

Council Compensation Review Committee
Town Hall – August 9, 2018
Meeting Notes
Council Chambers, 350 City Hall Square West

Members Present:

Toni Scislowski, Chair
David Amyot

Delegations in attendance:

Mohamed Chams
Logan Choy
David Hanna
Frasier Fathers
Krysta Glovasky-Ridsdale
Alan Robshaw
Mark (no last name provided)

T. Scislowski, Chair, Council Compensation Review Committee opens the Town Hall meeting at 7:00 o'clock p.m. and introduces the members of the Council Compensation Review Committee that are in attendance; David Amyot. The Chair provides comments relating to the role of the Committee, the public survey that is available online (received 702 responses to the survey thus far) and adds that written comments are also welcome. She states that recommendations from the Council Compensation Review Committee will be provided to City Council at a meeting to be held in mid-September.

A PowerPoint presentation entitled "Council Remuneration and Benefits – 2018" is provided for the members of the public that are present, attached as Appendix "A".

The Chair calls for questions and feedback from the delegations in attendance.

Mohamed Chams appears before the Committee members in attendance and asks in the future, if there a way to determine and to guarantee the number of hours worked by the Councillors in order to justify a raise in remuneration.

D. Amyot responds the Councillors and Mayor were interviewed to get a sense of what the job entails, the number of hours worked, and the level of effort that a Councillor is expected to put in. Following that, the information provided during the interviews will be taken into consideration and will be factored into their recommendations to Council. Going forward, D. Amyot states a portion of the report to Council will include a methodology to set compensation that is tied to indicators, i.e. one municipality implemented that their Council will receive the 50th percentile of an average city.

Krysta Glovasky-Ridsdale appears before the Committee members in attendance and encourages the Committee to differentiate between the Mayor and Councillors as their employment status is dissimilar.

David Hanna appears before the Committee members in attendance and indicates some municipalities have experienced bankruptcy due to the provision of compensation through comparator municipalities. He requests Councillors provide a report to Council following city paid excursions.

The Chair thanks Mr. Hanna for his comments and adds that the mandate of this Committee is to review compensation for the Mayor and Councillors.

Alan Robshaw appears before the Committee members in attendance and asks through which medium the Committee's report will be disseminated to the public. He adds he would prefer the report be available through the City's website and via hard copy.

Logan Choy appears before the Committee members in attendance and provides comments outside of the purview of the Committee's mandate.

Mark (no last name provided) appears before the Committee members in attendance and inquires if the data from the comparator municipalities is available at this time. D. Amyot responds the Committee is awaiting the data from Administration.

Mark questions at what point does the current City Council become lame duck and unable to vote on spending and he asks if this matter will be decided by the new Council.

Valerie Critchley, City Clerk responds there are two lame duck periods. The first potential lame duck period is after the nomination period closes on July 27, 2018. It has been determined we are not in a lame duck situation at the present time. There must be 1/3 of the Councillors that you know will not be back and there is one Councillor confirmed who will not be returning. The second lame duck period is after the election on October 22, 2018 and this period would extend through to November 30, 2018 (there would have to be more than three incumbent councillors that are not returning). The intention of this Committee is to go to Council in September and Council will not be lame duck at that time. Administration will monitor the lame duck period in conjunction with the report issued by the Committee and will act accordingly with the legislation.

In response to a question asked by Mark regarding if the report goes before Council in September will Council be making a decision at that time, D. Amyot responds the goal of the Committee is to provide the report to Council for its consideration in September 2018.

Frasier Fathers appears before the Committee members in attendance and asks how the differentiation between full-time and part-time employment is quantified. He states the median income in the 2016 census for part time employment was \$48,000 a

year and the average for full time was \$58,000 a year. He suggests that works out to \$28,000 a year for part time councillors working 20 hours a week. So, if the councillors are being classified as part time working 20 or 30 hours a week and on the flip side the Mayor who is considered full time, his wage is above that median average calculation.

D. Amyot responds that whether the job is part time or full time, the Committee is endeavouring to get a sense of the time Councillors are devoting to performing their job as a city councillor. It is not the role of the Committee to classify the Councillors.

The Committee thanks the delegations for attending the Town Hall meeting and the meeting is adjourned at 7:49 o'clock p.m.