

Municipality of West Grey

Budget Request

Request: ADM-01-22 - Administration/Corporate – cost of living wage grid adjustment

Department: Administration

Year: 2022

Included in draft budget ☒

Proposed addition to budget ☒

Description																																							
Budget Request Form																																							
Nature of request:																																							
Cost of living wage grid adjustment																																							
Justification:																																							
<p>Below is a summary of the year over year CPI increases for 2021.</p> <table border="1"><thead><tr><th>CPI 2021</th><th>Canada</th><th>Ontario</th></tr></thead><tbody><tr><td>Jan</td><td>1.0</td><td>1.1</td></tr><tr><td>Feb</td><td>1.1</td><td>1.1</td></tr><tr><td>Mar</td><td>2.2</td><td>2.2</td></tr><tr><td>Apr</td><td>3.4</td><td>3.3</td></tr><tr><td>May</td><td>3.6</td><td>3.7</td></tr><tr><td>June</td><td>3.1</td><td>3.2</td></tr><tr><td>July</td><td>3.7</td><td>3.5</td></tr><tr><td>Aug</td><td>4.1</td><td>4.0</td></tr><tr><td>Sept</td><td>4.4</td><td>4.4</td></tr><tr><td>Oct</td><td>4.7</td><td>4.9</td></tr><tr><td>Nov</td><td colspan="2">to be released Dec 15</td></tr><tr><td>Dec</td><td colspan="2">to be released Jan 19</td></tr></tbody></table> <p>Seeking council direction for a cost of living adjustment to be applied to the council wages, employee wage grid and volunteer firefighters. Approximately \$30,000 represents a 1% grid adjustment. A placeholder of 2% has been included in the preliminary budget, however the CPI for Ontario in October is 4.9%.</p>	CPI 2021	Canada	Ontario	Jan	1.0	1.1	Feb	1.1	1.1	Mar	2.2	2.2	Apr	3.4	3.3	May	3.6	3.7	June	3.1	3.2	July	3.7	3.5	Aug	4.1	4.0	Sept	4.4	4.4	Oct	4.7	4.9	Nov	to be released Dec 15		Dec	to be released Jan 19	
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Consequences of not funding:																																							
<p>In order to remain competitive to the market, which is important for attraction and retention, it is recommended to adjust the current wage grid annually. Specifically, the ML Consulting 2020 Compensation Review Report noted the recommendation to adjust the salary grid annually having regard to average projected adjustments provided by the comparator group, published survey projections, and ability to pay.</p> <p>If the grid is not adjusted annually the municipality runs the risk of the wage grid slipping further behind our comparators. This in turn may result in difficulties with attracting new employees, and employee retention and morale. There may also be a significant adjustment required the next time the municipality engages in a market check on its wage grid.</p>																																							

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Alignment with council priority of strategic plan						
Pillar: Build a better future						
Goal: Vibrant community						
Strategy: Be responsible stewards of the tax dollars						
	2022 Mandatory	2022 One- time	2022 Growth	2022 Service level	2023 One- time	2023 Service level
Capital Expenditure						
Operating Expenditure	60,000					
Funding Source						
Tax Levy	60,000					
Reserve						
Grant						
Fees						
Other						