

Staffing Matters - Cost of Living Adjustment

Date: March 3, 2026
To: Board of Directors, CreateTO
From: Chief Executive Officer, CreateTO
Wards: All

SUMMARY

As part of CreateTO's ongoing commitment to maintaining competitive compensation and fostering employee retention, the Chief Executive Officer, CreateTO is recommending the implementation of a cost-of-living adjustment ("COLA") within the Board-approved budget. This annual practice aligns with the City of Toronto's approved increase and reflects the organization's responsiveness to economic conditions.

RECOMMENDATIONS

The Chief Executive Officer, CreateTO recommends that the Board of Directors:

1. Approve and direct the Chief Executive Officer to implement a Cost-of-Living Adjustment (COLA) for all CreateTO employees for the 2026 fiscal year, aligned with the percentage provided by the City of Toronto to its non-union employees.

FINANCIAL IMPACT

The 2026 approved operating budget includes an estimate for COLA. The City COLA percentage of 1% is within management's estimate.

DECISION HISTORY

This is a new item.

COMMENTS

The Canadian economy has experienced moderate inflation following the elevated levels of recent years. While cost pressures remain a consideration, current conditions reflect a more stable environment for financial planning. The talent market within the real estate and broader public sectors continues to require thoughtful attention to compensation practices in order to support staff retention and organizational stability.

The Chief Executive Officer, CreateTO recommends implementing a cost-of-living increase of 1% for CreateTO staff aligned with the percentage provided through the City of Toronto's approved COLA for non-union employees in the City's 2026 Budget.

The proposed COLA adjustment is intended to maintain alignment with the City's compensation approach.

CONTACT

Vic Gupta, Chief Executive Officer, CreateTO, vgupta@createto.ca, 416-981-2879

SIGNATURE

Vic Gupta
Chief Executive Officer