

CreateTO - Human Resources Committee

Meeting No.: 2

Meeting Date: Monday, March 30, 2026

Start Time: 3:30 p.m.

Location: Video Conference

Contact: Kate Carrillo, Committee Administrator

Phone: (416) 397-4592

E-mail: trab@toronto.ca

Chair: Allison Mendes

RD2.1 - 2025 Performance Appraisal - Chief Executive Officer

Decision Type: ACTION

Status: Amended

Wards: All

Confidential Attachment - Personal matters about an identifiable person and deals with a proposed or pending acquisition or disposition of land by the Board of Directors, CreateTO

Subcommittee Decision

The CreateTO - Human Resources Committee recommends that:

1. The Board of Directors, CreateTO approve the confidential recommendation from the CreateTO Human Resources Committee, attached to motion 1a by Chair Allison Mendes.
2. The Board of Directors, CreateTO direct that the confidential recommendation, attached to motion 1a by Chair Allison Mendes, from the CreateTO Human Resources Committee remain confidential in its entirety as it relates to personal information of an identifiable individual, including a municipal or local board employee.
3. The Board of Directors, CreateTO direct that the confidential recommendation (February 20, 2026) from the CreateTO Human Resources Committee and the confidential information (March 6, 2026) presented by the Vice President, People and Culture in closed session, attached to the letter (March 6, 2026) from the Board of Directors, CreateTO on 2025 Performance Appraisal - Chief Executive Officer, remain confidential in their entirety as they relates to personal information of an identifiable individual, including a municipal or local board employee.
4. The Board of Directors, CreateTO direct the Vice President, People and Culture, CreateTO, in consultation with the Committee Chair, CreateTO Human Resources Committee and the Chair, Board of Directors, CreateTO, to hire an external consultant to:
 - a. undertake an independent and comprehensive review of options for a merit adjustment structure for the Chief Executive Officer; and

b. present a report, including recommendations, with respect to Part 4.a. to the CreateTO Human Resources Committee.

5. The Board of Directors, CreateTO direct the CreateTO Human Resources Committee to report back to the Board at its November 10, 2026, meeting with a recommended merit adjustment structure for the Chief Executive Officer as part of their overall compensation package.

Decision Advice and Other Information

The CreateTO - Human Resources Committee recessed its public session to meet in closed session to consider this Item, as it relates to personal matters about an identifiable person and deals with a proposed or pending acquisition or disposition of land by the Board of Directors, CreateTO.

Origin

(March 6, 2026) Letter from the Board of Directors, CreateTO

Summary

At its meeting on March 30, 2026, the CreateTO - Human Resources Committee considered Item [RD2.1](#) and made recommendations to Board of Directors, CreateTO.

Summary from the letter (March 6, 2026) from the Board of Directors, CreateTO.

At its meeting on March 6, 2026, the Board of Directors, CreateTO considered Item [RA24.4](#) and referred it back to the CreateTO - Human Resources Committee for further consideration.

Background Information

(March 6, 2026) Letter from the Board of Directors, CreateTO on 2025 Performance Appraisal - Chief Executive Officer

(<https://www.toronto.ca/legdocs/mmis/2026/rd/bgrrd/backgroundfile-285402.pdf>)

(February 20, 2026) Letter from the CreateTO - Human Resources Committee on 2025 Performance Appraisal - Chief Executive Officer

(<https://www.toronto.ca/legdocs/mmis/2026/rd/bgrrd/backgroundfile-285407.pdf>)

(February 5, 2026) Report from the Chief Executive Officer, CreateTO on 2025 Performance Appraisal - Chief Executive Officer

(<https://www.toronto.ca/legdocs/mmis/2026/rd/bgrrd/backgroundfile-285408.pdf>)

Confidential Attachment 1 - 2025 Performance Appraisal - Chief Executive Officer

Confidential Attachment 2 - 2025 Performance Appraisal - Work Plan Outcomes

(February 20, 2026) Confidential Attachment to Motion 2 by Allison Mendes -

Confidential Recommendation from the CreateTO - Human Resources Committee

(March 6, 2026) Confidential Information presented by the Vice President, People and Culture in closed session

(March 30, 2026) Confidential attachment to motion 1a by Allison Mendes - Confidential Recommendation from the CreateTO Human Resources Committee