

# Public Knowledge Project's Inflationary Policy for Membership Fee Increases

## Introduction

Inflationary pressures affect the cost of labour and services across all sectors of the economy, including Free and Open Source (FOSS) Projects like the Public Knowledge Project. To ensure the sustainability and quality of software development and maintenance, it is essential to have a fair, transparent, predictable inflationary policy for membership fee increases.

## Principles

Our inflationary policy for fee increases is guided by the following principles:

- a. Fair: Fee increases should be reasonable and necessary to maintain the quality of services and ensure the the Public Knowledge Project is on track to fulfil its development roadmap
- b. Transparent: The fee increase process must be transparent, with clear communication and justification for any adjustments
- c. Predictable: Fee increases should be equitable and based on a standard national measure

## Inflation Calculation

The annual inflationary increase for PKP membership will be determined using the [Bank of Canada's Inflation Calculator](#). The inflation rate used as a reference for fee increases is based on [Statistics Canada's Consumer Price Index \(CPI\)](#), which is updated monthly.

The inflationary increase will be based on the average inflation rate of the past two full years, rounded to the nearest percentage point.

## Frequency of Fee Increases

Fee increases will occur once annually, and will be based on the most recent available monthly data for the past two years.

## Maximum Allowable Increase

The maximum fee increase in any given year will be limited to 2% *above* the calculated inflation rate.

## Justification and Communication

The Public Knowledge Project will provide written justification for any proposed fee increases.

## Monitoring and Accountability

The Public Knowledge Project will publish an annual report detailing fee increases.

## Review and Evaluation

This policy will be subject to periodic review to assess its effectiveness in maintaining a fair and transparent fee adjustment process. Adjustments to the policy may be made as needed to address changing economic conditions.