



## For Action with Confidential Attachment

### Performance Measurement Process Update

**Date:** May 15, 2023  
**To:** Human Resources Committee  
**From:** Chief Diversity and Culture Officer

#### Reason for Confidential Information

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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

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This report provides the Committee with an update on the performance review process for 2023.

#### Recommendations

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It is recommended that the Human Resources Committee:

1. Receive the confidential information, noting that the information is to remain confidential as it relates 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

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The cost to procure a third-party to conduct a market review and analysis, and additional advice on executive compensation was included in the approved TTC 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**

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This report has no immediate equity or accessibility impacts.

## **Decision History**

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At its meeting on February 24, 2023, the Human Resources Committee considered a report entitled [Human Resources Committee and Performance Measurement Process](#).

## **Comments**

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The Human Resources Committee will receive an in-camera update on the performance measurement processes for 2023.

## **Contact**

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

## **Signature**

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Keisha Campbell  
Chief Diversity and Culture Officer

## **Attachments**

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Confidential Attachment 1 – Performance Measurements Process Update