



Decision Letter

CT11.12

TO Live - Human Resources, Compensation and Labour Relations Committee

Meeting No.	5	Contact	Raneisha Hemmings, Committee Secretary
Meeting Date	Wednesday, February 12, 2020	Phone	416-392-4666
Start Time	2:30 PM	E-mail	tolboard@toronto.ca
Location	Committee Room 3, City Hall	Chair	Kevin Garland

RY5.3	ACTION	Adopted		
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Executive Compensation Policy

Committee Decision

The Human Resources, Compensation and Labour Relations Committee recommends that the Board of Directors of TO Live:

1. Approve the stakeholder list on page 1 in Attachment 1 to the report (January 28, 2020) from the Chair, Human Resources, Compensation and Labour Committee.
2. Approve stakeholder interview guide in Attachment 2 to the report (January 28, 2020) from the Chair, Human Resources, Compensation and Labour Committee.
3. Approve a list of potential peer organizations on page 2 in Attachment 1 to the report (January 28, 2020) from the Chair, Human Resources, Compensation and Labour Committee.

Origin

(January 28, 2020) Report from the Chair, Human Resources, Compensation and Labour Committee

Summary

The purpose of this report is to provide an update on the development of the executive compensation policy pursuant to directions from City Council and to seek Board approval to move forward with next steps in the process.

Background Information

(January 28, 2020) Report from the Chair, Human Resources, Compensation and Labour Committee on Executive Compensation Policy

(<http://www.toronto.ca/legdocs/mmis/2020/ry/bgrd/backgroundfile-145621.pdf>)

Attachment 1 - Mercer Project Update

(<http://www.toronto.ca/legdocs/mmis/2020/ry/bgrd/backgroundfile-145739.pdf>)

Attachment 2 - Stakeholder Interview Guide

(<http://www.toronto.ca/legdocs/mmis/2020/ry/bgrd/backgroundfile-145740.pdf>)

Attachment 3 - Guiding Principles

(<http://www.toronto.ca/legdocs/mmis/2020/ry/bgrd/backgroundfile-145741.pdf>)

Attachment 4 - Workback Plan

(<http://www.toronto.ca/legdocs/mmis/2020/ry/bgrd/backgroundfile-145742.pdf>)