



STAFF REPORT ACTION REQUIRED with Confidential Attachments

City Librarian's Performance Review Committee: City Librarian's 2022 and 2023 Performance Review

Date: April 24, 2023

To: Toronto Public Library Board

From: City Librarian's Performance Review Committee

Reason for Confidential Information:

This report involves personal matters about an identifiable individual – Public Libraries Act, R.S.O 1990, Chapter P. 44, s. 16.1 (4) (b).

SUMMARY

This report seeks Toronto Public Library Board approval for the recommendations for the City Librarian's 2022 and 2023 performance review.

RECOMMENDATIONS

The City Librarian's Performance Review Committee recommends that the Toronto Public Library Board:

1. approves the City Librarian's Performance Review Committee's confidential verbal and written report and recommendations for the City Librarian's 2022 and 2023 performance review; and
2. approves that the information concerning the City Librarian's 2022 and 2023 performance review not be made public as the subject matter being considered involves personal matters about an identifiable individual.

FINANCIAL IMPACT

This report has no financial impact beyond what has been approved in the current year's budget.

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

DECISION HISTORY

The Toronto Public Library Board adopted the City of Toronto's Compensation Plan for non-union employees in May 2000. Under the plan, an annual performance review for the City Librarian is required.

At the meeting on April 13, 2013, the Board approved that Toronto Public Library non-union compensation plan continue to be implemented in accordance with the City of Toronto's plan.

COMMENTS

The City Librarian's Performance Review Committee met on April 06, 2023 to conduct a review of the City Librarian's 2022 and 2023 performance plans.

The recommendations in this report will not be made public because the subject matter deals with personal matters about an identifiable individual.

On February 15, 2023, Toronto City Council deemed approved a 1.5% cost of living adjustment (COLA) for non-union employees in 2023. In addition, through the budget process, City Council also approved a 0.25% cost of living adjustment that will be applied for non-union employees on July 1, 2023.

Because TPL follows the City's non-union compensation plan, similar annual COLA increases for TPL non-union staff were approved by the Toronto Public Library Board on February 27, 2023, as part of the 2023 operating budget.

<https://torontopubliclibrary.typepad.com/board-meetings/2023-02-27/14-2023-operating-budget-adoption-combined.pdf>

CONTACT

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

SIGNATURE

Brian Daly
Director, Human Resources

ATTACHMENTS

Confidential Attachment 1: Confidential Information