



Recommendation Report

To: Board of Trustees

Date: April 3, 2023

From: M. Cuthbert

File No: 6200

Re: **COLA**

Recommendation

That a 3.5% increase effective March 1, 2023 be given to HWT Staff who are salary and full-time hourly.

Background - Cost of Living Adjustment

The estimated cost for this wage increase is approximately \$5,962.00 annually and has been incorporated into the draft budgets. There are no merit increases for positions at the HWT.

Cost of Living Adjustments:

Table 1: Summary of COLA adjustments approved by the HWT Board over the past 5 years.

Year	Annual CPI	City of Hamilton (Non-Union)	Hamilton Conservation Authority	Hamilton Waterfront Trust
2018	2.3	<i>January 1, 2018 2.0%</i>	<i>January 1, 2018 1.5% + merit</i>	<i>March 1, 2018 1.8%</i>
2019	1.9	<i>January, 2019 2.0%</i>	<i>January 1, 2019 1.5% + merit</i>	<i>March 1, 2019 2.0%</i>
2020	0.7	<i>January, 2020 1.7%</i>	<i>January 1, 2020 1.5% + merit</i>	<i>March 1, 2020 2.0%</i>
2021	3.4	<i>January, 2021 1.7%</i>	<i>January1, 2021 1.5% + merit</i>	<i>March 1, 2021 1.5%</i>
2022	6.8	<i>January, 2022 1.6%</i>	<i>January 1, 2022 3.0% + merit</i>	<i>March 1, 2022 2.3%</i>
2023	?	<i>January, 2023 ?</i>	<i>January 1, 2023 3.5% + merit</i>	<i>March 1, 2023 3.5%</i>

/mc