

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

Type of Decision									
Meeting Date	Friday, November 18, 2016				Report Date	Tuesday, November 15, 2016			
Decision Required	X	Yes		No	Priority	X	High		Low
Direction	X	Information Only			Type of Meeting	X	Open		Closed

## COLA and CPI increase – October to October - Report #18/11/16/1106

**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 honoraria when the October to October Consumer Price Index surpassed 1%;

**AND WHEREAS** October numbers will not be released until after the next Council meeting affecting budget finalization;

**AND WHEREAS** September numbers for Ontario show an increase of 1.8%;

**THEREFORE BE IT RESOLVED THAT** in order to simplify the budgeting process the Council of the United Townships of Head, Clara & Maria does hereby direct staff to add the actual cost of living adjustment based on the October to October Statistics Canada’s Consumer Price Index for Ontario as used in the past if the rate is higher than 1%.

**BACKGROUND/EXECUTIVE SUMMARY:**

Historically, Stats Cans 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 estimate for 2015-2016 October to October is likely close to the September number of 1.8%. For discussion purposes the following represents a 2% increase for each category and in total. It is anticipated that the actual rate would be slightly lower.

**Financial Considerations/Budget Impact:**

	<b>2% increase</b>
Council Honoraria	\$350
Staff Salary	\$5,700
Municipal Contracts	\$1,200
<b>Total Cost to Municipality of Implementing COLA for 2017 at 2%</b>	<b>\$7,250</b>

## Others Consulted:

Noealla LeBreton, Treasurer

StatsCan <http://www.statcan.gc.ca/tables-tableaux/sum-som/l01/cst01/cpis01g-eng.htm>

Approved and Recommended by the Clerk

Melinda Reith,

Municipal Clerk

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