

## EX14.7a



## Employee and Labour Relations Committee

<b>Meeting No.</b>	3	<b>Contact</b>	Jennifer Forkes, Committee Administrator
<b>Meeting Date</b>	Friday, April 15, 2016	<b>Phone</b>	416-392-4666
<b>Start Time</b>	10:30 AM	<b>E-mail</b>	elrc@toronto.ca
<b>Location</b>	Committee Room 2, City Hall	<b>Chair</b>	Deputy Mayor Denzil Minnan-Wong

EL3.3	ACTION	Adopted		Ward:All
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### Management/Non-union Employees, Accountability Officers and Elected Officials Compensation and Benefits

#### Committee Decision

The Employee and Labour Relations Committee recommends that:

1. City Council implement the general annual salary range increases, representing cost of living adjustments, for Management/Non-union employees and Accountability Officers employed in the Toronto Public Service, as follows:

Effective Date	General Increase
January 1, 2016	1.25%
January 1, 2017	1.25%

2. City Council amend the Active Benefits Plan for Management/Non-union employees, Accountability Officers and Elected Officials, effective January 1, 2017, as outlined in Appendix A to the report (March 31, 2016) from the City Manager.

3. City Council amend the Pre-65 Retiree Benefit Plan for Management/Non-union employees and Accountability Officers, where applicable, for employees who retire on or after January 1, 2017, as outlined in Appendix A to the report (March 31, 2016) from the City Manager.

4. City Council authorize staff to transfer funding from the 2016 Approved Non-Program Expenditure budget to the respective 2016 Approved Operating Budget for City Programs, including Toronto Public Health, to provide the necessary funding to implement these recommendations for 2016 and instruct staff to prepare future year budgets accordingly.

#### Origin

(March 31, 2016) Report from the City Manager

#### Summary

The purpose of this report is to provide recommendations regarding the general annual salary range increase for Management/Non-union employees and Accountability Officers and the

proposed changes to the benefits plan for Management/Non-union employees, Accountability Officers and Elected Officials. The proposed changes outlined in this report arise from staff's review of the wage increases and benefits plan changes, following the recently concluded collective bargaining with TCEU, Local 416 and CUPE, Local 79.

**Background Information**

(March 31, 2016) Report and Appendix A from the City Manager on Management/Non-union Employees, Accountability Officers and Elected Officials Compensation and Benefits (<http://www.toronto.ca/legdocs/mmis/2016/el/bgrd/backgroundfile-91801.pdf>)