



February 1, 2011

MEMORANDUM

To: Employee and Labour Relations Committee Chair, Councillor Doug Holyday
Committee Members, Councillors Del Grande, Lee, Parker, Minnan-Wong,
Robinson and Stintz
Committee Administrator, Frances Pritchard

RE: **EL1.4 Non-Union Employee Compensation**

With respect to the above noted item on the February 1st, 2011 Agenda of the Employee and Labour Relations Committee, I would like to remind members of the Committee that the suspension of the performance based pay policy was subject to staff coming forward with a revised policy that would more effectively address the issue of how to compensate high performing employees. An independent consultant did advise the City in 2008 on the shortcomings of the policy.

I suggest that Committee defer consideration of Recommendation 1.c. and direct that a thorough review and revision of the policy be undertaken this year.

Your consideration and support of my request is appreciated.

Respectfully submitted,



Peter Milczyn