



# COUNCIL REPORT

**Meeting date:** December 16, 2019  
**Department:** Finance  
**Submitted by:** Bill Dakin, Director of Finance/Treasurer, Doug Payne – Manager of HR  
**Reviewed by:** Fred Tranquilli, Acting Chief Administrative Officer  
**SUBJECT:** **Compensation Adjustments for Elected Officials and Non-Union Staff as they relate to the Proposed 2020 Budget**

**RECOMMENDATION:** That Council acknowledges the 2020 step advancements for non-union staff and approves the Cost-of-Living rate increase (COLA) for the non-union salary grid and council remuneration at 2.0% effective January 1, 2020.

## BACKGROUND

The municipality and CUPE Local 107 have ratified a new collective agreement dating January 1, 2019 to December 31, 2021.

For Non-Union wages, approximately 22% of total wages are paid from user fees and 78% are paid from taxation. For CUPE Union wages, approximately 60% of total wages are paid from user fees and 40% are paid from taxation.

The costs listed below take into account the approved positions for 2019/2020.

## FINANCIAL IMPLICATIONS

Comparative data listed below is for current staff complement.

### Non-Union Staff

	January 1, 2020	January 1, 2019
Number of staff	40	38
Number of staff at job rate	21	16
Number eligible for steps – cost	27 - \$87,405	22 - \$94,001
COLA Rate Increase - cost	2% - \$58,451	\$52,685
OMERS Increase	0%	0%

## Council

	2020	2019
Number of Council Members	9	9
COLA Increase - Cost	2% - \$4,290	2% - \$2,838

### Consultation

- Acting Chief Administrative Officer
- Director of Finance
- Manager of Human Resources

### ATTACHMENTS

None