

Mayor
DAVID MILLER

a.

April 20, 2004

To: Chairs of Agencies, Boards & Commissions (see attached list)

From: Mayor David Miller
Councillor David Soknacki, Chair, Budget Advisory Committee

Re: Salary Increases for Non-Union Staff and Budget Constraints

We are in a time of serious budget challenges and must operate in a constraint environment.

The recommendation before City Council this week calls for constraining City staff increases for the non-union group to not more than 4% in total (market and merit).

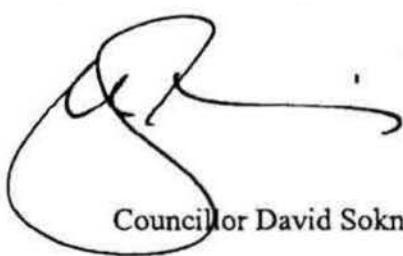
A cooperative effort is required from both City operations and all the Agencies, Boards and Commissions. We would encourage that this guideline be used in your implementation of salary increases for non-union staff in 2004.

The Employee and Labour Relations Committee, at its next meeting will be reviewing the Performance Pay Framework adopted by City Council in February 2003. We request that you provide a report to this Committee on your current management compensation plan for its consideration and review.

We look forward to receiving your plan. Thank you in advance for your cooperation.



Mayor David Miller



Councillor David Soknacki

Attachment

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