



# STAFF REPORT ACTION REQUIRED with Confidential Attachment

## 2001 Compensation Program Review

<b>Date:</b>	September 10, 2015
<b>To:</b>	Human Resources and Labour Relations Committee
<b>From:</b>	Chief Executive Officer
<b>Reason for Confidential Information:</b>	This report is about labour relations or employee negotiations

### Summary

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The Human Resources and Labour Relations Committee, at its meeting on August 20, 2015, requested a copy of the report presented to the TTC Board when the last compensation review took place in 2001.

The information contained in the confidential attachment is being submitted as a reference document to assist in the development of an Executive Compensation policy as requested by City Council in August 2014.

### Recommendations

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**It is recommended that the Human Resources and Labour Relations Committee:**

1. Receive the confidential information as set out in the Confidential Attachment; and
2. Authorize that the information provided in the Confidential Attachment remain confidential in its entirety as it contains information about labour relations or employee negotiations.

### Financial Impact

There is no financial impact directly related to this report.

This report does not contain any recommendations with respect to a specific course of action.

## **Decision History**

In August 2014, City Council adopted EX44.8, *Executive Compensation Policy at City Agencies and Corporations*, which required City Boards to approve a senior executive compensation policy by April 1, 2015, and subsequently forward this policy to City Council through the Executive Committee. This deadline was later extended to October 30, 2015. A TTC Human Resources and Labour Relations Committee was formed and tasked with creating this policy.

TTC staff have procured The Hay Group consultants to conduct this study and deliver an Executive Compensation Policy. The Hay Group has worked with both the City of Toronto and the TTC in the past. The information contained in the confidential attachment was presented to the TTC Board as an in-camera presentation on August 29, 2001.

## **Accessibility/Equity Matters**

There are no accessibility or equity issues associated with this report.

## **Contact**

Brent Morrison  
Director, Compensation Services  
Human Resources Department  
1138 Bathurst Street – 1<sup>st</sup> Floor, Inglis  
Toronto, Ontario, M5R 3H2  
[Brent.Morrison@ttc.ca](mailto:Brent.Morrison@ttc.ca)  
T: (416) 393-4377  
C: (416) 389-0680

## **Attachments**

Confidential Attachment