

Council Compensation Review Committee
Public Consultation held January 24, 2022
Meeting Notes
via Zoom Webinar

Members Present:

Dr. Vincent Georgie, Chair
Frazier Fathers
Mila Lucio

Delegations in attendance:

Daniel Ableser
Natalie Popovic
Richard St. Denis
Paul Synnott

Resource personnel in attendance:

Jason Reynar, Chief Administrative Officer
Anna Ciacelli, Deputy City Clerk
Dan Seguin, Deputy Treasurer
Sandra Gebauer, Council Assistant
Will Foot, Council Assistant
Karen Kadour, Committee Coordinator

Dr. Vincent Georgie, Chair, Council Compensation Review Committee opens the Public Consultation session at 12:01 o'clock p.m. and the members of the Committee are introduced. The Chair provides opening remarks as follows:

- The Council Compensation Review Committee is focused on doing a jurisdictional scan of the sector to understand what compensation looks like both at the City of Windsor and at comparable cities and to ultimately make recommendations to City Council with regards to compensation.
- The goal is to bring recommendations forward to Council in March 2022, as this Committee has no decision-making authority.
- This will be implemented after the next municipal election (the next term of Council) and will not impact the current Mayor and members of Council.
- The Committee is not only looking at salary, but at health and benefits, i.e. looking at per diem supports, technical support, access to administrative support, office spaces, and professional development opportunities.

- The Chair encourages the delegations to consider the role of the Mayor of the City of Windsor and members of City Council as opposed to the people that are currently in those positions. It is not about the individual people, it is about the roles themselves.

The Chair opens the floor to comments and suggestions from the delegations and the following remarks are provided along with responses from City Administration:

Delegation 1

- If City Council does accept the recommendations put forth by the Committee, is there a funding source should there be an increase in remuneration.
- As the Mayor's position is full-time, and the Councillor's positions are part-time, (although their hours worked exceed part-time in many cases), it is suggested that increases be provided to the Councillors specifically.
- With inflation at approximately five percent, suggestion to provide a five percent increase.

J. Reynar, Chief Administrative Officer responds that the overall budget for Council including salaries, benefits, and expenses make up a small portion of the \$880 M annual operating budget for the City and suggests that the City would be able to accommodate any increases that result from recommendations from this Committee. This should not be a limiting factor to the Committee's work and recommendations. Ultimately, City Council will have to approve or accept the recommendations.

Delegation 2

- Through media reports, aware that comparators for benchmarking will be undertaken, and adds that when CANUE was established, an exercise was done with comparator cities with a commitment to not fall below the fiftieth percentile.
- In the future, will help remove some of the politics from these reviews.
- An important part of the compensation relates to resourcing. Looking at Councillors being able to carry out the basic functions and expectations of being a Councillor.
- Refers to a Councillor who recently put in hundreds of hours in researching and doing outreach for the safe injection site, however, not all Councillors are able to do this.
- Councillors do not have staff to assist with research and outreach.

A. Ciacelli, Deputy Clerk responds there are two Council Assistants that offer support for members of City Council. These positions were established in 2005. They provide information, assist with constituent concerns and are available as a resource to Council members.

Delegation 3

- Three points to be discussed:
 - Full-time versus part-time
 - Total compensation
 - Total resources
- **Full-time versus part-time** – Discourages the thought of treating this as a full-time job.
- It is important to bring people to Council with different on-going experiences in their day-to-day lives rather than having eleven politicians at the table.
- If these positions are made full-time, members of the community have stated because there is inadequate pay, we will lose qualified people. Alternatively, if the positions are made full-time, we may lose people, as they are not prepared to give up their full-time career to do this full-time. This factor has to be considered.
- **Total Compensation** – When hearing that this is a full-time job, and saying they are unable to do other things and making sacrifices because of this, one has to look at their total compensation globally, not just from Council. The job is doable with an outside job.
- Suggests a slight increase plus a small discretionary fund. In terms of the next four years starting at \$47,000, \$48,000, \$49,000 to \$50,000 with no automatic increase after that.
- **Total Resources** – Should be reviewing the two staff component available to the Councillors. Would discourage adding political staff as is problematic. Should look at the issue of meeting times, i.e. holding Council meetings in the middle of the day. Meetings should be held after hours and discussion should take place regarding the expectation of Councillors in terms of committees, which should be tracked.

A. Ciacelli, Deputy Clerk responds for this calendar year 2022, Council approved a 4:00 p.m. start for Council meetings. Oftentimes, there is a need to begin the meeting earlier due to the availability of resources related to the COVID-19 impact. As it relates to resources, Council members are provided with computers, printers in addition to the human resources that are available.

Seeing no further delegations, the Chair thanks the delegations for their comments and advises an additional Compensation Review Public Meeting will be held on Thursday, January 27, 2022 at 5:00 p.m.

J. Reynar, Chief Administrative Officer advises that if the public has additional thoughts to share, please e-mail Will Foot at wfoot@citywindsor.ca.

The Public Consultation session is adjourned at 12:23 o'clock p.m.