.9% for the year October 2011 to October 2012.

BACKGROUND/EXECUTIVE SUMMARY: Pretty self-explanatory. Past Council requested that no automatic policy be created but instead that an annual resolution be presented to Council for approval. The annual COLA helps to keep current salaries in alignment with other similar workplaces preventing the huge discrepancies that were once the norm in HCM.

Data based on CPI located at <http://www.statcan.gc.ca/subjects-sujets/cpi-ipc/t111118a1-eng.htm>.

Information from Statistics Canada for the same time frame has been used in previous years. The CPI increase has been worked into multi-year contracts for various services such as grounds keeping, winter maintenance and recycling.

FINANCIAL CONSIDERATIONS/BUDGET IMPACT:

	Total Salary Increase	Total Honorarium Increase
@ 2.9%	\$4,657	\$551

Most of our external contracts now include a CPI increase as well. The same percentage suggested for staff and Council has been built into our existing contracts for Recycling, Plowing and Summer Maintenance.

Policy Impact: None, as per past practise and/or according to policy.

Approved and Recommended by the Clerk
Melinda Reith, Municipal Clerk <i>Melinda Reith</i>

Table 1 Consumer Price Index and major components, Canada – Not seasonally adjusted

Consumer Price Index and major components, Canada – Not seasonally adjusted						
	Relative importance ¹	October 2010	September 2011	October 2011	September to October 2011	October 2010 to October 2011
	%	(2002=100)			% change	
All-items Consumer Price Index (CPI)	100.00²	117.4	120.6	120.8	0.2	2.9
Food	15.99	122.7	128.2	128.0	-0.2	4.3
Shelter	27.49	124.6	125.7	126.5	0.6	1.5
Household operations, furnishings and equipment	11.55	109.3	111.6	111.9	0.3	2.4
Clothing and footwear	5.31	94.9	95.0	96.1	1.2	1.3
Transportation	20.60	118.6	126.3	126.5	0.2	6.7
Health and personal care	4.95	116.0	117.5	117.4	-0.1	1.2
Recreation, education and reading	11.20	105.2	106.9	106.0	-0.8	0.8
Alcoholic beverages and tobacco products	2.91	134.5	135.9	135.8	-0.1	1.0
Special aggregates						
Core CPI ³	82.15	116.3	118.4	118.7	0.3	2.1
All-items CPI excluding energy	89.92	115.5	117.8	117.9	0.1	2.1
Energy	10.08	140.5	156.0	156.9	0.6	11.7
Gasoline	5.80	151.8	180.4	179.4	-0.6	18.2
All-items CPI excluding food and energy	73.93	113.9	115.5	115.6	0.1	1.5
Goods	47.80	109.7	113.5	113.9	0.4	3.8
Services	52.20	124.9	127.8	127.7	-0.1	2.2