



## Staff Report

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**Report To:** Council Meeting  
**From:** Magda Badura, CAO/Treasurer  
**Date:** 2023-12-21  
**Subject:** 2024 Employee and Council Remuneration

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### **Recommendation:**

That West Elgin Council hereby receives the report from M. Badura, CAO/Treasurer re: 2024 Employee and Council Remuneration; and that West Elgin Council approves wage increase of 3.3% as indicated in attached Schedule A, B, C & D.

### **Purpose:**

The purpose of this report is to inform Council members about the established guidelines for annual adjustments to the Pay Grid, emphasizing the recommended adjustment based on the Statistics Canada Ontario Consumer Price Index (CPI) for All Goods.

### **Background:**

In 2021, Council endorsed a Pay Administration Policy outlining procedures for the annual adjustment of the Pay Grid. As outlined in the policy, the recommended adjustment is determined based on the Statistics Canada Ontario Consumer Price Index (CPI) for All Goods for the 12 months ending October 31st, which currently stands at 3.3%. It is noteworthy that last year, despite a 6.5% CPI adjustment, Council opted for a 4% increase. It's essential to acknowledge that, as there are no set limits on increases, Council retains the discretion to approve wage adjustments based on their considered judgment.

In line with the policy, the proposed 3.3% adjustment will be applied to the wage grid for full-time, part-time, seasonal, firefighters and Council staff rates. Furthermore, wage rate adjustments for employees represented by CUPE will adhere to the terms outlined in their collective agreement.

### **Financial Implications:**

2024 Operating Budget

### **Policies/Legislation:**

By-Law 2023-103 and 2023-104

Respectfully submitted by,  
Magda Badura, CAO/Treasurer

**Report Approval Details**

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|----------------------|--|
| Document Title:      | 2024 Employee and Council Remuneration - 2023-38-Administration Finance.docx |
| Attachments:         | - 2024 Employee Remuneration.pdf   |
| Final Approval Date: | Dec 5, 2023  |

This report and all of its attachments were approved and signed as outlined below:

Terri Towstiuc