



BULLETIN

COTAPSA DEPUTATION AT BUDGET COMMITTEE

On January 24th, Mike Major, Executive Director of COTAPSA, deputed at Budget Committee on behalf of Members to highlight concerns with the City's decision to eliminate the Cost of Living Adjustment (COLA) and Pay for Performance Program for non-union employees in 2020 and 2021.

The two (2) key 2022 budget recommendations for non-union employee compensation are as follows:

- City Council direct that, commencing in 2022, COLA for non-union and management employees be reinstated and set at a rate commensurate with the Local 79 and Local 416 COLA adjustments (1% in 2022), or at the average rate thereof if the two COLA adjustments are not same in a future year.
- City Council direct the City Manager, in consultation with the Chief People Officer, to review and update the non-union and management compensation program, inclusive of salary range restructuring and a pay for performance program, which was paused in 2020 and 2021, informed by independent study of the City's competitive position to address, in particular, vacancies in critical service delivery areas, and amend Municipal Code Chapter 169, Officials, City, accordingly.

COTAPSA's deputation raised our dissatisfaction with the proposed 1% COLA in 2022 as it does little to compensate for the negative financial impact on Members as a result of the City's decision to eliminate COLA and Pay for Performance in 2020 and 2021. **Our Members deserve more than this in recognition of the sacrifices you have made over the last two years.**

We are hopeful, however, that the City Manager's review and update of the non-union and management compensation program, inclusive of salary range restructuring and a revised pay for performance program, will help address some of our concerns. We have been advised this review will be completed in 2022 and that the budget includes funding to implement the results this year.

These recommendations are subject to Council approval.

You can [watch COTAPSA's deputation here](#) in its' entirety, beginning at the 57:40 mark.

A copy of our deputation is also attached below:



2022 COTAPSA
Budget Deputation.p

Should you have any questions or require further clarification, please email COTAPSA at cotapsa@toronto.ca.