

**MOTION WITHOUT NOTICE****Funding Job Evaluation and Pay Equity Plan Settlement for Toronto Public Library in 2008**

**Moved by:** Councillor Carroll

**Seconded by:** Councillor Davis

**SUMMARY:**

City Council at its October 29 and 30, 2008 meeting, adopted the recommendation from the Deputy City Manager and Chief Financial Officer in the report entitled “Funding of Job Evaluation and Pay Equity Plan Settlement for Toronto Public Library”. The report recommended that Toronto Public Library make every effort possible to mitigate, within the 2008 Approved Operating Budget, the 2008 financial impact of \$1.948 million resulting from the job evaluation and pay equity plan settlement with the Toronto Civic Employees’ Union, Local 416 (CUPE).

In its Third Quarter Operating Variance report, Toronto Public Library reported a projected over expenditure of \$1.712 million as a result of the job evaluation and pay equity plan settlement, after being partially offset by projected operating savings of \$0.236 million generated through cost control measures implemented in 2008.

However, no additional saving has been identified within Toronto Public Library’s 2008 Operating Budget (beyond the projected \$0.236 million reported in 3rd Quarter Operating Variance report) to further mitigate the in-year impact of \$1.948 million in 2008. Thus, a cash advance of \$1.712 million is now required to meet Toronto Public Library’s December 2008 payroll obligations and the actual savings achieved through cost containment will be reported as part of the 2008 Year-End Operating Variance report.

**RECOMMENDATIONS:**

1. That City Council approve a cash advance of \$1.712 million to Toronto Public Library, in order for the program to meet its payroll obligations in December 2008.
2. That the Acting Deputy City Manager and Chief Financial Officer report on a source to fund the final net deficit for the Toronto Public Library as part of the final 2008 Year-End Operating Budget Variance report.

**According to Chapter 27, Council Procedures:**

Fiscal Impact Statement provided	
Should have Fiscal Impact Statement prior to debate	*
Requires two-thirds to waive requirement if Council wishes to debate	
Is before Council for debate	(v)
Chair agrees that the Motion Recommendations are <b>Urgent</b>	(v)

\* Deputy City Manager and Chief Financial Officer to advise.