



**STAFF REPORT
ACTION REQUIRED
With Confidential
Attachment**

City Librarian's Performance Review Committee: City Librarian's 2021 and 2022 Performance Review

Date:	April 25, 2022
To:	Toronto Public Library Board
From:	City Librarian's Performance Review Committee
Reason for Confidentiality	This report involves personal matters about an identifiable individual – Public Libraries Act, R.S.O 1990, Chapter P. 44, s 16.1 (4)

SUMMARY

This report seeks Toronto Public Library Board approval for the recommendations for the City Librarian's 2021 and 2022 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 2021 and 2022 performance review; and
2. approves that the information concerning the City Librarian's 2021 and 2022 performance review not be made public as the subject matter being considered involves personal matters about an identifiable individual.

FINANCIAL IMPACT

There will be no financial impact beyond what is already approved in the 2022 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, 2022 to conduct a review of the City Librarian's 2021 and 2022 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 17, 2022, City Council approved the City of Toronto 2022 Capital and Operating Budgets which directed that Council also approve the reinstatement of annual cost of living adjustment (COLA) increases for City non-union staff at a rate commensurate with COLA increases for unionized staff.

<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2022.EX30.2>

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 2, 2022.

<https://torontopubliclibrary.typepad.com/board-meetings/2022-02-28/12-2022-operating-budget-adoption-combined-final-with-presentation.pdf>

CONTACT

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SIGNATURE

Brian Daly
Director, Human Resources

ATTACHMENTS

Attachment 1: Confidential Information