



Budget Committee

buc@toronto.ca

Dear Committee Members:

COTAPSA has been representing the interests of the City's non-union employees for nearly 60 years. We are writing to bring to the Committee's attention lingering issues facing the City's non-unionized employees.

In 2020 and 2021, the City eliminated any Cost of Living adjustment for non-union employees and eliminated the Pay for Performance Program which prevented non-union employees from moving through their already approved wage grades. While reinstatement of COLA and Pay for Performance in 2022 and adjustments in salary ranges in 2023 are welcome changes, they do not go far enough to make up for the years of lost wages and an inflation rate that remains above 6% with no reduction in sight. The salary adjustments also did not benefit employees equally. Some employees received more of a salary increase than others in comparable positions, leaving employees frustrated and confused.

In addition, the City continues to be unable to fill vacant positions. In 2022, over 1,000 (16%) of the Council approved 6,900 Council approved non-union FTEs remain vacant. This continues to put pressure on non-union employees to do the work of others.

A major problem with Pay for Performance has yet to be resolved. The current 2.5% percentage increase for "meets expectations" remains inadequate as it takes nine (9) years for a non-union employee who consistently meets expectations to progress through their salary range. At the same time, union employees automatically progress through their wage grade over 4 years. In addition only a handful of employees (maximum 10%) are allowed to receive "exceeds expectations", although more may be deserving.



As result, we fear the City will continue to see an exodus of knowledgeable employees to other municipalities and other employers. We respectfully recommend Budget Committee consider the following:

- A 2023 Cost of Living increase that reflects current inflationary pressure and makes up for those years where no increases were received;
- A 2023 review of the Pay for Performance system that allows those that consistently meet expectations to move more quickly through their salary range;
- An increased effort to fill vacant approved positions; and
- A more regular review of salary ranges to ensure the City remains competitive with comparable employers.

Thank you for your consideration.

Sincerely,

Mike Major
Executive Director
COTAPSA

Cc: City Councillors