



GRAND VALLEY

STAFF REPORT

To: Mayor Soloman and Members of Council
From: Steven Freitas, Director of Finance/Treasurer
Meeting Date: December 9, 2025
Report Number: 2025-207
Subject: 2026 Cost of Living Adjustment for Employee Remuneration

Recommendation

THAT Council receives report 2026 Cost of Living Adjustment for Employee Remuneration;
AND FURTHER THAT Council approves the cost of living adjustment (COLA) for employee remuneration, effective July 1, 2026, at a rate of 1.9%.

Executive Summary

Purpose

To present the annual Cost of Living Adjustment in accordance with Resolution 2019-06-11.

Key Findings

The average increase to the all-items Consumer Price Index (CPI) for Ontario from November 2024 to October 2025, applicable to next year's remuneration increase, is 1.9%.

Financial Implications

This increase on employee remuneration, effective July 1, 2026, will be included in the 2026 draft budget. This increase is also calculated and applied to Council member earnings.

Report

Background

At the meeting on June 11, 2019, Council passed the following resolution:

2019-06-11

Be it resolved that Council receives report – Staff Remuneration – Cost of Living Increase;

And further that Council approves an increase of 2.20% to Town staff hourly rates of pay, with the increase to take effect for July 1, 2019;

And further that Council adopts the average Consumer Price Index from November to October, yearly, as the annual staff remuneration increase, and directs the Treasurer to present this average as part of the Town’s annual budget deliberations, starting with the 2020 budget.

Carried

Discussion

As shown in the table below, the average increase to the CPI from November 2024 to October 2025, applicable to next year’s remuneration increase is 1.9%:

Month	2022-23	Change	2023-24	Change	2024-25	Change
NOVEMBER	155.4	6.4%	160.6	3.3%	163.5	1.8%
DECEMBER	154.8	6.0%	160.0	3.4%	162.7	1.7%
JANUARY	155.7	5.6%	159.9	2.7%	162.6	1.7%
FEBRUARY	156.4	5.1%	160.2	2.4%	164.6	2.7%
MARCH	157.3	4.3%	161.4	2.6%	165.1	2.3%
APRIL	157.9	4.2%	162.2	2.7%	164.8	1.6%
MAY	158.5	3.1%	163.2	3.0%	165.9	1.7%
JUNE	158.4	2.6%	163.1	3.0%	166.0	1.8%
JULY	159.6	3.2%	163.9	2.7%	166.5	1.6%
AUGUST	159.9	3.8%	163.3	2.1%	166.0	1.7%
SEPTEMBER	159.7	3.6%	162.8	1.9%	166.1	2.0%
OCTOBER	160.3	3.3%	163.5	2.0%	166.4	1.8%
12 Month Average		4.3%		2.7%		1.9%
Increase		July 1, 2024		July 1, 2025		July 1, 2026

The information to prepare this analysis is obtained from the following data set:

Statistics Canada

<https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1810000401>

Table: 18-10-0004-01 (formerly CANSIM 326-0020)

Consumer Price Index, monthly, not seasonally adjusted 1 2 3

Frequency: Monthly

Release date: 2024-11-19

Geography: Canada, Ontario

Products: All-items

Financial Impact

The financial impact of this 1.9% COLA increase on employee and Council remuneration, effective July 1, 2026, equates to approximately \$17,300 which will be included in the 2026 draft budget.

Consultations

None.

Attachments

None.

This report was submitted by

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