

Annual Performance Appraisal of the Toronto Atmospheric Fund Chief Executive Officer

Date: July 4, 2025
To: Board of Directors of the Toronto Atmospheric Fund
From: Chair, Human Resources Committee

REASON FOR CONFIDENTIAL INFORMATION

This report deals with personal matters about an identifiable person.

SUMMARY

This report summarizes the performance review of the Toronto Atmospheric Fund's Chief Executive Officer and provides a compensation recommendation.

RECOMMENDATIONS

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

1. Adopt the Confidential Instructions to staff in Confidential Attachment 1 from the Human Resources Committee with respect to Chief Executive Officer Compensation.
2. Direct that the confidential information contained in Confidential Attachment 1 remain confidential in its entirety, as it contains personal matters about an identifiable person.

FINANCIAL IMPACT

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

DECISION HISTORY

On April 29, 2025, the TAF Board of Directors approved implementing the CEO's annual cost-of-living adjustment effective January 1 of each year.

(<https://secure.toronto.ca/council/agenda-item.do?item=2025.TA10.10>)

On February 12, 2024, the TAF Board of Directors approved updates to TAF's Executive Compensation policy, in line with City Council's direction to amend compensation policies to align with the updated Guiding Principles for the Development of Senior Executive Policies at City Agencies and Corporations.

(<https://secure.toronto.ca/council/agenda-item.do?item=2024.TA5.14>)

COMMENTS

The Human Resources Committee has completed the CEO's annual performance review, including goal setting for the year ahead and bottom-up feedback from direct reports. As approved at the April 2025 Board meeting, this year's streamlined appraisal process replaces the full 360-degree review, which is conducted in alternating years.

The Chair of the Human Resources Committee will provide a verbal summary of the review in a closed session and present a recommendation regarding a merit-based salary adjustment, as outlined in Confidential Attachment 1. The recommendation aligns with TAF's Executive Compensation policy, which allows for merit pay to recognize contributions towards meeting measurable individual and organizational goals, taking into consideration factors including availability of budget, level of performance, market trends and adjustments. Further detail on per

CONTACT

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SIGNATURE

Andrew Dooner
Chair, Human Resources Committee

ATTACHMENTS

Confidential Attachment 1 – CEO Salary Adjustment Recommendation