



Decision Document

Employee and Labour Relations Committee

Meeting No.	1	Contact	Frances Pritchard, Manager
Meeting Date	Tuesday, February 1, 2011	Phone	416-392-6627
Start Time	10:00 AM	E-mail	elrc@toronto.ca
Location	Committee Room 1, City Hall	Chair	Councillor Doug Holyday

EL1.4	ACTION	Amended		Ward: All
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Non-Union Employee Compensation

Committee Decision

The Employee and Labour Relations Committee recommends to the Executive Committee that:

- 1a. City Council approve a 2.25% cost-of-living adjustment effective January 1, 2011, for all non-union employees employed in the Toronto Public Service consistent with the City's practice of providing increases similar to negotiated wage increases with the City's unions;
- 1b. City Council continue the performance-based pay policy for all non-union employees eligible for progression through their respective grade salary ranges (minimum to maximum salary – job rate); and
- 1c. City Council, subject to the re-introduction of a re-earnable lump sum performance-based payment for non-union employees arising from Council's consideration of the report requested in Recommendation 3, direct that the re-earnable performance-based-lump-sum payments for non-union employees who have reached their respective maximum salary (job rate) be deleted.
2. City Council authorize Staff to make the appropriate budget adjustments from the 2011 Non-Program Operating budget to the City Divisions' budgets to implement the recommendations.
3. City Council request the City Manager, to review the Non-Union Compensation Policy and report to City Council, through the Employee and Labour Relations and Executive Committees by the end of 2011, providing any such best practices recommendations to ensure that a modern, affordable and competitive compensation policy and program is in place for 2012 and beyond; and including in the report any recommendations regarding the re-earnable-performance-based-lump-sum payments for non-union employees who have reached their respective maximum salary (job rate) for 2011.

Decision Advice and Other Information

The Employee and Labour Relations Committee recessed its public session to ask questions of

staff on this item as it relates to labour relations or employee negotiations.

Origin

(February 1, 2011) Report from the City Manager

Summary

The purpose of this report is to provide the Employee & Labour Relations Committee with recommendations on non-union employee compensation, including recommendations to apply a 2.25% cost-of-living adjustment for 2011 and to amend going forward the performance-based re-earnable lump sum provision to 1.5%, for Toronto Public Service non-union employees at the City of Toronto.

Background Information

(January 27, 2011) (February 1, 2011) Staff Report - Non-Union Employee Compensation
(<http://www.toronto.ca/legdocs/mmis/2011/el/bgrd/backgroundfile-35331.pdf>)

(January 17, 2011) (January 17, 2011) Report from the City Manager, advising of forthcoming report.

(<http://www.toronto.ca/legdocs/mmis/2011/el/bgrd/backgroundfile-35332.pdf>)

4a Non-Union Employee Compensation**Origin**

(February 1, 2011) Letter from Councillor Milczyn

Summary

Letter (February 1, 2011) from Councillor Peter Milczyn.

Background Information

Letter from Councillor Peter Milczyn

(<http://www.toronto.ca/legdocs/mmis/2011/el/bgrd/backgroundfile-35574.pdf>)