



STAFF REPORT INFORMATION ONLY

Review of Historical Wage Increases – Staff vs Union

Date:	September 10, 2015
To:	Human Resources & Labour Relations Committee
From:	Chief Executive Officer

Summary

At its meeting on August 5, 2015, the Human Resources and Labour Relations Committee requested a summary of historical general wage increases that have been applied to an executive-level position and a frontline position dating back to 1998.

The results of this analysis show the difference in the overall wage percentage increases from 1998 to 2017 for an Operator position and an executive position was less than 5%.

Financial Summary

There are no financial implications associated with this report.

Accessibility/Equity Matters

There are no accessibility or equity issues associated with this report.

Decision History

In August 2014, City Council adopted EX44.8, *Executive Compensation Policy at City Agencies and Corporations*, which required City Boards to approve a senior executive compensation policy by April 1, 2015, and subsequently forward this policy to City Council through the Executive Committee. This deadline was later extended to October 30, 2015. A TTC Human Resources and Labour Relations Committee was formed and tasked with creating this policy.

Comments

The following chart depicts an executive level position compared to an Operator, showing pay increases since 1998 and ending in 2017, when the current CBA expires.

	ATU 113	EXECUTIVE
YEAR	OPERATOR	CHIEF FINANCIAL & ADMINISTRATION OFFICER - 16SA
1998	20.36	77.43
1999	21.02	78.98
2000	21.60	81.15
2001	22.25	98.41
2002	22.92	101.36
2003	23.61	104.40
2004	24.32	107.53
2005	24.99	110.49
2006	25.74	112.70
2007	26.58	114.50
2008	27.38	116.68
2009	28.57	116.68
2010	29.59	117.85
2011	30.18	120.21
2012	30.78	122.61
2013	31.40	125.06
2014	32.03	126.31
2015	32.67	126.94
2016	33.32	129.16
2017	34.07	132.07
Increase from 1998 to 2017	67%	71%

- The hourly rates used in this analysis represent the maximum rates for each of the depicted jobs.
- In 2001, the Hay job evaluation plan was introduced for non-unionized positions, and new salary ranges were introduced. While the range maximums increased significantly for senior salary ranges that year, employees who were at their salary range maximum at the time were not automatically moved to the new salary range maximums. Instead, they were moved to the next nearest hourly rate on their new range, and continued to progress annually toward the range maximum.
- When annual general increases for union wage rates are negotiated as part the collective bargaining process, wage rates for similar jobs at comparator organizations are referenced and taken into consideration. Therefore, the Operator rates at the TTC have historically not been significantly different from other transit properties within the GTHA.

- Similarly, non-unionized staff positions are benchmarked against comparable management and executive positions in the external market in order to ensure that wage rates are reasonably in line with other organizations in the same industry and geographic area.
- From 1998, to the scheduled general increases of 2017, the hourly rate for a TTC Operator went from \$20.36 to \$30.47, an overall increase of 67% over the last 20 years, while a sample executive position, the Chief Financial & Administration Officer, went from \$77.43 to \$132.07 in the same period, representing an overall increase of 71%.
- On average, year-over-year general wage increases are comparable for both staff and unionized employees.

Contact

Brent Morrison
Director, Compensation Services
Human Resources Department
Brent.Morrison@ttc.ca
T: (416) 393-4377
C: (416) 389-0680

Attachments

The report EX44.8 ""Executive Compensation Policy at City Agencies and Corporations" including Attachment 1 can be found at:

<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2014.EX44.8>