Wednesday, April 06, 2016

3:00 p.m. – Regular Meeting

Council Chambers – 4th Floor – City Hall

Members:  
Regional Councillor M. Medeiros – Wards 3 and 4 (Chair)
Regional Councillor G. Gibson – Wards 1 and 5
Regional Councillor E. Moore – Wards 1 and 5
Regional Councillor M. Palleschi – Wards 2 and 6
Regional Councillor G. Miles – Wards 7 and 8  
(Vice-Chair, Corporate and Financial Affairs)
Regional Councillor J. Sprovieri – Wards 9 and 10
(Vice-Chair, By-law Enforcement)
City Councillor D. Whillans – Wards 2 and 6
City Councillor J. Bowman – Wards 3 and 4
City Councillor P. Fortini – Wards 7 and 8
City Councillor G. Dhillon – Wards 9 and 10

For inquiries about this Agenda, or to make arrangements for accessibility accommodations for persons attending (some advance notice may be required), please contact:
Sonya Pacheco, Legislative Coordinator
Phone (905) 874-2178, TTY (905) 874-2130, cityclerksoffice@brampton.ca

Note: Some meeting information may also be available in alternate formats, upon request.
Note: Please ensure all cell phones, mobile and other electronic devices are turned off or placed on non-audible mode during the meeting. Council Members are prohibited from sending text messages, e-mails and other electronic messaging during the meeting.

1. Approval of Agenda

2. Declarations of Interest under the Municipal Conflict of Interest Act

3. Consent

* The following items listed with an asterisk (*) are considered to be routine and non-controversial by the Committee and will be approved at this time. There will be no separate discussion of any of these items unless a Committee Member requests it, in which case the item will not be consented to and will be considered in the normal sequence of the agenda.

(8.1, 8.2, 11.1)

4. Announcements

5. Delegations

6. Staff Presentations

7. By-law Enforcement

8. Corporate and Financial Affairs

* 8.1. Report from D. Sutton, Director, Financial Planning and Budgets, Corporate Services, re: Status of Provincial Offences Act Defaulted Fines.

Recommendation

* 8.2. Report from D. Sutton, Director, Financial Planning and Budgets, Corporate Services, re: By-Law to Establish Tax Ratios 2016.

Recommendation
8.3. Report from D. Wilson, Director, Human Resources, Corporate Services, re: Non-Union Compensation Structure.

To be distributed prior to the meeting

9. Minutes

10. Other/New Business

11. Referred Matters

* 11.1. Referred Matters List – Corporate Services Committee

To be received

12. Deferred Matters

13. Notices of Motion

14. Correspondence

15. Regional Council Business

16. Councillors Question Period

17. Public Question Period

15 Minute Limit (regarding any decision made at this meeting)

18. Closed Session

19. Adjournment

Next Meeting: April 20, 2016
Date: 2016-02-16

Subject: Status of Provincial Offences Act Defaulted Fines

Contact: David Sutton, Director, Financial Planning and Budgets, Corporate Services (905) 874-2257
david.sutton@brampton.ca

Recommendations:

1. That the report from David Sutton, Director Financial Planning and Budgets, dated February 16, 2016, to the Corporate Services Committee Meeting of April 6, 2016, re: Status of Provincial Offences Act Defaulted Fines, be received; and

2. That staff be granted authorization to input the changes required to remove the uncollectable fine of $12,110.00 from the Integrated Court Offences Network (ICON) system, as summarized in Table E of this report, as all collection efforts as per the Standard Operation Procedure “Collection of Provincial Offences Act Fines Part I and III” and the Ministry of Attorney General directive have been exhausted, and proof of death of the debtor has been received.

Overview:

- The purpose of this report is to provide information on the current status of outstanding Provincial Offences Act (POA) defaulted fines.

- This report also provides Council with information regarding collections activities performed in 2015 and fines deemed uncollectable.

Background:

Between 1999 and 2002, the responsibility for administering Provincial Offences Courts, for prosecuting the fines issued under the POA Act and for collecting the revenue generated by such fines was transferred from the Province of Ontario to municipalities. The City of Brampton assumed such responsibilities on June 28, 1999.
The City of Brampton reviews outstanding POA fines annually and identifies those where all collection efforts have been exhausted. These fines are deemed uncollectable and a request for write-off of such fines is presented to Council for information and approval.

Current Situation:

The Standard Operating Procedure (“SOP”) for the collection of Provincial Offences Act fines sets the guidelines to be followed by staff for the collection of defaulted POA fines as well as establishing guidelines for write-off when all collection efforts have been exhausted.

The following is a summary of the collections activities conducted by City staff in accordance with the SOP:

- Mailing of overdue notices and final notices when a valid and complete address is available
- Telephone calls to the debtors where a telephone number is available
- Search activities utilizing various software in an effort to locate the debtors' new address, identify ownership of properties, employers and bank accounts.
- Addition of the fine to the tax roll when ownership of the property within the city of Brampton is identified and all the owners of the property are responsible to pay the fine (Section 441.1 Municipal Act 2001)
- Civil litigation, including filing of a certificate of default in Small Claims Court or Superior Court to obtain judgment against the debtor, filing of writs of seizure and sale of land when ownership of property is identified, garnishments of wages where a current employer is located and garnishment of bank account when an active bank account is identified.
- Listing of the account with an external collection agency for further collections activities.

The “SOP” requires that when all the appropriate collection steps have been exhausted, accounts are to be deemed uncollectable and written off. The write-off of the accounts must be authorized by either staff or Council. The outstanding amount of the account determines the level of authority required for the write-off.

Accounts where all collection efforts have been exhausted, with an enforcement date of at least six years with no civil enforcement can be deemed uncollectable and authorized for write-off by the Manager, Corporate Collections for balances up to $500; by the Director, Financial Planning and Budgets for balances up to $2,000; by the Treasurer for balances up to $10,000; and by Council for balances over $10,000.

Provincial Offences fines are written off for administration purposes only. The write-off does not absolve a convicted offender from the requirement to pay a fine, as debts to the Crown continue in perpetuity.

During 2015, the Financial Planning and Budgets Division performed collection activities in accordance with the “SOP” and a total of $3,318,439.71 in defaulted fines was collected. Tables A and B provide a summary of the fines collected in 2015 and amount of fines collected by adding POA fines to the tax roll.
### TABLE A - POA DEFAULTED FINES

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Dollar Amount ($)</td>
<td>Dollar Amount ($)</td>
</tr>
<tr>
<td>New defaulted fines</td>
<td>$6,077,933.13</td>
<td>$6,206,394.04</td>
</tr>
<tr>
<td>Defaulted Fines collected by staff</td>
<td>$2,301,787.14</td>
<td>$2,044,448.95</td>
</tr>
<tr>
<td>Defaulted Fines collected by Collection Agencies</td>
<td>$847,908.43</td>
<td>$1,273,990.76</td>
</tr>
<tr>
<td>Total defaulted fines collected</td>
<td>*$3,149,695.57</td>
<td>$3,318,439.71</td>
</tr>
</tbody>
</table>

*Amount ($) includes Victim fines surcharge, costs, internal collection fees and collection agency fees

### TABLE B - POA FINES ADDED TO THE TAX ROLL

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fines Added</td>
<td>Amount of Fines Added</td>
<td>Number of Fines Paid in Full</td>
</tr>
<tr>
<td>62</td>
<td>$156,249.33</td>
<td>53</td>
</tr>
</tbody>
</table>

*includes payments made in 2015 on fines added to the tax roll in 2015 and previous years

Fines summarized in the following Table A have been in default since 2009 or prior. All collections efforts as outlined in the City of Brampton collection “SOP” and the Ministry of Attorney General's directives have been exhausted. Driver license suspensions or Ministry of Transportation plate denial have been imposed on all fines where such action is permitted by legislation. Collection on such fines was not achievable due to the fact that the fines did not contain the address of the offender (or a complete valid address) and in many cases they did not have the offender’s date of birth or driver licences.

Financial Planning and Budgets staff has determined that the fines summarized in Table C totaling $50,208.64 are uncollectable. In accordance with the terms of the “SOP”, collection activity has stopped and the write-off has been approved by staff.

Fines summarized in Table D totaling $42,279.05 have been written off by staff in 2015 because the debtor is deceased and proof of death was received.

Table E totaling $12,110.00 includes one (1) fine with a balance over $10,000 that requires Council approval for ceasing collection and write-off. This fine is uncollectable because the offender has passed away and a death certificate has been received.
### TABLE C

<table>
<thead>
<tr>
<th>Year</th>
<th>Number of fines</th>
<th>Total Amount</th>
<th>Reason</th>
<th>Write-Off Approved by:</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009 and prior</td>
<td>401</td>
<td>$43,140.50</td>
<td>Incomplete or missing offender information</td>
<td>Manager, Corporate Collections (for amounts up to $500)</td>
</tr>
<tr>
<td>2009 and prior</td>
<td>6</td>
<td>$7,068.14</td>
<td>Incomplete or missing offender information</td>
<td>Director, Financial Planning and Budgets (for amounts from $501 to $2,000)</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>$50,208.64</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### TABLE D

<table>
<thead>
<tr>
<th>Year</th>
<th>Number of fines</th>
<th>Total Amount</th>
<th>Reason</th>
<th>Approving Authority</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015 and prior</td>
<td>33</td>
<td>$5,206.00</td>
<td>Offender deceased</td>
<td>Manager, Corporate Collections (for amounts up to $500)</td>
</tr>
<tr>
<td>2015 and prior</td>
<td>12</td>
<td>$15,375.05</td>
<td>Offender deceased</td>
<td>Director, Financial Planning and Budgets (for amounts from $501 to $2,000)</td>
</tr>
<tr>
<td>2015 and prior</td>
<td>6</td>
<td>$21,698.00</td>
<td>Offender deceased</td>
<td>Treasurer (for amounts from $2,001 to $10,000)</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>$42,279.05</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### TABLE E

<table>
<thead>
<tr>
<th>Year</th>
<th>Number of fines</th>
<th>Total Amount</th>
<th>Reason</th>
<th>Write-off approval required by Council</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009</td>
<td>1</td>
<td>$12,110.00</td>
<td>Offender deceased</td>
<td>Council (for amounts over $10,000)</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>$12,110.00</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Corporate Implications:**

**Financial Implications:**

Given the uncertainty of the revenue associated with POA fines, the receivable for such fines is not recorded on the City's financial statements, and the revenue is not recognized until the fine is paid. Therefore, the administrative decision to cease collection efforts does not have a direct impact on the annual operating results.

**Other Implications:**

There are no other implications resulting from this report.
Strategic Plan:
This report achieves the strategic plan priority of Good Government by practicing effective and responsible management of finances, policies and service delivery.

Conclusion:
The City of Brampton is utilizing all available methods to collect defaulted POA fines in accordance with governing legislation. Staff continues to work with professional organizations and other municipalities across the Province to make requests to the Provincial Government for the legislative changes necessary to improve the current available enforcement methods.

Original approved by:      Original approved by:

___________________________________________          ____________________________________________

David Sutton, Director,  Peter Honeyborne,  
Financial Planning and Budgets  Executive Director, 
                            Finance, Treasurer    

Report authored by: Annemilia Scola, Manager, Corporate Collections
Date: 2016-03-03

Subject: By-Law to Establish Tax Ratios 2016

Contact: David Sutton, Director, Financial Planning and Budgets, Corporate Services (905) 874-2257
david.sutton@brampton.ca

Recommendations:

1. That the report from David Sutton, Director, Financial Planning and Budgets, Corporate Services, dated, March 3, 2016 to the Corporate Services Committee Meeting of April 6, 2016 re: By-Law to Establish Tax Ratios for 2016 be received; and;

2. That a By-law to authorize the following tax ratios for the purpose of establishing tax rates be enacted:

   - 1.0000 for the residential property class
   - 1.7050 for the multi-residential property class
   - 1.2971 for the commercial property class
   - 1.4700 for the industrial property class
   - 0.9239 for the pipeline property class
   - 0.25 for the farmland class, and
   - 0.25 for the managed forest class.

Overview:

- Annual requirement to establish tax ratios, which are used to calculate the tax rates for the 2016 Final Tax Billing.

Background:
Within the Region of Peel the authority to establish tax ratios has been delegated from the upper tier (Regional) level to the lower tier (local municipal) level. On January 14, 2016, the Council of the Region of Peel enacted By-law 4-2016 to enable this delegated authority. Each of the local area municipalities passed resolutions to accept their delegated authority, as required by legislation. Ontario Regulation 103/09 designates the Region of Peel for the purposes of section 310 of the Municipal Act, 2001. Amendments made in 2010 to the Act and Regulation now allows the designation to continue to apply for future years. Each year, the Region must submit a copy of its By-law and the resolutions of its municipalities to the Ministry of Municipal Affairs and Housing by March 15 of that year. On, February 10, 2016, the Region of Peel submitted its 2016 tax-ratio delegation By-law, as well as a council resolution from the City of Brampton.

The purpose of the accompanying By-law (Appendix A) is to confirm the tax ratios used in calculating 2016 property tax rates. Tax ratios are used as a weighting mechanism to apportion taxes among the different property classes. As a delegated municipality, the lower tier municipalities must pass a By-law to establish the tax ratios.

**Current Situation:**

The City of Brampton has maintained the same tax ratios since 2003. It is recommended that the 2016 tax ratios for the City of Brampton be approved at the same level as 2015. Therefore, the distribution of taxation amongst the property classes from the 2012 re-assessment undertaken by the Municipal Property Assessment Corporation (MPAC) will remain unchanged. The approval of these tax ratios will enable the finalization of 2016 tax rate calculations with the subsequent 2016 property tax levy By-laws being brought forward to Council for approval in May.

**Corporate Implications:**

**Financial Implications:**

Tax ratios must be established before the 2016 tax rate calculations can be finalized. The approval of this report and By-law is essential to support the budget requirements of the City, Region of Peel, and the Province for education.

**Other Implications:**

N/A

**Strategic Plan:**
This report achieves the Strategic Plan priority of Good Government by contributing to continued financial stability and promoting transparency in the reporting of the City’s financial affairs.

**Conclusion:**

The approval of the 2016 tax ratios for the City of Brampton will result in the same distribution amongst property classes as used since 2003. The ratios are a necessary component in the calculation of 2016 final tax rates.

Original approved by:    Original approved by:
__________________________    ______________________________
David Sutton,     Peter Honeyborne,
Director, Financial Planning     Executive Director, Finance
and Budgets      and Treasurer

**Attachments:**

**Appendix A: By-law To Establish Tax Ratios for the Year 2016**

Report authored by: Martin Finnegan
THE CORPORATION OF THE CITY OF BRAMPTON

BY-LAW

Number ______________________

To Establish Tax Ratios For The Year 2016

WHEREAS the Council of The Regional Municipality of Peel, by By-law No. 4-2016, passed the 14th day of January, 2016, delegated the authority to pass a By-law establishing the tax ratios for both lower-tier and upper-tier purposes for the year 2016 to the Council of The Corporation of the City of Brampton:

AND WHEREAS is it necessary for the Council of The Corporation of the City of Brampton, pursuant to section 310 of the Municipal Act, 2001 as amended, to establish the tax ratios for 2016 for the purposes of The Regional Municipality of Peel and The Corporation of the City of Brampton;

AND WHEREAS delegation of tax ratio setting to the lower tier municipalities of Peel continue to apply and the Region submitted a copy of its By-law and the resolutions of its municipalities to the Ministry of Municipal Affairs and Housing on February 10th, 2016;

AND WHEREAS the tax ratios determine the relative amounts of taxation to be borne by each property class;

AND WHEREAS the property classes have been defined and prescribed by the Assessment Act and the Regulations thereto;

NOW THEREFORE the Council of The Corporation of the City of Brampton ENACTS as follows:

1. For the taxation year 2016, the tax ratio for the property in:
   1.1 the residential/farm property class is 1.0;
   1.2 the multi-residential property class is 1.7050;
   1.3 the commercial property class is 1.2971;
   1.4 the industrial property class is 1.4700;
   1.5 the pipelines property class is 0.9239;
   1.6 the farmlands property classes is 0.25;
   1.7 the managed forest property class is 0.25.
2. For the purpose of this By-law:

   2.1.1 The commercial property class includes all property within the office building, shopping center and parking lots and vacant land property classes as defined in Ontario Regulation 282/98 as amended;

   2.1.2 The industrial property class includes all property within the large industrial property class as defined in Ontario Regulation 282/98 as amended.

3. This By-law shall come into force and take effect immediately upon enactment.

READ A FIRST, SECOND AND THIRD TIME AND PASSED IN OPEN COUNCIL THIS 13th day of April, 2016.

Approved as to form.

___/___/

Linda Jeffrey, Mayor

Approved as to content

___/___/

Treasurer

Peter Fay, City Clerk
### Corporate Services Committee

<table>
<thead>
<tr>
<th>RML ID</th>
<th>Origin Meeting</th>
<th>Report to Committee</th>
<th>Report Name (working title only)</th>
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<th>Revised Target Date</th>
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<td>CS103-2015</td>
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<tr>
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<tr>
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<td>2016/06/01</td>
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<td>D. Cutajar x42698</td>
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<tr>
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<td>CS004-2016</td>
<td>Sale of Dogs and Cats from Pet Stores</td>
<td>2016/04/20</td>
<td></td>
<td></td>
<td>W. Hunter x42139</td>
</tr>
<tr>
<td>RM 8/2016</td>
<td></td>
<td>CS025-2016</td>
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<td>2016/05/18</td>
<td></td>
<td></td>
<td>J. Patteson x45966</td>
</tr>
</tbody>
</table>

**By-law Enforcement**

nil

**Corporate and Financial Affairs**

### Corporate Services Committee

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<td></td>
<td>J. Patteson x45966</td>
</tr>
</tbody>
</table>
Date: 2016-03-21

Subject: Non-Union Compensation Structure

Contact: Dave Wilson, Executive Director Human Resources
Corporate Services Department
Telephone (905) 874-2155

Recommendations:

1. That the report from Dave Wilson, Executive Director Human Resources Department titled “Non-Union Compensation Structure Report”, dated March 21, 2016, to the Corporate Services Committee meeting of April 6, 2016, be received.

Overview:

- On December 1, 2015, the Non-Union Compensation structure was presented to the Corporate Services Committee. On December 9, 2015 it was approved by Council as part of the 2016 budget and approved in principle for 2017 and 2018.

- The new Non-Union Compensation structure is based on a combined Grade Schedule (as adjusted annually by cost of living to maintain a 75th percentile market position) and salaries (adjusted by performance).

- The performance based model aligns to the current MyGPS Program and provides increases for performance contributions.

- As requested by the Corporate Services Committee, this Report highlights the Program implementation and administration for the new Non-Union Compensation structure.

Background:

The Non-Union Grade Schedule is adjusted on an annual basis to reflect the cost of living adjustment, which mirrors CUPE union increases, or are matched to a regional comparator group. Council approved the annual cost of living adjustments that were applied to the Non-Union Grade Schedule and all non-union eligible staff received the cost of living adjustment as a base salary increase effective January 1st. In years where the performance program was approved, an additional performance increase was provided.
The new compensation structure provides performance based increases with no separate cost of living adjustment. All increases are subject to meeting the performance overall ratings and criteria linked to the MyGPS performance program. The MyGPS program is a mandatory, annual non-union performance evaluation process linking established goals to the individual’s performance and achievement.

**Current Situation:**

The principles approved at the December 9, 2015 meeting, promoted the 2016-2018 Operating and Capital Budgets to be administered and implemented in the following manner:

1. The 2016 Non-Union Grade Schedule is amended by a 2% cost of living adjustment to maintain a Council supported 75th percentile market position (Appendix A).
2. The adjustment to the Non-Union Grade Schedule is effective April 1, 2016.
3. The year-end 2015 performance increases are aligned with the MyGPS final overall 2015 performance ratings (Appendix B).
4. Eligible employees in receipt of a Valued Contribution rating or above are provided with a merit increase/lump sum payment effective April 1, 2016.
5. Employees not completing their goals and not achieving a minimum Valued Contributor rating are subject to a Performance Improvement Program.

**Corporate Implications:**

There are 684 non-union employees who will receive performance pay in 2016, either in the form of an increase or a lump sum payment (if at job rate) as shown below.

<table>
<thead>
<tr>
<th>Remuneration</th>
<th>Cost Impact</th>
</tr>
</thead>
<tbody>
<tr>
<td>Change to base salaries</td>
<td>$2,154,759.00</td>
</tr>
<tr>
<td>Total lump sum payment</td>
<td>$286,626.00</td>
</tr>
<tr>
<td>Grand Total cost impact</td>
<td>$2,441,385.00</td>
</tr>
<tr>
<td>Grand Total cost impact (inclusive of Fringe &amp; WSIB)</td>
<td>$2,657,376.00</td>
</tr>
</tbody>
</table>

Based on the final year end ratings and 684 eligible employees, the following summary provides the distribution based on performance category:

<table>
<thead>
<tr>
<th>Performance Rating</th>
<th>Annual Increase</th>
<th>Employee Distribution</th>
<th>Percentage Distribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Distinguished Contribution</td>
<td>6.5%</td>
<td>11</td>
<td>1.6%</td>
</tr>
<tr>
<td>Performance Enhanced Contribution</td>
<td>5.0%</td>
<td>171</td>
<td>25.0%</td>
</tr>
<tr>
<td>Valued Contribution</td>
<td>3.5%</td>
<td>501</td>
<td>73.2%</td>
</tr>
<tr>
<td>Insufficient Contribution</td>
<td>0.0%</td>
<td>1</td>
<td>0.1%</td>
</tr>
<tr>
<td>Unsatisfactory Contribution</td>
<td>0.0%</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td><strong>Totals</strong></td>
<td></td>
<td><strong>684</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>


Communication to staff has been provided, and the calculation and associated administration is complete with adjusted salaries and lump sum payment amounts payable effective April 1st.

**Strategic Plan:**

This report supports the Strategic priorities and Good Government by preserving sound salary administration and demonstrating fiscal accountability to the taxpayers. This administration practice models proactive, effective and responsible management of finances, policies and service delivery. The Corporation’s commitment to engage staff to perform, thrive and grow is shown through the compensation structure that values performance results.

**Conclusion:**

This report highlights the Program implementation and administration for the new Non-Union Compensation structure and has been provided as requested by the Corporate Services Committee during budget deliberations.

There is sufficient funding in the 2016 budget to cover the Non-Union Compensation structure increase, as approved by Council on December 9, 2015.

Original approved by:    Original approved by:

Dave Wilson  
Executive Director, Human Resources  

Peter Simmons  
Chief, Corporate Services  

Report authored by: Debra King

Appendix A – Non-Union Grade Schedule 2016  
Appendix B – Reward Model for 2016 through 2018
## Appendix A
### 2016 Non-Union Grade Schedule

2.0% Schedule Adjustment effective April 1, 2016

<table>
<thead>
<tr>
<th>Grade</th>
<th>Minimum</th>
<th>Mid-Point</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>$ 42,722</td>
<td>$ 48,062</td>
<td>$ 53,402</td>
</tr>
<tr>
<td>2</td>
<td>$ 50,751</td>
<td>$ 57,095</td>
<td>$ 63,439</td>
</tr>
<tr>
<td>3</td>
<td>$ 58,779</td>
<td>$ 66,127</td>
<td>$ 73,474</td>
</tr>
<tr>
<td>4</td>
<td>$ 66,906</td>
<td>$ 75,270</td>
<td>$ 83,633</td>
</tr>
<tr>
<td>5</td>
<td>$ 74,936</td>
<td>$ 84,303</td>
<td>$ 93,670</td>
</tr>
<tr>
<td>6</td>
<td>$ 84,946</td>
<td>$ 95,565</td>
<td>$ 106,183</td>
</tr>
<tr>
<td>7</td>
<td>$ 97,039</td>
<td>$ 109,169</td>
<td>$ 121,299</td>
</tr>
<tr>
<td>8</td>
<td>$ 109,034</td>
<td>$ 122,663</td>
<td>$ 136,292</td>
</tr>
<tr>
<td>9</td>
<td>$ 121,126</td>
<td>$ 136,267</td>
<td>$ 151,407</td>
</tr>
<tr>
<td>10</td>
<td>$ 137,184</td>
<td>$ 154,332</td>
<td>$ 171,480</td>
</tr>
<tr>
<td>11</td>
<td>$ 148,186</td>
<td>$ 166,709</td>
<td>$ 185,232</td>
</tr>
<tr>
<td>12</td>
<td>$ 168,902</td>
<td>$ 190,015</td>
<td>$ 211,128</td>
</tr>
<tr>
<td>13</td>
<td>$ 211,130</td>
<td>$ 237,521</td>
<td>$ 263,912</td>
</tr>
<tr>
<td>14</td>
<td>$ 245,281</td>
<td>$ 275,941</td>
<td>$ 306,601</td>
</tr>
</tbody>
</table>
Appendix B

Reward Recommendation for 2016 - 2018

2015 Performance paid April 1, 2016

<table>
<thead>
<tr>
<th>Overall Rating</th>
<th>Performance Eligibility</th>
<th>Annual Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unsatisfactory Contribution</td>
<td>Not Eligible</td>
<td>0.0%</td>
</tr>
<tr>
<td>Insufficient Contribution</td>
<td>Not Eligible</td>
<td>0.0%</td>
</tr>
<tr>
<td>Valued Contribution</td>
<td>Eligible increase</td>
<td>3.5%</td>
</tr>
<tr>
<td>Performance Enhanced Contribution</td>
<td>Eligible increase</td>
<td>5.0%</td>
</tr>
<tr>
<td>Distinguished Contribution</td>
<td>Eligible Increase</td>
<td>6.5%</td>
</tr>
</tbody>
</table>