



Decision Letter

CreateTO - Human Resources Committee

RD1.3	ACTION	Amended		Ward: All
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Staffing Matters and 2022 Staffing Budget

Confidential Attachment - personal matters about identifiable persons

Subcommittee Decision

The CreateTO - Human Resources Committee recommends that the Board of Directors of CreateTO:

1. Authorize the Chief Executive Officer and the Executive Vice President and Chief Financial Officer to submit the human resource budget requests outlined in Confidential Attachment 1 to the report (July 29, 2021) from the Chief Executive Officer, the Executive Vice President and Chief Financial Officer, and the Director, Human Resources, CreateTO to the City as part of the City's 2022 budget process.
2. Direct the Interim Chief Executive Officer, CreateTO, in consultation with the Deputy City Manager, Corporate Services, and Human Resources Committee members Councillor Paula Fletcher and Dennis Fotinos to hire an external consultant to undertake a comprehensive review of the development and planning functions, process and organizational structure at CreateTO, and report back to the Board with key findings and recommendations.
3. Direct the Chief Executive Officer to consider short term contracts, where appropriate, if FTE (full time equivalent) employees are not sustainable in the future.
4. Authorize the public release of the information in Confidential Attachment 1 to the report (July 29, 2021) from the Chief Executive Officer, the Executive Vice President and Chief Financial Officer, and the Director, Human Resources, CreateTO, once approved by City Council, and at the discretion of the Chief Executive Officer, CreateTO.

Decision Advice and Other Information

The CreateTO - Human Resources Committee recessed its public session to meet in closed session to consider the item as it pertains to personal matters about identifiable persons.

Origin

(July 29, 2021) Report from the Chief Executive Officer, the Executive Vice President and Chief Financial Officer, and the Director, Human Resources, CreateTO

Summary

This report includes a snapshot of CreateTO's human resources as at the end of the second quarter of 2021, including information related to organizational structure, head count, turnover and performance. This report also outlines Management's recommendations related to new staff positions and other staffing matter requests for the 2022 Budget cycle.

Background Information

(July 29, 2021) Report from the Chief Executive Officer, the Executive Vice President and Chief Financial Officer, and the Director, Human Resources, CreateTO on Staffing Matters and 2022 Staffing Budget

(<http://www.toronto.ca/legdocs/mmis/2021/rd/bgrd/backgroundfile-169676.pdf>)

Attachment 1 - Organizational Chart

(<http://www.toronto.ca/legdocs/mmis/2021/rd/bgrd/backgroundfile-169677.pdf>)

Attachment 2 -Human Resources Dashboard

(<http://www.toronto.ca/legdocs/mmis/2021/rd/bgrd/backgroundfile-169684.pdf>)

Attachment 3 - Performance Data

(<http://www.toronto.ca/legdocs/mmis/2021/rd/bgrd/backgroundfile-169679.pdf>)

Confidential Attachment 1 - 2022 Budget - Staffing Matters