



For Action with Confidential Attachment

Executive Compensation Review

Date: June 6, 2022
To: Human Resources Committee
From: Chief Diversity and Culture Officer

Reason for Confidential Information

This report is about labour relations or employee negotiations.

This report contains advice or communications that are subject to solicitor-client privilege, including communications necessary for that purpose.

This report contains information about a position, plan, procedure, criteria or instruction to be applied to any negotiations carried on or to be carried on by or on behalf of the City or local board.

Summary

This report provides the Committee with the results of the market review regarding compensation for specific executive roles at the TTC.

Recommendations

It is recommended that the Human Resources Committee:

1. Adopt the confidential recommendations, noting that they are to remain confidential as they relate to information about labour relations or employee negotiations and information about a position, plan, procedure, criteria or instruction to be applied to any negotiations carried on or to be carried on by or on behalf of the City or local board

Financial Summary

The cost to procure a third-party to conduct a market review and analysis of executive compensation is included in the approved 2022 TTC and Wheel-Trans Operating Budget.

The exact financial impact of any recommendations that may be implemented as a result of the review is indeterminable at this time.

Equity/Accessibility Matters

This report has no immediate equity or accessibility impacts.

Decision History

None.

Comments

The TTC has procured Korn Ferry Ltd. to conduct a market review regarding specific executive compensation arrangements, the results of which will be considered in-camera.

Contact

Keisha Campbell, Chief Diversity and Culture Officer
keisha.campbell@ttc.ca

Signature

Keisha Campbell
Chief Diversity and Culture Officer

Attachments

Confidential Attachment 1 – Executive Compensation Review