



**STAFF REPORT  
ACTION REQUIRED  
Confidential Attachment**

**Employee and Labour Relations Committee – Non-Union Compensation, 2009 and 2010**

<b>Date:</b>	June 15, 2009
<b>To:</b>	Toronto Public Library Board
<b>From:</b>	City Librarian
<b>Reason for Confidential Information:</b>	The report is about labour relations or employee negotiations – <i>Public Libraries Act</i> , R.S.O. 1990, Chapter P. 44, s. 16.1 (4) (d).

## **SUMMARY**

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The Toronto Public Library Board approved at its meeting on March 24, 2003, a compensation plan for non-union employees, which was modelled on the City of Toronto's plan. Since that time, the Board has approved the same annual cost-of-living and performance based increases as the City of Toronto.

Recommendations for cost-of-living and performance pay increases for 2009 and 2010 were approved by the City's *Employee and Labour Relations Committee* on March 23, 2009. The recommendations of that Committee were approved by City Council at its meeting on April 29, 2009.

The purpose of this report is obtain the approval of the Library Board for the same cost-of-living and performance based increases for Library non-union employees, as approved by City Council.

## **RECOMMENDATIONS**

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**The City Librarian recommends that the Toronto Public Library Board:**

1. adopts the following cost-of-living and performance based increases in 2009 and 2010, for all non-union employees:
  - (a) In 2009:
    - i. Performance based increases for progression through the salary range will remain in place and non-union employees may receive a zero to three percent increase based on the objectives that were

- established for their performance and work they performed in 2008;
    - ii. For those employees who have reached the top of the salary range, their performance based one-time re-earnable payments will be suspended; and
    - iii. The annual general salary increase (cost-of-living) will be zero.
  - (b) In 2010:
    - i. Performance based increases for progression through the salary range will remain in place and non-union employees may receive a zero to three percent increase based on the objectives that were established for their performance and the work they performed in 2009;
    - ii. For those employees who have reached the top of the salary range, their performance based one-time re-earnable payments will be suspended; and
    - iii. The annual general salary increase (cost-of-living) will be one percent;
- 2. recommends that for non-union employees:
  - (a) who are at the maximum salary (Job Rate) for their position;
  - (b) who have already acquired their OMERS “90 Factor” or unreduced pension or will acquire their OMERS “90 Factor” or unreduced pension between January 1, 2009 and December 31, 2011;
  - (c) will be eligible to retire at any time between January 1, 2009 and December 31, 2011;
 shall receive cost of living increases in a manner consistent with the recommendations adopted by City Council on April 29 and 30, 2009 as found in Attachment 2; and
- 3. recommends that the confidential information provided in this report not be made public as it may have an impact on labour relations.

## **FINANCIAL IMPACT**

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The cost of the performance based increases in *Recommendation 1* is included in the approved 2009 Operating Budget.

The Director, Finance and Treasurer has reviewed the Financial Impact Statement and is in agreement with it.

## **BACKGROUND AND COMMENTS**

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The Toronto Public Library Board, at its meeting on March 24, 2003, approved implementation of the City of Toronto model for non-union compensation, which included provisions for annual general salary increases (cost-of-living) and performance

based increases. Since that time, the Library Board has approved the same annual cost-of-living and performance based increases as the City of Toronto.

The City's *Employee & Labour Relations Committee*, at its meeting on March 23, 2009, approved recommendations to City Council for cost-of-living and performance based increases for all non-union employees, for 2009 and 2010. The recommendations of the Committee were approved by City Council on April 29, 2009.

Mayor David Miller wrote to all non-union staff at the City on March 23, 2009, to explain the recommendations about salary increases. In his remarks to staff, Mayor Miller noted "the City has a significant role to play in the economic recovery of Toronto and the surrounding region.... To protect and enhance essential City services, we have already had to ask Torontonians to do their part. We must also lead by example and show restraint wherever possible." The Mayor also assured staff that these recommendations are in no way a reflection of the quality of work provided by the public service.

This report recommends that for 2009 and 2010, the Library Board approve the same cost-of-living and performance based increases as the City of Toronto.

## **CONTACT**

Dan Keon, Director, Human Resources; Tel: 416-395-5850; Fax: 416-395-5925;  
Email: [dkeon@torontopubliclibrary.ca](mailto:dkeon@torontopubliclibrary.ca).

## **SIGNATURE**

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Jane Pyper  
City Librarian

## **ATTACHMENTS**

Attachment 1: Confidential Information  
Attachment 2: Non-Union Compensation (2009) – City Council Decision