



**STAFF REPORT  
ACTION REQUIRED  
with Confidential Attachment**

**Executive Compensation Disclosure for 2010 by  
Build Toronto, Invest Toronto and the Toronto Port  
Lands Company**

<b>Date:</b>	January 30, 2012
<b>To:</b>	Executive Committee
<b>From:</b>	City Manager
<b>Wards:</b>	City-wide
<b>Reason for Confidential Information:</b>	This report involves information pertaining to matters about identifiable individuals formerly employed by a city agency.
<b>Reference:</b>	

**SUMMARY**

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This report transmits documents from Build Toronto Inc., Invest Toronto Inc. and the Toronto Port Lands Company to City Council disclosing the compensation of executive officers employed by the corporation in 2010.

**RECOMMENDATIONS**

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**The City Manager recommends that City Council:**

1. Receive this report for information.
2. The contents of Confidential Attachment 2 to this report be kept in their entirety confidential after the consideration of this report by Council.

**Financial Impact**

There are no financial implications arising from the adoption of this report.

**Decision History**

At its meeting of September 21 and 22, 2011, City Council adopted a recommendation of Executive Committee arising from the Annual General Meetings of the three corporations that City Council request Build Toronto Inc., Invest Toronto Inc. and the Toronto Port

Lands Company "to provide a list of senior management and their compensation packages for 2009 and 2010 and on an annual basis with its financial statements."

EX 9.3 Build Toronto - Annual General Meeting and Audited Annual Financial Statements 2010 (Recommendation #3)

<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2011.EX9.3>

EX 9.4 Invest Toronto - Annual General Meeting and Audited Annual Financial Statements 2010 (Recommendation #3)

<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2011.EX9.4>

EX 9.5 Toronto Port Lands Company - Annual General Meeting and Audited Annual Financial Statements 2010 (Recommendation #3)

<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2011.EX9.5>

## **Background**

The Board of Directors of each corporation is responsible for setting compensation levels of senior management and assessing the performance of the Chief Executive Officer.

Disclosure of compensation information for the 2009 and 2010 years was requested by City Council, as shareholder, during the 2010 Annual General Meeting of the three corporations. The attached documents contain the requested information for the 2010 fiscal year. Information for the 2009 fiscal year was not submitted. The corporations have cited the 2009 fiscal year as a start-up and transitional year and therefore compensation in that year is not meaningful information as it is pro-rated and not comparable. The corporations will disclose executive compensation on an annual basis with their financial statements.

The City Manager's Office will be reviewing all board human resource policies and practices of all city agencies to ensure alignment with city objectives including: compensation, appointment and performance management of senior board staff and labour relations (EX 4.6 Managing through Agencies and Corporations # 3 a, b <http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2011.EX4.6>).

## **COMMENTS**

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Each corporation has considered the privacy impacts of the disclosure under the *Municipal Freedom of Information and Protection of Privacy Act (MFIPPA)* and has provided assurances to the City that there is no unauthorized release of personal information protected under the legislation. The corporations have indicated that current members of the senior management team have consented to the release of the information in order to enable to City Manager to publically disclose the information on the public agenda. The City Solicitor was consulted in the preparation of this report.

Information about former members of the senior management team of Build Toronto who are no longer employed with the corporation, is provided to Council in a separate confidential attachment (#2). This information should not be publically disclosed in order to protect the personal information of the individual. Without explicit consent for disclosure obtained, this information should be considered personal information under the *Municipal Freedom of Information and Protection of Privacy Act (MFIPPA)* and therefore protected from public disclosure. City Council, as shareholder, is however, entitled to this information on a confidential basis.

## **CONTACTS**

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## **SIGNATURE**

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Joseph P. Pennachetti  
City Manager

## **ATTACHMENTS**

- Attachment 1: Build Toronto - 2010 Salary Disclosure
- Attachment 2: Confidential Attachment - Build Toronto Disclosure for Former Employees
- Attachment 3: Invest Toronto - 2010 Salary Disclosure
- Attachment 4: Toronto Port Lands Company - 2010 Salary Disclosure