

May 28, 2026

To: Human Resources and Stakeholder Relations Committee
Board of Directors of TO Live

Re: Executive Compensation Review - Update

Reason for Confidential Information - Labour relations or employee negotiations.

Summary

At its March 24, 2026 meeting, the Board received a report regarding the Mercer executive compensation review, including findings and recommendations related to executive compensation competitiveness and market alignment.

<https://secure.toronto.ca/council/agenda-item.do?item=2026.CT19.11>

This item seeks Board approval for a compensation adjustment for the President and Chief Executive Officer, TO Live, arising from an executive compensation review conducted to assess market competitiveness and alignment.

Recommendations

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

1. Approve the confidential instructions in Confidential Attachment 1.
2. Direct that Confidential Attachment 1 remain confidential in its entirety as it pertains to labour relations and employee negotiations.

Comments

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. In March 2026, the Board received Mercer's findings and recommendations arising from their executive compensation review.

As a result, a recommendation is being brought forward for a compensation adjustment for the President & Chief Executive Officer for Board consideration and approval (see Confidential Attachment 1).

Sincerely,

Brian Astl

Chair, TO Live - Human Resources and Stakeholder Relations Committee

Attachments

Confidential Attachment 1 – Compensation Adjustment Recommendation