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Report 2025-064

Report Title: 2025 Non-Union Cost of Living Adjustment

Committee Name: Corporate Support

Committee Meeting Date: April 1, 2025

Prepared by: Kirsty Brown
Human Resources/Payroll Manager
Corporate Services

Reviewed by: Lisa Ainsworth
Director, Corporate Services
Corporate Services

Approved by: Jennifer Moore, CAO

Council Meeting Date: April 16, 2025

Strategic Plan Priorities: Innovate for Service Excellence
 Ignite Economic Opportunity
 Foster a Thriving Community
 Propel Sustainable Growth
 Champion a Vibrant Future

Information Report

“**That** the Corporate Support Committee receive Report 2025-064 ‘2025 Non-Union Cost of Living Adjustment’ for information; and

Further That the Committee recommend that County Council receive this report for information.”

Purpose

To provide the Corporate Support Committee and Northumberland County Council with an overview of the 2025 Non-Union Cost of Living adjustment.

Background

The Northumberland County Council approved Human Resources (HR) policy 4.3.7 - Compensation outlines that the non-union cost of living adjustment (COLA) shall be calculated

using an average of increases for the external market comparator group, approved internal unionized increases, and the January Consumer Price Index (CPI). Further, the policy directs that the COLA be granted annually on January 1st, without additional approval from Council, and the salary structure adjusted to reflect the calculated COLA.

The Council approved non-union market comparator group includes:

- Municipality of Clarington
- Town of Pickering
- Hastings County
- City of Quinte West
- Town of Ajax
- County of Lennox & Addington
- City of Peterborough
- City of Brantford
- Town of Whitby
- Durham Region
- Prince Edward County
- Peterborough County

Consultations

The following provides an overview of the approved/recommended increases for the external market comparator group, approved internal unionized increases and January's CPI.

External Market Comparators	
Municipality 1	3%
Municipality 2	2.8%
Municipality 3	TBD – Based on negotiated rate with internal Union group – Negotiations stated March, 2025
Municipality 4	3%
Municipality 5	3%
Municipality 6	3%
Municipality 7	2.5%
Municipality 8	2.7%
Municipality 9	3%
Municipality 10	2.71%
Municipality 11	TBD – Based on negotiated rate with internal Union group – Negotiations stated March, 2025
Municipality 12	3.25%
Internal Unionized Groups	

Union CUPE Local 1203 (negotiated in 2024)	2%
Union CUPE Local 1748 (in bargaining)	Expired December 31, 2024
Union OPSEU/SEFPO (negotiated in 2024)	3%
Union CUPE Local 3725 (in bargaining)	Expired September 30, 2023
Union ONA (in bargaining)	Expired March 31, 2023
January 2025 CPI	1.7%
2025 Non-Union Cola	2.74%

Legislative Authority / Risk Considerations

HR Policy 4.3.7 - Compensation follows guidelines established in the Pay Equity Act, 1990 and the Employment Standards Act, 2000. One of the main objectives of the policy is to fairly address market competitiveness through annual Cost of Living adjustments.

In a highly competitive labour market, as an Employer, Northumberland County continues to place focus on attraction and retention, inclusive of compensation, in order to ensure its ability to attract, compete for and retain well-qualified talent.

Discussion / Options

By-Law 2020-11, being a By-law to Provide for the Remuneration and Expenses of Council Members, outlines an annual Cost of Living salary adjustment for County Council each year on December 1st based on the December Consumer Price Index (CPI) for Ontario. The increase for County Council effective December 2024 was 1.7%

Not providing an annual cost of living adjustment will result in the County lagging behind CPI, internal unionized groups and external market comparators, thereby compromising the County's ability to attract and retain staff.

Financial Impact

A 2.74% cost of living increase for the non-union group equates to \$542,532.22. A placeholder of 3% (\$594,013.39) was included in the approved 2025 budget.

Member Municipality Impacts

The following provides an overview of the 2025 approved/recommended increases for the County's 7 member municipalities:

Municipality 1	2.5%
Municipality 2	3%
Municipality 3	2.7%

Municipality 4	2%
Municipality 5	4%
Municipality 6	1.035%
Municipality 7	4.75
Average Increase	2.86%

Conclusion / Outcomes

The Corporate Support committee receive the 2025 Non-Union Cost of Living Adjustment report for information.

Attachments

N/A