

Council Remuneration and Support Advisory Committee

Presentation to Council

March 7, 2022

Committee members

Kevin Bowman (committee chair)

Safia Athar

Matthew Cimino

Michael Morden

Mark Schneider

Goals and objectives

- Respect the recommendations of the Council Composition and Ward Boundary review
- Reflect on the Guiding Principles
- Reflect on fiscal and corporate objectives
- Review the matter of compensation
- Enable compensation and adjustments supported by market data
- Review data and proposals
- Review the matter of staff support
- Provide recommendations to Council

Guiding principles

The compensation plan for Mayor and Members of Council:

- Is fair and reasonable and will attract a diverse and representative pool of candidates from Guelph residents wishing to seek election to Council but also be seen as fair by tax-payers
- Recognizes that the work of the Mayor and Council is demanding and important and as such they should be appropriately compensated
- Recognizes the complexity, responsibilities, time commitments and accountabilities associated with the role of Mayor and Council

Guiding principles (cont'd)

- Is aligned to the 55th percentile (same as the City's non-union employees) of the comparator group and is appropriate for the average full-time earnings within the community
- Applies an appropriate ratio between the role of a part-time councillor and that of a full-time Mayor
- Demonstrates fiscal responsibility and aligns to the Strategic Plan for the City of Guelph

Task of the Committee

Provide Council with a recommendation pertaining to:

- Part-time or full-time status of Councillors
- Council compensation
- Staff support for Councillors

Methodology and source data

Watson & Associates Economists Ltd., Dr. David Siegel and Erik Karvinen

Presented data relating to Council composition, role of Councillors, considerations related to part-time versus full-time status

ML Consulting, Marianne Love

Completed and presented compensation market analysis using City's approved comparator group

Other reports

- Service Rationalization Review
- 2018 Council Remuneration Report
- Council Composition and Ward Boundary Review
- The City of Guelph's Strategic Action Plan

2021 market analysis

- Target for establishing salary is 55th percentile (P55)
- Compared to market comparator group
- Mayor salary above target
- Councillor salary below target

	Current salary (actual)	Salary at P55	Difference from P55
Mayor	\$152,500	\$132,780	12.9% above
Councillors	\$41,412	\$51,327	23.9% below

Recommendations for Mayor

- Job rate to target 55th percentile
- \$132,780 annual salary
- Participate in OMERS (if eligible)

	Current salary (actual)	Recommended salary
Salary	\$152,500	\$132,780
Percentile	75 th 	55 th

Recommendations for Councillors

- Full-time employment status
- \$75,000 annual salary
- Participate in OMERS (if eligible)

	Current salary (actual)	Recommended salary
Status	part-time	full-time
Salary	\$41,412	\$75,000
Cost	n/a	\$559,000

Alternate recommendations for Councillors

- Continue part-time employment status
- \$51,327 annual salary

	Current salary (actual)	Alternate recommendation
Status	part-time	part-time
Salary	\$41,412	\$51,327
Cost	n/a	\$196,000

Recommendation for Staff support

Full-time Councillor support staff

- Unable to determine at this time
- Councillors should acquaint themselves with additional hours worked per week before making any determination
- Re-examine in two years

Other recommendations

- Continue annual compensation adjustments as equal to the Non-Union Municipal Employee group increase
- Continue compensation review every four years with engagement of a Council Remuneration and Support Advisory Committee

Questions?