



BULLETIN

COTAPSA WORKING FOR YOU- INFORMATION ON UPDATED SALARY RANGES

The City has released information on the updated salary ranges for all non-union positions. To review the details of how the salary ranges will be implemented, please refer to the City's FAQ [found here](#).

Over the past two years, COTAPSA has advocated for an increase in salaries for non-union employees to make up for two years of wage freezes and to ensure non-union wages at the City are competitive to those of comparable employers (i.e. other municipalities). As a result of our advocacy, we have achieved a number of successes, including:

- an increase in minimum and maximum salary ranges for **all** wage grades;
- salary adjustments in 2022, including a 2.5% increase for all non-union employees;
- reinstatement of COLA for 2022 and 2023 (subject to Council approval through the budget process); and
- reinstatement of merit increases through the Pay for Performance program.

In 2023, all non-union employees will see salary increases through COLA (subject to Council approval) and Pay for Performance adjustments. These adjustments will be retroactive to January 1, 2023. This includes those currently at the top of their salary range who will now progress through their new salary range to the "maximum", as opposed to receiving lump sum payments each year.

COTAPSA continues to advocate for higher merit increases through Pay for Performance as **non-union employees should progress more rapidly through their salary ranges**. The City has committed to reviewing this process in 2023 and we hope to provide an update to our Members later this year as discussions continue.

As Members are impacted differently by these changes depending on their individual circumstances, you are encouraged to contact Total Rewards totalrewards@toronto.ca regarding your salary adjustment should you have any questions or concerns.

COTAPSA's negotiating power grows with each new Member. With this in mind, we are offering an **Amnesty Program** that eliminates the requirement to pay back dues should a City employee join COTAPSA and require our support within the first six months of becoming a Member. Details on how to become a COTAPSA Member can be [found here](#). Attached below is the original Bulletin on the Amnesty Program for your information.



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