



**STAFF REPORT  
ACTION REQUIRED  
With Confidential  
Attachment**

**City Librarian's Performance Review Committee: City  
Librarian's 2020 and 2021 Performance Review**

<b>Date:</b>	April 26, 2021
<b>To:</b>	Toronto Public Library Board
<b>From:</b>	City Librarian's Performance Review Committee
<b>Reason for Confidentiality</b>	This report involves personal matters about an identifiable individual – Public Libraries Act, R.S.O 1990, Chapter P. 44, s 16.1 (4)

**SUMMARY**

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This report seeks Toronto Public Library Board approval for the recommendations for the City Librarian's 2020 and 2021 performance review.

**RECOMMENDATIONS**

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**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 2020 and 2021 performance review; and
2. approves that the information concerning the City Librarian's 2020 and 2021 performance review not be made public as the subject matter being considered involves personal matters about an identifiable individual.

## **FINANCIAL IMPACT**

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There will be no financial impact beyond what is already approved in the 2021 operating 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 13, 2021 to conduct a review of the City Librarian's 2020 and 2021 performance plans.

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

At the meeting on July 28 2020, City of Toronto Council adopted recommendations contained in [CC23.3 Update on the City's Response to COVID-19 and Financial Impacts](#) which impacted the pay for non-union staff as follows:

1. Cost of Living Adjustment (COLA) for 2020, effective January 1, 2020, is 0%;
2. Cancellation of the Pay for Performance program for non-union staff. As a result, there will be no COLA or salary range increase for 2021, and also no pay performance increases or re-earnable performance-based lump-sum payments effective January 1, 2021.

At the meeting on September 21, 2020, the Library Board approved the same provisions for its non-union compensation.

The City is currently conducting a Total Rewards Review which will be the basis of a new performance management program for non-union staff. By the second quarter of

2021, City staff is expected to report to Council on the outcome of the review and provide recommendations that will form the basis of a new total rewards program for the City.

Under the collective agreement, Toronto Public Library bargaining unit staff received COLA increase of 1% for 2020 and 1% for 2021.

## **CONTACT**

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## **SIGNATURE**

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Brian Daly  
Director, Human Resources

## **ATTACHMENTS**

Attachment 1: Confidential Information