

BULLETIN

Member Survey Results: Salary Range Modernization

Earlier this summer, COTAPSA surveyed Members regarding their thoughts on the Salary Range Modernization implemented on July 22, 2026. Nearly 20% of Members responded, providing substantial feedback and expressing a clear interest in ongoing engagement on future workplace changes.

Survey Findings

Overall sentiment was mixed, with differences observed between whole-number and half-step wage grades:

Sentiment	Whole Number Wage Grades	Half-Step Wage Grades
Positive / Somewhat Positive	21%	14%
Neutral	34%	25%
Negative / Somewhat Negative	45%	61%

While some respondents noted benefits, such as increased earning caps without requiring reclassification, the primary concern raised was the perceived disconnect between responsibility, promotion, and compensation. Members highlighted that taking on significant additional duties through in-grade promotions without corresponding salary adjustments creates a disincentive to advance or remain in Supervisory roles.

The full survey analysis is available at cotapsa.ca/resources.

Engagement with the City

COTAPSA shared these results with the senior leadership team within People & Equity, noting the perception gap between the initiative's intent and the employee experience. Specifically, COTAPSA requested that the City:

- Monitor salary adjustments associated with in-grade promotions
- Establish clear, standardized criteria for divisions to ensure promotional adjustments are applied fairly and consistently.

The City acknowledged COTAPSA's concerns regarding consistency across divisions and agreed to review guidance and tracking options for decisions made outside of central Total Rewards.

While this member feedback has been valuable in informing discussions, further work remains. COTAPSA will continue to work with the City on these issues and keep Members updated as discussions progress.