

Chief Executive Officer Compensation and Contract

Date: February 1, 2023
To: Board of Directors of the Toronto Atmospheric Fund
From: Chair of the Human Resources Committee

REASON FOR CONFIDENTIAL INFORMATION

This report deals with personal matters about an identifiable person.

SUMMARY

This report recommends updates to the Toronto Atmospheric Fund's CEO-level salary range, and requests that the Board of Directors direct the Board Chair and Human Resources Committee Chair to work with TAF's legal counsel to update the CEO contract and negotiate an update to the CEO salary for 2023 in line with the approved salary band and current Executive Compensation Policy.

RECOMMENDATIONS

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

1. Approve updates to the Chief Executive Officer level salary band as outlined in Confidential Attachment 1.
2. Direct the Chair of the Board of Directors and Chair of the Human Resources Committee to review and update the Chief Executive Officer contract in collaboration with Toronto Atmospheric Fund's Solicitor, and negotiate an updated salary in line with the updated salary range and Executive Compensation Policy guidelines.
3. Direct that the confidential information contained in Confidential Attachment 1 remain confidential in its entirety, as deals with personal matters about an identifiable person.

FINANCIAL IMPACT

None to the City.

DECISION HISTORY

At its meeting January 17, 2023, the Human Resources Committee reviewed recommendations for updates to the CEO salary range.

On November 3, 2022, the TAF Board of Directors received an update on Compensation Study Results and Implementation.

(<https://secure.toronto.ca/council/agenda-item.do?item=2022.TA20.13>)

On September 27, 2017, the TAF Board of Directors adopted the Executive Compensation Policy (<https://secure.toronto.ca/council/agenda-item.do?item=2017.TA17.8>)

COMMENTS

In 2022, TAF staff worked with a human resources consultant to review the current compensation structure and complete a market study. Consultant recommendations for updates to the salary structure were shared for information with the Board in November, but did not include Chief Executive Officer (CEO)-level salary as that range is to be determined by the Board.

Confidential Attachment 1 includes recommended updates to the CEO salary range, using the midpoint identified in the 2022 market study and following the current executive compensation policy requirement that salary ranges are to be established around a midpoint, at the 50th percentile of comparators, with compensation ranging from 15% below to 15% above the median.

The current CEO contract is dated 2008 and considering TAF's evolution and increased mandate and scope of responsibility for the CEO, the Committee recommends a review and update of the contract. On advice of City Legal, the Board Chair and Human Resources Committee Chair will work with TAF's legal team to update the contract.

The Human Resources Committee is also undertaking a 360 Performance Review and goal setting exercise with the CEO, and will provide a report to the Board at the April 2023 meeting.

CONTACT

Jaime Klein, People and Operations Manager

SIGNATURE

Andrew Dooner
Chair of the Human Resources Committee

ATTACHMENTS

Confidential Attachment 1 – CEO Salary Range