

# BULLETIN

## **2024 Cost-of-Living Adjustment (COLA) and Pay-for-Performance**

In advance of Council's approval of the City's 2024 budget, COTAPSA met individually with the Mayor's Office and almost every Councillor regarding current issues. A main point of discussion in these meetings was the financial hardship COTAPSA Members endured as a result of the elimination of the 2020 and 2021 Cost of Living Adjustment (COLA) and Pay-for-Performance increases. COTAPSA reiterated that City staff who were impacted by this unfair and unreasonable approach to managing the City's budget during the pandemic deserved compensation for their losses, especially considering many Corporate Leaders were moved to the tops of their pay ranges during this time.

COTAPSA also provided the following letter to Budget Committee:

[https://cotapsa.ca/resources/ ...Bulletins ..."2024\\_0 Budget Committee Deputation"](https://cotapsa.ca/resources/...Bulletins...%2024_0%20Budget%20Committee%20Deputation)

COTAPSA can report the following updates:

- COLA (1.75%) will be applied on March 28, 2024, retroactive to January 1, 2024
- Pay-for-Performance for 2023 will be applied on July 4, 2024 retroactive to January 1, 2024
- Non-union salary ranges have been updated and are posted on the [intranet site](#), with the 2023 salary ranges remaining up for comparison
- The updated ranges will be effective as of January 1, 2024.
- Anyone paid less than the updated minimum will be brought to the minimum of the range
- All current job postings will be adjusted to the updated ranges.

COTAPSA will continue to advocate for:

- Future COLA increases that: reflect actual inflationary pressures; are on par with union increases; and make up for the two years where no increases were received
- A Pay-for-Performance system that is fair, consistently applied, and allows for quicker progression through approved salary ranges
- An increased effort to fill vacant non-union positions left unfilled for budgetary reductions/savings
- Continuous regular review of salary ranges to ensure the City remains competitive with comparable employers.

Should you have any questions and/or concerns please contact COTAPSA at [cotapsa@toronto.ca](mailto:cotapsa@toronto.ca) or (647) 519-5115.