



November 28, 2019

John C. Collin, City Manager  
City of Saint John  
15 Market Square  
P.O. Box 1971  
Saint John, New Brunswick  
E2L 4L1

**Delivered by Hand**

Dear Mr. Collin:

### **Wage Escalation Policy**

Further to your letter of October 3, 2019, the Saint John Aquatic Center Commission considered the adoption of the City's Wage Escalation Policy at its November 19<sup>th</sup> meeting.

We are pleased with the responsible guidance that Common Council has provided and wish to advise that we have adopted the policy with the necessary changes to reflect that our Commission is the employer rather than Common Council.

Please ensure that our General Manager is apprised of your recommendation with respect to the City's wages and benefits budget on a timely basis. We assume that your recommendations will be made annually shortly after the Assessment Base Growth is known.

Sincerely,

Shalene Losier, Chair  
Saint John Aquatics Center Commission

Copy: Stephen Smith, General Manager