

# 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 55<sup>th</sup> 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 55<sup>th</sup> percentile (P55)
- Compared to market comparator group
- Mayor salary above target
- Councillor salary below target

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

# Recommendations for Mayor

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

	Current salary (actual)	Recommended salary
<b>Salary</b>	\$152,500	\$132,780
<b>Percentile</b>	75 <sup>th</sup> 	55 <sup>th</sup>

# Recommendations for Councillors

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

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

# Alternate recommendations for Councillors

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

	Current salary (actual)	Alternate recommendation
<b>Status</b>	part-time	part-time
<b>Salary</b>	\$41,412	\$51,327
<b>Cost</b>	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?