

Compensation Study Results and Implementation

Date: November 1, 2022
To: Board of Directors of the Toronto Atmospheric Fund
From: Chair of the Human Resources Committee

REASON FOR CONFIDENTIAL INFORMATION

This report is about employee negotiations.

SUMMARY

The details of a compensation study undertaken by Toronto Atmospheric Fund management in 2022 and the proposed implementation and impact on TAF's 2023 Budget will be presented.

RECOMMENDATIONS

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

1. Endorse implementation of the compensation study recommendations as presented in Confidential Attachment 1, within the boundaries of TAF's financial capacity and prudent stewardship of the endowments, and in compliance with endowment obligations.
2. Direct that the confidential information contained in Confidential Attachment 1 remain confidential in its entirety, as it is about employee negotiations.

FINANCIAL IMPACT

Financial information will be provided in the confidential presentation.

COMMENTS

TAF management undertook a compensation review in 2022. The key elements have been to the HR Committee for their information and advice, which is reflected in the implementation plan.

CONTACT

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SIGNATURE

Andrew Dooner, Chair of the HR Committee

ATTACHMENTS

Confidential Attachment 1 – PowerPoint Presentation on Compensation Study Process and Proposed Implementation