



REPORT FOR ACTION WITH CONFIDENTIAL ATTACHMENT

2026 Exempt Staff Compensation

Date: June 4, 2026

To: Board of Management of the Toronto Zoo

From: Chief Executive Officer

Wards: All

REASON FOR CONFIDENTIAL INFORMATION

This report is about labour relations or employee negotiations.

SUMMARY

This report recommends a merit and cost-of-living adjustment for Toronto Zoo exempt staff in 2026.

RECOMMENDATIONS

The Chief Executive Officer recommends that:

1. The Toronto Zoo Board of Management approve the recommendations contained in Confidential Attachment 1.
2. The Toronto Zoo Board of Management direct that the information in Confidential Attachment 1 remain confidential in its entirety as it contains information about labour relations/employee negotiations.

FINANCIAL IMPACT

The financial impact is outlined in Confidential Attachment 1.

DECISION HISTORY

Each year a report is brought to the Board of Management outlining the compensation plan for exempt staff. The plan provides for a salary grid and a performance management system that incorporates a “pay for performance” merit incentive component, as well as a cost-of-living adjustment.

<https://secure.toronto.ca/council/agenda-item.do?item=2025.ZB14.11>

COMMENTS

Additional comments are provided in Confidential Attachment 1.

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SIGNATURE

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Chief Executive Officer

ATTACHMENTS

Confidential Attachment 1