

TO Live - Human Resources and Stakeholder Relations Committee**Meeting No.:** 11**Meeting Date:** Monday, March 23, 2026**Start Time:** 3:00 PM**Location:** Committee Room 4, City Hall/Video Conference**Contact:** Gina Ang, Committee Administrator**Phone:** 416-397-4592**E-mail:** tolboard@toronto.ca**Chair:** Brian Astl

RY11.7 - TO Live Executive Compensation Review**Decision Type:** ACTION**Status:** Adopted**Wards:** All**Confidential Attachment - Labour relations or employee negotiations****Committee Decision**

The TO Live - Human Resources and Stakeholder Relations Committee recommends that the Board of Directors of TO Live:

1. Direct that Confidential Attachment 1 to the report (March 9, 2026) from the President and Chief Executive Officer, TO Live remain confidential in its entirety as it pertains to labour relations or employee negotiations.

Decision Advice and Other Information

The TO Live - Human Resources and Stakeholder Relations Committee recessed its public session to meet in closed session to consider the item as it pertains to labour relations or employee negotiations.

Origin

(March 9, 2026) Letter from the Chair, TO Live - Human Resources and Stakeholder Relations Committee

Summary

At its meeting on March 23, 2026, The TO Live - Human Resources and Stakeholder Relations Committee considered [Item RY11.7](#) and made recommendations to the Board of Directors to TO Live.

Summary from the letter (March 9, 2026) from the Chair, TO Live - Human Resources and Stakeholder Relations Committee:

In July 2021, City Council directed the City Manager to complete an independent external review of executive compensation policies and practices across all Agencies and Corporations, with a further report in 2023 requesting Boards provide their organizations' Board-approved adopted or amended executive compensation policy to the City Manager.

The Board of Directors of TO Live retained the services of Mercer, an independent organizational consulting firm, to conduct an executive compensation review for TO Live. Mercer will present its findings to the Committee.

Background Information

(March 9, 2026) Letter from the Chair, TO Live - Human Resources and Stakeholder Relations Committee on TO Live Executive Compensation Review

<https://www.toronto.ca/legdocs/mmis/2026/ry/bgrrd/backgroundfile-285050.pdf>

Confidential Attachment 1 - Senior Executive Total Rewards and Compensation Policy Development