

Annual Performance Appraisal and Compensation Review of the Toronto Atmospheric Fund Chief Executive Officer

Date: July 12, 2022
To: Board of Directors of the Toronto Atmospheric Fund
From: Chair, Human Resources Committee

REASON FOR CONFIDENTIAL INFORMATION

This report deals with personal matters about an identifiable person.

SUMMARY

This report summarizes the performance review of the Toronto Atmospheric Fund's (TAF's) Chief Executive Officer (CEO) and provides a compensation recommendation.

RECOMMENDATIONS

The Chair of the Human Resources Committee recommends that the Board of Directors of the Toronto Atmospheric Fund:

1. Approve the recommendations contained in Confidential Attachment 1 from the Executive Compensation and Performance Review Committee with respect to Chief Executive Officer Compensation.
2. Direct that the confidential information contained in Confidential Attachments 1 and 2 remain confidential in their entirety, as they deal with personal matters about an identifiable person.

FINANCIAL IMPACT

None to the City.

DECISION HISTORY

At its meeting July 11, 2022 the Human Resources Committee reviewed the results of the CEO 360 Performance Review and Self-Assessment.

On November 5, 2021, the Board dissolved the Executive Compensation and Performance Review Committee and established a Human Resources Committee, appointing Andrew Dooner as Chair, and Parminder Sandhu and Councillor Shelley Carroll as members of the Committee.

(<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2021.TA14.13>)

On April 26, 2021, the Board approved recommendations from the Executive Compensation and Performance Review Committee, with respect to Chief Executive Officer Compensation

(<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2021.TA11.13>)

On September 27, 2017, the Board approved an Executive Compensation Policy

(<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2017.TA17.8>)

On April 21, 2017, the Board established an Executive Compensation and Performance Review Committee

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

COMMENTS

In March 2022, the Chair of TAF's Human Resources Committee initiated a performance assessment of the CEO. The Committee determined that, as in the 2021 performance review, the approach would include a 360 review with responses from an agreed list of internal and external reviewers to remain anonymous, and a self-assessment by the CEO. For the sake of year over year comparison, the Committee decided to use the same format and questions used in recent years

The Committee compared the 360 survey results from 2019 to 2021. A summary of results is included in Confidential Attachment 1.

In developing the salary adjustment recommendation, the Committee considered feedback from both external and internal stakeholders as well as organizational performance and outcomes for 2021. They also considered that the Board approved the 2022 budget on November 5, 2021, which included compensation increases for TAF management and staff. Based on the above, the Committee recommends a compensation adjustment in line with City of Toronto guidelines and TAF's current Executive Compensation Policy in Confidential Attachment 1.

CONTACT

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SIGNATURE

Andrew Dooner
Chair, Human Resources Committee

ATTACHMENTS

Confidential Attachment 1 – Compensation Recommendations and CEO 360 Survey Results Summary, 2019 to 2021

Confidential Attachment 2 – Draft CEO Performance Review Letter