



## Staff Report

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**Report To:** Council Meeting  
**From:** Magda Badura, CAO/Treasurer  
**Date:** 2020-11-26  
**Subject:** 2021 Employee Remuneration

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### **Recommendation:**

That West Elgin Council hereby receives the report from M. Badura, CAO/Treasurer regarding 2021 Employee Remuneration; and

That West Elgin Council hereby direct staff to bring forward a By-law regarding Employee Remuneration at the next Regular Council Meeting.

### **Purpose:**

The purpose of this report is to bring forward the 2021 Employee Remuneration rates to assist in setting of the 2021 Operating Budget and to seek Council approval for a Cost of Living Allowance (COLA) raise for all employees based on the Consumer Price Index (CPI) rate of 0.7%.

### **Background:**

Cost of living allowance (COLA) has been traditionally calculated based on the most recent CPI (Consumer Price Index) rates from November-2019 – October-2020. The Consumer Price Index measures the increase of the cost of basic products and services that Canadians consume on a daily basis, such as: food, shelter, clothing, healthcare, transportation, alcoholic beverages and tobacco products. A CPI increase means the inflation rate goes up. The CPI is calculated monthly and is published by Statistics Canada on their website as soon as it comes out. The CPI rate for the province of Ontario is 0.7% and we are aiming to keep wage increases in line with the cost of living.

### **Financial Implications:**

2021 Budget will be impacted by whatever increases Council deems appropriate to award.

### **Policies/Legislation:**

By-law 2020-29

## Report Approval Details

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|----------------------|--|
| Document Title:      | 2021 Employee Remuneration - 2020-22-Administration Finance.docx |
| Attachments:         |  |
| Final Approval Date: | Nov 23, 2020   |

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

Jana Nethercott