



REPORT FOR ACTION WITH CONFIDENTIAL ATTACHMENT

Competitive Market Rates Analysis

Date: March 14, 2024

To: Board of Management of the Toronto Zoo

From: Chief Executive Officer

Wards: All

REASON FOR CONFIDENTIAL INFORMATION

This report is about labour relations or employee negotiations.

SUMMARY

This report is looking to address the attraction and retention challenges with regards to compensation at the Toronto Zoo.

RECOMMENDATIONS

The Chief Executive Officer recommends that:

1. The Toronto Zoo Board of Management approve the recommendations contained in Confidential Attachment 1.
2. The Toronto Zoo Board of Management direct that the information in Confidential Attachment 1 remain confidential in its entirety as it contains information about labour relations/employee negotiations.

FINANCIAL IMPACT

The financial impact is outlined in Confidential Attachment 1.

DECISION HISTORY

There is no decision history available for this item.

COMMENTS

Additional comments are provided in Confidential Attachment 1.

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SIGNATURE

Dolf DeJong
Chief Executive Officer

ATTACHMENTS

Confidential Attachment 1