

## MEMORANDUM OF AGREEMENT

*between*

**CITY OF TORONTO**

**(hereinafter the "City")**

*and*

**Canadian Union of Public Employees, LOCAL 79**

**(hereinafter the "Union")**

**WHEREAS** City Council on July 19, 2022 directed the City Manager to enter into discussions with the Union to report back to Council with recommendations regarding compensation adjustments;

**WHEREAS** City Planning Division is experiencing a high vacancy rate and turnover;

**WHEREAS** City Planning's high vacancy rates are affecting the ability to meet timelines for housing projects resulting in project cancellations which ultimately further perpetrates the housing supply crisis;

**WHEREAS** The City has worked to conduct a market analysis to inform future direct and indirect compensation decisions;

**NOW THEREFORE** the parties agree to the following terms on a without prejudice or precedent basis:

1. This Memorandum of Agreement (MOA) is subject to ratification by the City, failing which it shall be entirely null and void.
2. This MOA will be subject to renegotiation during the next round of collective bargaining. Failing agreement to renew or amend this agreement, the applicable terms and wage rates of the next collective agreement shall govern, and any employee whose hourly rate of compensation is outside the terms of the new collective agreement at the time of ratification shall be red-circled.
3. The City will apply the revised wage schedule in Appendix "A" to incumbents of the classifications in Appendix "B" working in the City Planning division effective January 1, 2023 and until December 31, 2024 or any applicable statutory freeze period has expired (whichever occurs later). Such employees will move to the corresponding step in the revised wage schedule (e.g. employees at step 1 on the existing wage schedule will move to step 1 on the new schedule). Progression through the grid will continue as normal.

4. The wage rates in Appendix "A" will be subject to the existing across-the-board increases for the CUPE Local 79 full-time bargaining unit slated for 2023 and 2024.
5. The parties acknowledge and agree that the revised wage schedule is being put into place outside of the usual job evaluation process in order to respond to a specific skills shortage in the market as a result of increased demand for planning-related work. This MOA is without prejudice to the existing job evaluation process and shall not be referenced by either party during any future job evaluation exercises. The original ratings of the positions in Appendix "A" are still proper and valid for comparison purposes.
6. The Union shall submit a job evaluation maintenance request for job classifications in Appendix "C".
7. If the job evaluation referenced in paragraph six (6) results in an increase to the rating of a job classification listed in Appendix "C", the revised rating and corresponding wage grade will be applied as per the Job Evaluation Maintenance Program.
8. Regardless of the results of the job evaluation referenced in paragraph six (6), incumbents in the job classifications in Appendix "B" who work in the City Planning Division will continue to be paid in accordance with the amended wage rates in Appendix "A", subject to paragraph two (2) and three (3).
9. The union will not file or support any grievances, challenges or complaints from members in respect of this MOA. Nothing in this clause limits the Union's ability to seek enforcement of the terms of this MOA through the grievance procedure.

Dated this 16th day of November, 2022



Sean Milloy  
Director, Employee Relations  
For the City



Casey Barnett  
President, CUPE Local 79  
For the Union, Local 79

## Appendix "A"

### Current Wage Rates

Assistant Planner (WG11)

<b>CURRENT</b>		Step 1	Step 2	Step 3	Step 4
	<b>Hourly</b>	\$37.80	\$38.98	\$40.19	\$41.41

Planner (WG15)

<b>CURRENT</b>		Step 1	Step 2	Step 3	Step 4
	<b>Hourly</b>	\$46.84	\$48.29	\$49.75	\$51.33

Senior Planner (WG18)

<b>CURRENT</b>		Step 1	Step 2	Step 3	Step 4
	<b>Hourly</b>	\$55.01	\$56.69	\$58.47	\$60.26

### Amended Wage Rates

Assistant Planner

<b>AMENDED</b>		Step 1	Step 2	Step 3	Step 4
	<b>Hourly</b>	\$42.00	\$43.31	\$44.65	\$46.01

Planner

<b>AMENDED</b>		Step 1	Step 2	Step 3	Step 4
	<b>Hourly</b>	\$52.99	\$54.63	\$56.28	\$58.06

Senior Planner

<b>AMENDED</b>		Step 1	Step 2	Step 3	Step 4
	<b>Hourly</b>	\$63.89	\$65.85	\$67.91	\$69.99

## Appendix "B"

### Job Classifications in the City Planning Department

<b>TITLE</b>	<b>WAGE GRADE</b>
TFS274 ASSISTANT PLANNER	11
TF0481 PLANNER HERITAGE	15
TFS281 PLANNER POLICY & RESEARCH	15
TFS282 PLANNER TRANSPORTATION	15
TFS283 PLANNER URBAN DESIGN	15
TFS285 SENIOR PLANNER COMMUNITY PLANNING	18
TF0523 SENIOR PLANNER HERITAGE	18
TFS286 SENIOR PLANNER POLICY & RESEARCH	18
TFS576 SENIOR PLANNER SPATIAL ANALYSIS SIPA	18
TFS287 SENIOR PLANNER TRANSPORTATION	18
TFS288 SENIOR PLANNER URBAN DESIGN	18

### Appendix "C"

TITLE	CURRENT WAGE GRADE
TFS274 ASSISTANT PLANNER	11
TF0275 ASSISTANT PLANNER URBAN FORESTRY	11
TF0284 PLANNER URBAN FORESTRY	14
TF0280 PLANNR PARKS AND RECREATION	14
TF0586 PLANNER PARKS DEVELOPMENT & PLANNING	15
TFS278 PLANNER ACCESSIBILITY	15
TFS279 PLANNER COMMUNITY PLANNING	15
TF0481 PLANNER HERITAGE	15
TFS281 PLANNER POLICY & RESEARCH	15
TFS282 PLANNER TRANSPORTATION	15
TFS283 PLANNER URBAN DESIGN	15
TFS285 SENIOR PLANNER COMMUNITY PLANNING	18
TF0523 SENIOR PLANNER HERITAGE	18
TFS286 SENIOR PLANNER POLICY & RESEARCH	18
TFS576 SENIOR PLANNER SPATIAL ANALYSIS SIPA	18
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