



# Exhibition Place

19b

September 21, 2016

**ACTION REQUIRED**

To: The Board of Governors of Exhibition Place

From: Dianne Young  
Chief Executive Officer

Subject: **Revised Exhibition Place Compensation Plan – Supplementary Report**

## Summary:

This report recommends some revisions to the updated 2015 Compensation Plan for all non-unionized positions / employees to be effective January 1, 2017.

## **Recommendations:**

**It is recommended that the Board:**

- (a) Adopt the recommendations contained in Confidential Attachment I;**
- (b) Direct that Confidential Attachment I including the KORN FERRY / Hay Group letter attached as Appendix A to the Confidential Attachment remain confidential in its entirety and not be released publicly in accordance with the *City of Toronto Act, 2006*, as it pertains to personal matters about identifiable individuals, including municipal or local board employees; and**
- (c) Release Appendix B attached to Confidential Attachment I publicly following approval from the Board of this report and notification of employees affected.**

## Financial Impact:

The financial impact is as noted in the Confidential Attachment I.

## Decision History:

The Exhibition Place 2014 – 2016 Strategic Plan had an Organizational & Staffing Goal *to effectively monitor costs and revenues* and as a Strategy to support this Goal *we will review, revise and develop new policies and processes that address general organizational matters.*

At its meeting of April 25, 2003, the Board approved of a new compensation plan for all Exhibition Place management / exempt staff in Board approved positions.

At its meeting of February 12, 2016, the Board approved Report No. 2 entitled “Executive Compensation Plan”.

<http://www.explace.on.ca/database/rte/files/Item%202-Executive%20Compensation%20Plan.pdf>

At its meeting of July 28, 2016, the Board approved a report entitled Revised Organizational Structure which provided for changes to the Corporate Secretariat and Finance Departments.

<http://www.explace.on.ca/database/rte/files/Item%2018-Reorganization.pdf>

Issue Background:

This supplementary report recommends revisions to the new 2015 Compensation Plan based on the Revised Organizational Structure approved by the Board which revisions will not take effect until January 1, 2017.

Comments:

As noted in the Decision History, the Board approved a Revised Organizational Structure that will take effect on January 1, 2017. Because of this Revised Organizational Structure, the job descriptions of 5 positions listed in the proposed 2015 Revised Compensation Plan have been amended. Given the direction approved by the Board and the engagement and work of KORN FERRY / Hay Group, it was efficient to ask the consultant to re-evaluate these 5 positions on the basis of the new job descriptions now. However, the recommendations in this report would not take effect until January 1, 2017 when the employees assume their new roles.

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