

Minutes

TTC Human Resources & Labour Relations Committee

Meeting No. 6

Monday, June 20, 2016

A meeting of the TTC Human Resources & Labour Relations Committee was held on Monday, June 20, 2016 at the TTC Head Office, 7th Floor Boardroom, 1900 Yonge Street, Toronto, Ontario, commencing at 9:45 a.m. The meeting recessed at 10:34 a.m. on resolution to meet as the Committee of the Whole and reconvened at 11:27 a.m.

Present

J. Colle (Chair), A. Heisey Q.C., and D. Minnan-Wong (Members), A. Byford (Chief Executive Officer), R. Leary (Chief Service Officer), G. Shortt (Chief Operating Officer), M. MacRae (Director – Employee Relations), B. Morrison (Director – Compensation Services), R. Cisorio, (Employment Services Consultant), K. Lee (Head – Commission Services), D. McDonald (Coordinator – Corporate Secretariat Services) and M. Balanco (Administrator – Secretariat Services) were present.

B. Shulman, City of Toronto was present for items #1 and #2.

K. Lillyman (Chair's Office) was also present.

J. Colle was in the Chair.

Declarations of Interest – Municipal Conflict of Interest Act

Nil

Minutes of the Previous Meeting

A. Heisey moved that the Human Resources & Labour Relations Committee approve the minutes from Meeting No. 5 held on Wednesday, October 14, 2015.

The motion by A. Heisey carried.

Presentations/Reports/Other Business

1. Presentation: CEO Performance Evaluation and Review Process

Barbara Shulman, Director – Strategic Recruitment, Compensation and Employment Services, City of Toronto provided a presentation on the Performance Management for Senior Officials.

The Committee thanked B. Shulman for her presentation.

Chair Colle moved the following motion:

That the Committee:

1. adopt a similar tool to that of the City of Toronto Performance Planner for Non-Union Employees for the purpose of conducting ongoing performance reviews for the TTC CEO;
2. direct the CEO to complete a draft 2016 and 2017 performance plan for review; and
3. report back to the Human Resources & Labour Relations committee at its meeting on November 17, 2016 and forwarding to the December 20, 2016 Board meeting for final approval.

The Committee approved the motion by Chair Colle and the item was adopted, as amended.

2. Salary Administration Policy

The Committee held this item for an in-camera discussion.

The Committee subsequently received the report for information and adopted the confidential motion approved in-camera.

3. Succession Planning

The Committee received the report for information.

4. Flexible Arrangements – Considerations for Collective Bargaining

The Committee:

1. Received the confidential information as set out in the confidential attachment; and
2. Authorized that the information set out in the confidential attachment is to remain confidential in its entirety as it contains information pertaining to labour relations.
3. Adopted the confidential motion approved in-camera.

5. Employee Relations Matter

The Committee:

1. Received the confidential information as set out in the confidential attachment; and
2. Authorized that the information set out in the confidential attachment is to remain confidential in its entirety as it contains information pertaining to labour relations.

During discussion of this item, staff were requested to provide a report at a future meeting on how TTC evaluates and sets salary ranges for TTC positions.

The meeting adjourned at 11:28 a.m.