

## **Pay-for-Performance**

### **Progression Rates through Pay Grades**

Pay grade ranges are adjusted annually based on market survey results.

Employee progression through the pay grade ranges is based on performance, that is no automatic salary increase when the pay grade range is adjusted; market adjustments are built into the performance increase.

Performance Rating	Total Salary Performance Increase
Achieved Objectives	3 percent + market adjustment
Developmental	1 percent + market adjustment
Did not meet objectives	0 percent
Exceptional performance	3 percent + market adjustment + 2 percent bonus not added to base salary

The City of Toronto Human Resources Department staff has estimated that 80 percent of non-union employees would meet their objectives, 10 percent would fall in the developmental category and 10 percent would be considered exceptional. Toronto Public Library Human Resources Department would concur with this assumption.