

Updates to Members' Staff Contracts in the New Term of Council

Date: May 26, 2022

To: Executive Committee

From: City Clerk and City Solicitor

Wards: All

REASON FOR CONFIDENTIAL INFORMATION

This report is about labour relations or employee negotiations. The attachment to this report contains advice or communications that are subject to solicitor-client privilege.

SUMMARY

The purpose of this report is to seek Council approval of amendments to the contracts for Members' staff in preparation for the next term of Council.

RECOMMENDATIONS

The City Clerk and City Solicitor recommend that:

1. City Council amend the Human Resources and Ethical Framework Policy for Members' Staff and the Constituency Services and Office Budget Policy in accordance with the terms in Confidential Attachment 1.
2. City Council authorize the public release of Confidential Attachment 1 once adopted by City Council.
3. City Council direct that the confidential information contained in Confidential Attachment 2 remain confidential in its entirety, as it contains advice related to labour relations and that is subject to solicitor client privilege.

DECISION HISTORY

On August 25, 26, 27 and 28, 2014, City Council adopted the [Human Resources Management and Ethical Framework for Members' Staff](#) as a parallel component to the Toronto Public Service By-law which takes into account the unique nature of Members' staff. The Framework consolidated existing policies and protocols already in place for Members' staff, set out which City Policies apply to Council Members' staff, and clarified their ethical expectations. The Framework was incorporated into Members' staff contracts beginning the new term of Council in 2014.

FINANCIAL IMPACT

The financial impact of this report is set out in Confidential Attachment 2.

The Chief Financial Officer and Treasurer has reviewed this report and agrees with the financial impact information.

COMMENTS

The current employment terms and conditions for the staff of Members of Council were most recently updated in 2014 through the [Human Resources Management and Ethical Framework for Members' Staff](#) but have not been reviewed since.

A staff review, led by the City Clerk's Office in consultation with Legal Services, People & Equity, Pension, Payroll and Benefits, has resulted in recommended updates and changes for the coming term.

City Council should consider this report in time for any changes to be implemented for the transition between Council terms.

CONTACT

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SIGNATURE

John D. Elvidge
City Clerk

Wendy Walberg
City Solicitor

ATTACHMENTS

Confidential Attachment 1 - Proposed Amendments to the Human Resources Management and Ethical Framework for Council Staff

Confidential Attachment 2 - Confidential Advice from the City Clerk and City Solicitor