

From: "Communications, Corporate" <CComm@toronto.ca>
To: "Adrienne Beke" <abeke.CSIS.INTERNET@csd.toronto.ca>, "Vito Accardo" <accardo@csd.toronto.ca>, "Andres Hachard" <ahachard.CSIS.INTERNET@csd.toronto.ca>, "Antonio Hon" <ahon@csd.toronto.ca>, "Susan Andrews" <andrews@csd.toronto.ca>, "Ana Orellana" <aorellan.CSIS.INTERNET@csd.toronto.ca>, "Annie Reid" <areid@csd.toronto.ca>, "Nancy Barber" <barber@csd.toronto.ca>, "Lorraine Bellisle" <belisle@csd.toronto.ca>, "JoAnne Beram" <beram@csd.toronto.ca>, "Elaine Blizzard" <blizzard@csd.toronto.ca>, "Bernice Nero" <bnero.CSIS.INTERNET@csd.toronto.ca>, "Kim Bosilac" <bosilac@csd.toronto.ca>, "Diane Buick" <buick@csd.toronto.ca>, "Michelle Button" <button@csd.toronto.ca>, "Sue Carr" <carr@csd.toronto.ca>, "Cathy Elliott" <celliott@csd.toronto.ca>, "Kathy Coffey" <coffey@csd.toronto.ca>, "Lynn Connolly" <connolly@csd.toronto.ca>, "Carmela Reyes" <creyes@csd.toronto.ca>, "Denise Derkach" <derkach@csd.toronto.ca>, "Jennifer Doyle" <doyle@csd.toronto.ca>, "Elaine Assels" <eassels@csd.toronto.ca>, "Elaine Cook" <ecook@csd.toronto.ca>, "Elena Huma" <ehuma@csd.toronto.ca>, "Eve Rioux" <eroux@csd.toronto.ca>, "Aster Fessahaie" <fessahai@csd.toronto.ca>, "Filomena Furtado" <ffurtado.CSIS.INTERNET@csd.toronto.ca>, "Ann Fountain" <fountain@csd.toronto.ca>, "Cynthia Gertsakis-Zeleny" <gertsaki@csd.toronto.ca>, "Monique Gestram" <gestram@csd.toronto.ca>, "Gail O'Donnell" <godonnel.CSIS.INTERNET@csd.toronto.ca>, "Karen Gray" <gray.CSIS.INTERNET@csd.toronto.ca>, "Karen Guthrie" <guthrie@csd.toronto.ca>, "Kuldip Gyani" <gyani@csd.toronto.ca>, "Mary Harhai" <harhai@csd.toronto.ca>, "Janet Haslam" <haslam@csd.toronto.ca>, "Helen Hasiuk" <hhasiuk.CSIS.INTERNET@csd.toronto.ca>, "Colin Hollis" <hollis@csd.toronto.ca>, "Susan Howson" <howson@csd.toronto.ca>, "Debbie Jackson" <jackson.CSIS.INTERNET@csd.toronto.ca>, "Avie Jacobs" <jacobs@csd.toronto.ca>, "Judy Cook" <jcook@csd.toronto.ca>, "Joy Henderson-Gregg" <jhenders.CSIS.INTERNET@csd.toronto.ca>, "Josef Jonak" <jjonak.CSIS.INTERNET@csd.toronto.ca>, "May Jolliffe" <jolliffe.CSIS.INTERNET@csd.toronto.ca>, "Joanne Townson" <jtownson.CSIS.INTERNET@csd.toronto.ca>, "Lisa Kenney" <kenney@csd.toronto.ca>, "Pat Lamont" <lamont@csd.toronto.ca>, "Louise Cohen" <lcohen.CSIS.INTERNET@csd.toronto.ca>, "Martha Easden" <lindsay@csd.toronto.ca>, "Lida Svanda" <lsvanda@csd.toronto.ca>, "Anne MacIver" <maciver@csd.toronto.ca>, "Terry Masliwec" <masliwec@csd.toronto.ca>, "Birgit Maxseiner" <maxseine@csd.toronto.ca>, "Mary Anne Bedard" <mbedard.CSIS.INTERNET@csd.toronto.ca>, "Ken McAdam" <mcadam@csd.toronto.ca>, "Marta Catucci" <mcatucci.CSIS.INTERNET@csd.toronto.ca>, "Kathy McGuire" <m McGuire@csd.toronto.ca>, "Ann McLuskie" <mcluskie@csd.toronto.ca>, "Bill Meaney" <meaney@csd.toronto.ca>, "Melyssa Kaarls" <mkaarls.CSIS.INTERNET@csd.toronto.ca>, "Michael Laflamme" <m Laflamme@csd.toronto.ca>, "Beverly Mohlmann" <mohlmann@csd.toronto.ca>, "Spiro Vrontos" <SVrontos.COR01.COTSEC3@toronto.ca>
Date: 5/3/04 3:12PM
Subject: Performance Pay for Non-union staff

Corporate Communications is broadcasting this message to all non-union staff on behalf of CAO Shirley Hoy. While every effort to ensure completeness of this distribution list has been made, there may be some inadvertent omissions in it. Therefore, please share this message with any non-union staff in your workplace.

May 3, 2004

At its meeting of April 19 - 28, City Council adopted the Policy and Finance Committee's recommendation that the 2004 salary adjustment amount for the non-union group be reduced from 6% to 4%. Given this change, the performance pay model for non-union staff will be applied as follows:

The salary ranges for 2004 will still be adjusted by the 3% market rate portion.

The revised performance pay amounts for the defined levels of performance as currently defined in the materials and cover page will be as follows:

Met objectives.....4% (change from 6%)
 Developmental.....3% (change from 4%)

Did not meet objectives.....0 % (no change)

The re-earnable lump sum bonus for those at or above the top of a salary range will still apply as per the current guidelines but within these revised percentages.

With the exception of this amended salary adjustment, the performance pay model for non-union staff, including the planner, remains the same.

A set of questions and answers, with directions for processing the front page of all completed performance planners is attached for your information.

Shirley Hoy
Chief Administrative Officer