



**Northcott: COW 0147/2025**

**THAT** this presentation be received.

**CARRIED**

The Director of Finance presented the proposed 2026 Operating Budget to Council. The presentation outlined the budget timelines, process and deadlines; key revenue and expenditure changes from 2025; departmental budget adjustments and their rationale; the projected deficit and related tax implications; the proposed road-patching program; a wage adjustment for staff who did not receive a COLA increase; and a proposed wage increase for Council.

Council considered the proposed \$43,000 road-patching program and deliberated on whether to include Cardiac Climb and Alpine View Road. The CAO clarified that these roads were excluded because they require more substantial repairs than patching. Council further discussed potential funding sources for the program and the possible establishment of a road-maintenance reserve. Council agreed to revisit the creation of this reserve following receipt of the property assessment rolls.

The Director of Finance presented the proposed wage increase for public works labourers currently at 22.36 per hour and a COLA (cost of living allowance) increase for staff who did not receive a COLA which Council supported. A separate proposal for Council remuneration was presented and debated by Council but ultimately was not advanced.

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**CARRIED**

**THAT** Council approve a 2026 cost-of-living adjustment (COLA) for full-time regular employees in Public Works, Admin, Recreation Centre (including the lifeguard position), and Daycare; **AND FURTHER, THAT** a \$1.00 per hour wage increase be approved for Public Works labourers currently earning \$22.36/ hour, effective January 1, 2026.

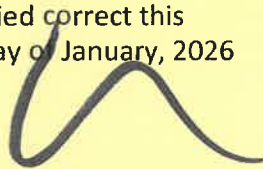
**Adjournment**

**Fowler: COW 0149/2025**

**THAT** the meeting adjourn at 2:28 p.m.

**CARRIED**

Certified correct this  
6th day of January, 2026



**Corporate Officer**