

Non-Union Compensation for 2020 and 2021

Date:	September 21, 2020
To:	Toronto Public Library Board
From:	City Librarian

SUMMARY

The purpose of this report is to seek Toronto Public Library (TPL) Board approval for changes to TPL’s non-union staff compensation that aligns with the changes for City non-union staff that were approved by City Council at its July 28 and 29, 2020 meeting.

Council approved a 0% cost of living adjustment for its non-union staff for 2020, effective January 1, 2020. Council also approved the cancellation of the Pay for Performance Program effective immediately.

The recommendation in this report is that the same changes be approved for the non-union employees of TPL.

The City is undertaking a review for a new non-union compensation program, expected some time in 2021.

RECOMMENDATIONS

The City Librarian recommends that the Toronto Public Library Board:

1. approves, for Toronto Public Library’s non-union staff, the same changes made to non-union compensation approved by City Council:
 - a) a general cost of living salary increase of 0% for 2020, effective January 1 2020; and

- b) the cancellation of the Pay for Performance Program effective immediately, such that there will be no Pay for Performance increases or re-earnable performance-based lump-sum payments effective January 1, 2021 (based on 2020 performance).

FINANCIAL IMPACT

The 2020 saving from no cost of living salary increase for non-union staff is estimated at \$140 thousand. The cost for the general salary increase was not included in TPL's approved budget but instead was budgeted for at the City for TPL. Therefore, there is no operating budget surplus created from the foregoing for the 2020 cost of living increase for non-union staff.

The saving from cancelling the 2021 Pay for Performance Program is estimated at \$370 thousand, and this will reduce the pressure for the 2021 operating budget.

The Director, Finance & Treasurer has reviewed this financial impact statement and agrees with it.

DECISION HISTORY

On April 29, 2013, the Library Board reviewed [Employee & Labour Relations Committee – Review of Non-Union Compensation Plan](#) and adopted a recommendation that Toronto Public Library's non-union compensation plan continue to be implemented in accordance with the City of Toronto's plan for its non-union employees.

This report recommends that the Library Board approve, for TPL's non-union staff, the same changes made to non-union compensation approved at City Council in July 2020.

COMMENTS

At its meeting on July 28 and 29, 2020 Council [reviewed CC23.3 Update on the City's Response to COVID-19 and Financial Impacts](#) and approved a 0% cost of living adjustment for its non-union staff for 2020, effective January 1, 2020. Council also approved the cancellation of the Pay for Performance Program effective immediately, such that there will be no Pay for Performance increases or re-earnable performance-based lump-sum payments effective January 1, 2021 (based on 2020 performance).

The recommendation in this report is that the same changes be approved for the non-union employees of TPL.

The Library's unionized staff received a 1% cost of living increase effective January 1, 2020, and will receive a 1% increase effective January 1, 2021, as per the collective agreement renewed earlier this year. The cancellation of cost of living adjustments and performance pay for non-union staff creates a risk of salary compression issues between non-union and union positions, which will need to be monitored over time.

City Review of Non-Union Compensation Program

Particularly during times of budget and financial challenges, ensuring a lean but high-performing workforce is critical to an organization's success. To ensure that the City's non-union compensation program is affordable, modernised & aligned with leading practices, the City is conducting a Total Rewards Review. An effective total rewards program drives organizational performance and ensures an organization can retain and attract highly skilled talent. Through a Total Rewards Review, leading practices will be identified. By the second quarter of 2021, staff will report to Council on the outcome of the review and provide recommendations that will form the basis of a new total rewards program for the City. By cancelling the existing performance management program (effective for the 2020 performance year), the City will avoid an obligation to continue to pay employees in accordance with the existing program pending the approval and implementation of a new program.

CONTACT

Brian Daly; Director, Human Resources; Tel: 416-395-5585; Email: bdaly@tpl.ca

SIGNATURE

Vickery Bowles
City Librarian