



Cost of Living Adjustment Management Policy C-286-22

Effective Date:
November 20,
2024

Part 1 Purpose

The Municipality of the District of Yarmouth values accountability to tax payers; reliance on best information available to support decision making; commitment to sustainable practices; and health and wellness of our people. The Municipality of the District of Yarmouth seeks to be an employer of choice where staff are compensated fairly and elected officials' remuneration reflects the responsibilities of their office. This policy shall guide the application of Statistics Canada report on inflation with respect to annual adjustments on salary bands and *Council* remuneration.

Part 2 Definitions

- 2.1 “**CAO**” means the Chief Administration Officer for the Municipality of the District of Yarmouth.
- 2.2 “**COLA**” means cost of living adjustment.
- 2.3 “**Council**” means the Municipal Council for the Municipality of the District of Yarmouth.
- 2.4 “**MODY**” means Municipality of the District of Yarmouth

Part 3 Annual Cost of Living Adjustments

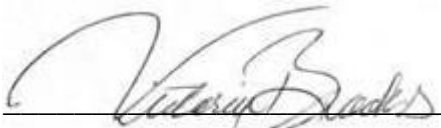
- 3.1 In the last ten (10) years, excluding 2021, the average rate of inflation is 1.57% with a high of 3.8% and low of 0.03%.
 - 3.1.1 It shall be the policy of the *MODY* to adjust *Council* and Staff remuneration bands annually, in the amount as reported by Statistics Canada for December in the previous year for Nova Scotia.
 - 3.1.2 If the COLA is less than 0%, the amount used shall be 0%.
 - 3.1.3 The maximum COLA amount shall be 3.5%.

Part 4 Review

This policy shall be reviewed no later than January 31 following a General Municipal election.

MUNICIPALITY OF THE DISTRICT OF YARMOUTH

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<p>Chief Administrative Officer’s Annotation for Official Policy Book</p>	
<p>Date of Notice to Council members of Intent to Consider (7 days Min)</p>	<p>November 12, 2024</p>
<p>Date of Passage of current Policy</p>	<p>November 20, 2024</p>
<p>I certify that this Cost of Living Adjustment Management Policy C-286-22 was adopted by Council as indicated above.</p>	
<p style="text-align: center;">  _____ Chief Administrative Officer </p>	<p><u>December 4, 2024</u> Date</p>

Date last reviewed by Council: November 20, 2024
Date last amended: November 20, 2024

Amendment Log

Date	Amendment Description
November 20, 2024	Part 4 – changes from reviewed annually to no later than January 31 following a General Municipal Election.