

## Annual Performance Appraisal of the Toronto Atmospheric Fund Chief Executive Officer

**Date:** June 29, 2023  
**To:** Board of Directors of the Toronto Atmospheric Fund  
**From:** Chair, Human Resources Committee

### REASON FOR CONFIDENTIAL INFORMATION

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This report deals with personal matters about an identifiable person.

### SUMMARY

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This report summarizes the performance review of the Toronto Atmospheric Fund's Chief Executive Officer.

### RECOMMENDATIONS

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The Chair of the Human Resources Committee recommends that the Board of Directors of the Toronto Atmospheric Fund direct that the confidential information contained in Confidential Attachment 1 remain confidential in its entirety, as it deals with personal matters about an identifiable person.

### FINANCIAL IMPACT

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There is no financial impact resulting from the adoption of the recommendations in this report.

## **DECISION HISTORY**

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At its meeting January 17, 2023, the Human Resources Committee discussed the process for this year's CEO performance review, to be undertaken with support from staff.

At its meeting February 10, 2023, the TAF Board Directed 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. (<https://secure.toronto.ca/council/agenda-item.do?item=2023.TA1.13>)

## **COMMENTS**

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In March 2023, the Human Resources Committee initiated a performance assessment of the CEO with support from staff. The approach included a 360 review with responses from an agreed list of internal and external reviewers, and a self-assessment by the CEO. For the sake of year-over-year comparison, the Committee used the same format and questions as used since 2019.

On July 5, 2023, the HR Committee will meet to review the survey results from 2020 – current. A summary of results is included in Confidential Attachment 1.

As the Board has already directed the Chair of the Board and the Chair of the Human Resources Committee to negotiate an updated salary, there are no salary recommendations for Board approval included in this report.

## **CONTACT**

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## **SIGNATURE**

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Andrew Dooner  
Chair, Human Resources Committee

## **ATTACHMENTS**

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Confidential Attachment 1 – CEO 360 Survey Results Summary 2020-2023