

BULLETIN

CITY COUNCIL DECISION ON NON-UNION COMPENSATION

At its meeting of February 18, 2022 City Council approved the following recommendations related to non-union compensation:

- **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 (Recommendation #82).**
- **City Council direct that, commencing in 2022, cost of living adjustments for non-union and management employees be reinstated and set at a rate commensurate with the Local 79 and Local 416 cost of living adjustments (1 percent in 2022), or at the average rate thereof if the two cost of living adjustments are not same in a future year (Recommendation #125).**

The full budget decision can be viewed here: [Agenda Item History - 2022.EX30.2 \(toronto.ca\)](#)

While COTAPSA is pleased that our advocacy resulted in the reinstatement of the Cost of Living Allowance (COLA), we are disappointed that the approved COLA increase was **ONLY 1%**. This increase does not meet our expectations of compensation to Members for their incurred financial loss as a result of the elimination of COLA and Pay for Performance in 2020 and 2021. **Our Members deserve better.**

COTAPSA also advocated for and received confirmation from the City Manager that a review and update to the non-union and management compensation program will be completed, and will include salary range restructuring and a new "pay for performance" program called Total Rewards. We are told that recommendations from this review will be implemented in 2022. While we do not yet know specific details of the new program to be brought forward, we have been assured that COTAPSA will be consulted prior to any recommendations being implemented.

COTAPSA has previously provided comments to the City on the review and update (see Bulletin 30_21) and has identified the following key priorities we feel need to be addressed:

- Ensure an increase to base wage grades to reduce the discrepancy in wages between the City and other comparable employers;
- Mitigate the exodus of employees who leave the City for other employment opportunities;
- Prevent additional stress from staff departures that has been put on remaining employees to fulfill workload gaps; and
- Increase the previous Pay for Performance 2.5% wage increase for those who "meet" expectations to allow members to move more quickly through their pay range.

We will keep Members apprised of progress on this issue as we learn more about how the City intends to proceed.

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