



December 2, 2022

Mayor John Tory and Members of the
Executive Committee
Toronto City Hall
100 Queen Street West
Toronto, ON M5H 2N2

Attn: Ms Nancy Martins, Clerk
Via email: exc@toronto.ca

Mayor Tory and Members of the Executive Committee:

EX 1.5 - Employee Talent, Retention and Attraction - City Planning

We are pleased to take this opportunity on behalf of the members of the Residential Construction Council of Ontario to provide comments with respect to the Executive Committee's deliberations concerning EX 1.5 Employee Talent, Retention and Attraction – City Planning.

RESCON represents builders of all forms of high-rise, mid-rise and low-rise housing in the province of Ontario and as such is committed to support all efforts to improve efficiency and reduce timelines with respect to development application review and approval.

We recognize that challenges have increased with respect to the recruitment and retention of staff who work in the planning and development process within the City. This situation was only heightened as a result of the Covid 19 pandemic and the appeal of both alternative public and private sector employers who through recruitment and attraction have been assuming planning staff from the City of Toronto as a result of more competitive compensation packages.

RESCON has been encouraged by commitments made by the Mayor and the new Chair of the Planning and Housing Committee, Councillor Brad Bradford, who has demonstrated innovative and dedicated leadership since his appointment.

It is not unusual to hear from those within the residential construction sector that there have been challenges associated with staffing levels within the City and we acknowledge that this is associated with the difficulties noted with respect to recruitment and retention of staff.

In this regard, we are pleased to both note and support the commitments being made through EX 1.5 - Employee Talent, Retention and Attraction - City Planning. In updating the compensation packages of City Planning positions, the City will be ensuring that every effort is being undertaken to retain experienced and dedicated planning staff while also attracting new and innovative future members of the public service with the soon to be approved increased staffing levels. In so doing, we are hopeful for improved service levels and more predictability in the planning and development process.

In conjunction with the other major changes being pursued, including the new Development and Growth Division, we look forward to improved outcomes and increased efficiencies with respect to development application approvals.

We commend the Mayor, the Chair of the Planning and Development Committee and all those involved in the development of this new initiative as we work together to deliver residential housing for the residents of Toronto, both current and those who will call the City home in the future.

Yours truly,

A handwritten signature in black ink, appearing to read 'ML' or 'MLL', with a stylized flourish at the end.

Richard Lyall
President
Residential Construction Council of Ontario