



BULLETIN

NON-UNION SALARY ADJUSTMENTS FOR SELECT NON-UNION POSITIONS

This Bulletin is a follow-up to Bulletin 13_22 and is an update to members on the recent salary adjustments that were awarded to select non-union employees on September 28 and October 13.

For over a year now, COTAPSA has met several times with People & Equity staff, the City Manager and Councillors to discuss the dissatisfaction and personal sacrifices our Members have endured as a result of the elimination of Cost of Living Adjustments (COLA) and Pay for Performance in 2020 and 2021, during a time when staff were met with more demands than ever due to the pandemic. COTAPSA has also highlighted in these discussions that, due to the increasing disparity between City of Toronto wages and those of comparable employers, the City is at serious risk of not being able to retain and attract the valuable employees needed to deliver the programs and services that residents of Toronto deserve. As a result of our advocacy, non-union employees received a 1% COLA and 2.5% salary adjustment, both retroactive to January 1, 2022.

In addition to these adjustments, COTAPSA also received commitments from the City to undertake a broader review of salaries and wage ranges (Korn Ferry Study) and to reinstate the Pay for Performance program. Members will be eligible to receive a Pay for Performance increase in 2023 for work objectives completed in 2022. The ratings will be the same as those previously in place (0%, 1%, 2.5%, or 4.5%) until the City brings forward its new Total Rewards Program. The broader review of salaries and wage ranges is still underway, with results expected to be released in early 2023; however, before the completion of this review, the City has identified select non-union positions that have already been awarded a salary increase. Employees in these positions received the adjustment on their September 28 and October 13 pays, retroactive to January 1, 2022.

COTAPSA is still seeking clarity from the City on what positions received the salary adjustment and why these positions were selected over others. In the meantime, we have been advised that these immediate salary adjustments were made within affordability limits to positions identified by the City as "non-competitive" in the broader market place and to positions that could face "critical staffing challenges" due to the nature of the work.

COTAPSA has been advised that the immediate adjustments mainly impacted employees in Wage Grades 6.5, 7.5 and 8 who carry out critical capital projects. In addition, some Divisions put forward business cases for adjustments to positions in these wage grades to address immediate existing critical staffing shortages. Unfortunately, not every non-union position received a salary adjustment, and even those in Wage Grades 6.5, 7.5 and 8 received different adjustment amounts.

COTAPSA will continue to seek clarity from the City on these latest salary adjustments and continue monitor the broader wage grade review to ensure fairness and equity for our Members.

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