

Non-Union Compensation for 2014 and 2015

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| Date: | June 24, 2013 |
| To: | Toronto Public Library Board |
| From: | City Librarian |

SUMMARY

At its meeting on April 29, 2013, the Library Board approved 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.

City Council at its meeting on June 10 - 12, 2013, approved general annual salary increases, representing cost-of-living adjustments, for its non-union staff of 1.75% effective January 1, 2014, and 2.25% effective January 1, 2015.

The recommendation in this report is that the same general annual salary increases be approved for the non-union employees of Toronto Public Library.

The Library's unionized employees, members of Toronto Public Library Workers Union, Local 4948 CUPE, will receive the same cost-of-living increases as those recommended for the non-union employees.

RECOMMENDATIONS

The City Librarian recommends that the Toronto Public Library Board:

1. adopts the same general annual salary increases for Toronto Public Library's non-union employees as were approved by City Council for City non-union employees, and at the following rates: 1.75% effective January 1, 2014; and 2.25 % effective January 1, 2015.

FINANCIAL IMPACT

The 2014 cost for the general annual salary increase is estimated to be \$272,000 and will be incorporated into the 2014 operating budget submission. The cost of the 2015 general salary increase is estimated to be \$355,000 and will be incorporated into the 2015 operating budget submission.

The Director, Finance and Treasurer has reviewed the financial impact statement and is in agreement with it.

DECISION HISTORY

On April 29, 2013, the Library Board approved a recommendation that Toronto Public Library's non-union compensation plan continues to be implemented in accordance with the City of Toronto's plan for its non-union employees.

At its meeting on June 10 - 12, 2013, City Council approved general annual salary increases, representing cost-of-living adjustments, for its non-union staff of 1.75% effective January 1, 2014, and 2.25% effective January 1, 2015.

This report recommends that the same general annual salary increases be approved for the non-union employees of Toronto Public Library as were approved by Council for the City's non-union employees.

COMMENTS

The recommendation in this report is consistent with the decision taken by the Board at its meeting of April 29, 2013, that the Toronto Public Library non-union compensation plan continues to be implemented in accordance with the City of Toronto plan for its non-union employees.

The recommended general salary increases for the Library's non-union employees for 2014 and 2015 are the same percentage increases that the Library's unionized employees will receive.

The recommended increases for the Library's non-union employees in 2014 and 2015 are at the same rate as the approved increases for both the City's non-union employees and unionized employees in CUPE Locals 79 and 416.

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SIGNATURE

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