



University of Toronto

OFFICE OF THE VICE-PRESIDENT, HUMAN RESOURCES AND EQUITY

TO: Business Board

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DATE: June 9, 2004 for June 17, 2004

AGENDA ITEM: 3(a)

ITEM IDENTIFICATION:

Salary Increases for Professionals and Managers, Confidentials and ESL (English as a Second Language) Instructors

JURISDICTIONAL INFORMATION:

The Business Board approves annual salary adjustments for these groups of employees pursuant to item 5.10 (Terms and Conditions of Employment) of the Business Board Terms of Reference.

PREVIOUS ACTION TAKEN:

Salaries are reviewed annually for these groups.

HIGHLIGHTS:

The following salary increases are proposed:

Group	FTE	Salary Base	Proposed ATB	Proposed Merit
Professionals/Managers	617.5	\$49,282,567	3.0%	2.5%
Confidentials	90.1	\$4,111,215	3.0%	2.5%
ESL Instructors	28	\$1,550,865	3.0%	Grid Steps

These adjustments are consistent with the 3% annual ATB increases already negotiated for 2004/2005 with other unionized groups (including USWA). Faculty will receive 2.75% effective July 1, 2004 and a further .615% on January 1, 2005.

FINANCIAL AND/OR PLANNING IMPLICATIONS:

The increases as indicated above are built in to the 2004 budget model.

RECOMMENDATION:

It is recommended that the proposed 2004/2005 salary increases for professionals and Managers, Confidentials and ESL Instructors as proposed in this memorandum be approved.