

COUNCIL COMPENSATION REVIEW COMMITTEE
Meeting held September 14, 2018

A meeting of the Council Compensation Review Committee is held this day commencing at 8:15 o'clock a.m. in Room 202, 350 City Hall Square West, there being present the following members:

Toni Scislowski, Chair
David Amyot
Sandy Venditti
George Wilkki

Regrets received from:

David Musyj

Also present are the following resource personnel:

Valerie Critchley, City Clerk
Joe Mancina, City Treasurer
Dan Seguin, Deputy Treasurer
Steve Vlachodimos, Deputy City Clerk
Will Foot, Council Assistant
Sandra Gebauer, Council Assistant
Karen Kadour, Committee Coordinator

1. Call to Order

The Chair calls the meeting to order at 8:15 o'clock a.m. and the Committee considers the Agenda being Schedule "A" attached hereto, matters which are dealt with as follows:

2. Declarations of Conflict

None.

3. Adoption of the Minutes

Moved by D. Amyot, seconded by S. Venditti,
That the minutes of the meeting of the Council Compensation Review Committee of its meeting held August 31, 2018 **BE ADOPTED** as presented.
Carried.

4. Business Items

4.1 Preliminary Report to City Council

The Committee undertakes a review of the “draft” memo to City Council. The Chair provides comments from David Musyj in absentia requesting consideration be given to the following:

- Format the document to ensure the recommendations are provided at the end of the memo.
- Ensure that the information in the memo clearly identifies the total compensation at present and what is being proposed.

Discussion ensues regarding results of the City Council Compensation Survey 2018 and the following noteworthy statistics are provided as follows:

- 60% suggest a compensation review every 4 years by the outgoing Council.
- 57% indicate pay should not be tied to a mechanism that calculates increases, i.e. cost of living.
- 42% agree the Mayor/Councillors pay should be a base rate for Council duties and additional amounts for each board and committee served on.
- 23% agree to an all in fee based on the 50th percentile/average of comparator municipalities
- 36% agree should be based on the 50 percentile/average salary in Windsor

The Chair requests a summary of the interviews conducted with the Mayor and Councillors to be included in the Committee’s report to Council.

D. Seguin explains when information was gathered from the two single tier municipalities, the population range was approximately 168,000 to 550,000, Windsor being the median at approximately 220,000.

D. Amyot remarks in terms of the median, only one municipality undertook this initiative. He notes the problem is, it is strictly numbers devoid of any qualitative analysis of what the job entails and what an appropriate pay for the job is. He adds this Committee

as a group has to do what makes sense for the City of Windsor, i.e. a rational compensation model where the Mayor and Councillors are being paid a salary consistent with what the job entails, and where possible, with a view of the levels of other municipalities.

J. Mancina states when the average was established for the Mayor, it was based upon the survey that had been done and effectively with two municipalities that were single tiers. In the information that was received, one of the municipalities provided the 2019 dollars and the other municipality provided the 2017 dollars. It is really a 2017 and 2019 average and something to consider when drafting the recommendations to Council.

The Chair suggests wording be included in the background of the report that emphasizes the goal of the Committee is to ensure there is fair and equitable compensation to correlate with the job responsibilities of the elected officials.

D. Amyot advises one of the questions in the public survey stated “please estimate how many hours of work you believe a City Councillor puts in weekly?”, and he adds 37.41% of the public responded 20 to 30 hours weekly. He notes the outcome of the interviews held with the Mayor and Councillors indicated their work load exceeds 40 hours per week.

D. Amyot suggests the time associated with preparatory work prior to Council meetings by the Councillors also be included in the report. He indicates Councillors meet with Administration prior to the Council/Committee with questions and clarifications and oftentimes make site visits.

The Chair refers to the “Considerations in Arriving at Recommendations” section in the “draft” memo and the following comments are provided for consideration:

- No wage increase for the Mayor and Councillors over the past 15 years
- Comparators with other municipalities indicate we are in the range if we proceed with the proposed recommendations
- Looking at the actual scope of the job, what is the cost to the taxpayer
- The cost to the municipality if the compensation remains status quo
- Citizen input
- Ideally want to attract credible, conscientious candidates by offering a fair wage.

It is generally agreed the report/memo from the Committee will proceed to City Council at its meeting to be held on November 19, 2018.

5. Date of Next Meeting

The next meeting will be held on October 12, 2018 at 8:15 a.m.

6. Adjournment

There being no further business, the meeting is adjourned at 9:13 a.m.

CHAIR

COMMITTEE COORDINATOR