

Establishing a Human Resources Committee and Its Priorities

Date: October 22, 2022
To: Board of Directors of the Toronto Atmospheric Fund
From: Vice President, Strategy and Partnerships

SUMMARY

This report provides an update on human resource-related activities and recommends changes to the name and scope of the Executive Compensation and Performance Review Committee to serve the wider mission-critical HR needs of the organization.

The Committee has identified two priorities for 2022: succession planning and recruitment as TAF's VP Impact Investing is retiring in June and guidance on responding to the compensation study currently being undertaken.

RECOMMENDATIONS

The Vice President, Strategy and Partnerships recommends that the TAF Board of Directors:

1. Change the name of the Executive Compensation and Performance Review Committee to the Human Resources Committee.
2. Approve the Terms of Reference of Human Resources Committee as presented in Attachment 1.
3. Appoint Andrew Dooner as Chair of the Human Resources Committee.

FINANCIAL IMPACT

None.

DECISION HISTORY

At the Board meeting on April 21, 2017, the Executive Compensation and Performance Review Committee was established, Terms of Reference were approved, and Committee members were appointed.

<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2017.TA15.5>

On February 14, 2020, the TAF Board appointed Parminder Sandhu, Karim Bardeesy, and Councillor Shelley Carroll to the Committee.

At its meeting August 24, 2021, the Executive Compensation Committee discussed updates to the Committee's Terms of Reference and name and directed staff to recommend updates at the November 2021 Board meeting..

COMMENTS

In support of TAF's growth and the mission-critical importance of having a professional and highly-functioning staff team, the Executive Review and Compensation Committee is proposing to expand the scope, as reflected in changing the name of to the Human Resources Committee and in the proposed new Terms of Reference. In addition to the existing mandate which includes performance review and compensation for TAF's CEO, the Committee will provide support and guidance as needed by TAF management.

Andrew Dooner will join the Committee as Chair. Members include Parminder Sandhu and Councillor Shelley Carroll who were appointed in February 2020 for four year terms.

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CONTACT

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SIGNATURE

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ATTACHMENTS

Proposed Updates to Terms of Reference for the Human Resources Committee