



REPORT FOR ACTION WITH CONFIDENTIAL ATTACHMENT

CreateTO Staffing and Compensation Update

Date: September 25, 2020
To: The Board of Directors of CreateTO
From: Chief Executive Officer
Wards: All

REASON FOR CONFIDENTIAL INFORMATION

This report involves employee negotiations and receiving of advice that is subject to solicitor-client privilege.

SUMMARY

The purpose of this report is to provide the Board with a confidential update on CreateTO staffing and human resources, including compensation matters and to advise the Board that a full compensation review will be initiated utilizing a consulting firm for assistance. The Board's approval is requested regarding compensation matters related to the 2019 fiscal year, and confirmation of next steps for 2020.

RECOMMENDATIONS

The Chief Executive Officer recommends that the Board of Directors of CreateTO:

1. Approve the payment of financial compensation related to the 2019 fiscal year, as set out in Confidential Attachment 1.
2. Request the Chief Executive Officer to report to the Board prior to the end of 2020 regarding financial compensation related to the 2020 fiscal year, as set out in Confidential Attachment 1.
3. Request the Chief Executive Officer to report to the Board on the results of the compensation review when the report is finalized in the fourth quarter of 2020.

4. Direct that the information contained in Confidential Attachment 1 remain confidential, as it is about employee negotiations and the receiving of advice that is subject to solicitor client privilege.

FINANCIAL IMPACT

The financial impact is noted in the Confidential Report.

DECISION HISTORY

This is a new item.

COMMENTS

The Chief Executive Officer will provide a confidential update to the Board on CreateTO staffing and related human resources matters, including compensation matters involving fiscal years 2019 and 2020. The Board's approval is requested related to payments for the fiscal year 2019.

As part of the compensation considerations for CreateTO, a consulting firm has been engaged to assist in reviewing the CreateTO compensation plan using comparators chosen by it, and as requested by the City of Toronto. The report is expected to be submitted to the Board with the results.

CONTACT

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SIGNATURE

Brian Johnston
Chief Executive Officer, CreateTO

ATTACHMENTS

Confidential Attachment 1 - Confidential Information
Confidential Attachment 1 - Appendix A - :Legal Commentary