



# University of Toronto

OFFICE OF THE VICE-PRESIDENT, HUMAN RESOURCES AND EQUITY

TO: Business Board

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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.