



Recommendation Report

To: Board of Trustees

Date: April 13, 2021

From: W. Pleschl

File No: 6200

Re: **COLA**

Recommendation

That a 1.5% increase effective March 1, 2021 be given to all staff including the same increase to the minimum wage used by the HWT.

Background - Cost of Living Adjustment

The estimated cost for this wage increase is approximately \$17,600 annually and has been incorporated into the draft budgets. The additional cost will be covered by the adjustments to the unit costs for items purchased by our customers at the various HWT operated business units.

Cost of Living Adjustments:

Table 1: Summary of COLA adjustments approved by the HWT Board over the past 19 years.

Year	Annual CPI	City of Hamilton(Non-Union)	Hamilton Conservation Authority	Hamilton Waterfront Trust
2001	2.53		Jan. 1,2001 1.0%	Oct. 1, 2001 0
2002	2.26	April 1, 2002 2.50%	Jan. 1, 2002 1.5%	0
2003	2.77	April 1, 2003 3.00%	Jan. 1, 2003 2.0%	Oct. 1, 2003 7.0%
2004	1.86	April 1, 2004 2.50%	Jan. 1, 2004 2.5%	0
2005	2.21	April 1, 2005 2.25%	Jan. 1, 2005 2.0%	0
2006	2.01	April 1, 2006 2.25%	Jan.1, 2006 2.0%	March 1, 2006 3.0%
2007	2.14	January 1, 2007 3.00%	Jan.1, 2007 1.0%	March 1, 2007 3.0%
2008	2.37	January 1, 2008 3.00%	Jan. 1, 2008 2.5%	March 1, 2008 3.0%
2009	0.31	January 1, 2009 0.0%	Jan. 1, 2009 3.0%	March 1, 2009 1.0%
2010	1.78	January 1, 2010 1.5% +	Jan. 1, 2010 1.0%	March 1, 2010 2.0%

2011	2.91	January 1, 2011 1.9%	January 1, 2011 1.0%	0
2012	1.52	January 1, 2012 1.9 % +	January 1, 2012 2.0%	March 1, 2012 2.0%
2013	0.94	January 1, 2013 1.9%	January 1, 2013 2.0%	March 1, 2013 1.5%
2014	1.91	January 1, 2014 1.9%	January 1, 2014 1.5%	March 10, 2014 1.5%
2015	1.13	January 1, 2015 1.5%	January 1, 2015 1.5% + merit	0
2016	1.43	January 1, 2016 2.0%	January 1, 2016 2.0% + merit	0
2017	1.60	January 1, 2017 2.0%	January 1, 2017 1.5% + merit	March 1, 2017 5.0%
2018	2.27	January 1, 2018 2.0%	January 1, 2018 1.5% + merit	March 1, 2018 1.8%
2019	2..1	January, 2019 2.0%	January 1, 2019 1.5% + merit	March 1, 2019 2.0%
2020	1.9	January, 2020 1.7%	January 1, 2020 1.5% + merit	March 1, 2020 2.0%
2021		January, 2020 1.7%	January, 2021 1.5% + merit	March 1, 2021 1.5%

WJP