

Annual Performance Appraisal of the Toronto Atmospheric Fund Chief Executive Officer

Date: April 13, 2026
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 9, 2026, the Human Resources Committee received the Chair's update on the CEO performance appraisal and recommend the associated salary recommendation to the Board.

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 Chair of the Human Resources Committee will provide a verbal summary of the CEO's performance review in closed session, with a focus on progress against established goals and plans. The Chair will also present a recommendation regarding a merit-based salary adjustment which is aligned with TAF's Executive Compensation Policy for recognizing contributions toward measurable individual and organizational goals, while taking into account factors such as budget availability, level of performance, market trends, and overall compensation alignment.

CONTACT

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SIGNATURE

Andrew Dooner
Chair, Human Resources Committee

ATTACHMENTS

Confidential Attachment 1 – CEO Review and Compensation