



# Non-Union Compensation Plan

February 10, 2014

Toronto Public Library Board



# Non-Union Compensation Plan

- TPL has followed City non-union compensation plan since amalgamation (1998)
- In April 2013, Board approved continued implementation of TPL plan in accordance with City plan
- City Council approved changes to the plan's performance management program and width of salary grades in November 2013

# Non-Union Compensation Plan

- Changes to Performance Management Program:
  - New Performance Rewards and Allocation Targets

Performance Rating	Current Performance Pay Adjustment	Recommended Performance Pay Adjustment
Unsatisfactory	0% Target Allocation: up to 3%	0% Target Allocation: up to 3%
Meets Most But Not All Expectations and/or Developmental	1% Target Allocation: up to 10%	1% Target Allocation: up to 10%
Meets Expectations	2% Target Allocation: up to 70%	2.5% Target Allocation up to 75%
Exceeds Expectations	3% Target Allocation: up to 20%	4.5% Target allocation: up to 15%

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- Changes to Salary Grades:
  - Width of non-union salary grades reduced 7 percentage points
  - Progression through management salary ranges reduced from 12 years to 7 years

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- Changes to compensation plan address:
  - Timelines for progressing through salary ranges
  - Wage compression issues with bargaining unit positions
  - Promotes culture of 'superior performance'