



Recommendation Report

To: Board of Trustees

Date: April 8, 2022

From: W. Plessl

File No: 6200

Re: COLA

Recommendation

That a 2.3% increase effective March 1, 2022 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 \$22,000 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 20 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%	January1, 2021 1.5% + merit	March 1, 2021 1.5%
2022	2.3	January, 2021 1.6%	January 1, 2022 3.0 + merit	March 1, 2022 2.3%

WJP