



Minutes of Committee of the Whole Meeting

March 7, 2022, 2:00 p.m.

Council:

Mayor C. Guthrie
Councillor P. Allt
Councillor B. Bell
Councillor C. Billings
Councillor L. Caron
Councillor C. Downer
Councillor D. Gibson
Councillor R. Goller
Councillor J. Gordon
Councillor J. Hofland
Councillor M. MacKinnon
Councillor D. O'Rourke
Councillor M. Salisbury

Staff:

S. Stewart, Chief Administrative Officer
C. Clack-Bush, Deputy Chief Administrative Officer, Public Services
J. Holmes, Deputy Chief Administrative Officer, Infrastructure, Development and Enterprise Services
T. Lee, Deputy Chief Administrative Officer, Corporate Services
C. Cooper, General Manager, Legal Realty and Court Services/City Solicitor
M. Ellis, General Manager, Human Resources
D. Evans, General Manager, Culture, Tourism and Community Investment
S. O'Brien, General Manager, City Clerk's Office/City Clerk
D. McMahon, Manager, Legislative Services/Deputy Clerk
G. Meades, Council and Committee Coordinator
A. Sandor, Council and Committee Assistant

Also Present: Kevin Bowman, Chair, City Council Remuneration and Support Advisory Committee

2. Call to Order - Mayor

Mayor Guthrie called the meeting to order. (2:00 p.m.)

2.1 Disclosure of Pecuniary Interest and General Nature Thereof

There were no disclosures.

3. Staff Recognition

3.1 Waterloo Area's Top Employers of 2022

Scott Stewart, Chief Administrative Officer provided a summary of the Waterloo Area's Top Employers of 2022 recognition received by the City of Guelph.

5. Items for Discussion - Governance

5.1 797 Victoria Road North Debrief - 2022-76

Scott Stewart, Chief Administrative Officer provided a summary of the report.

Moved By Councillor Caron

Seconded By Councillor Hofland

1. That the report entitled 797 Victoria Road North Debrief dated Monday, March 7, 2022, be received by Council.

Voting in Favour: (13): Mayor Guthrie, Councillor Allt, Councillor Bell, Councillor Billings, Councillor Caron, Councillor Downer, Councillor Gibson, Councillor Goller, Councillor Gordon, Councillor Hofland, Councillor MacKinnon, Councillor O'Rourke, and Councillor Salisbury

Carried (13 to 0)

Moved By Councillor Caron

Seconded By Councillor Gordon

1. That Council direct the CAO to provide a progress report at the end of Q3 2022 on the Solutions Timelines as outlined in Report (2022-76).

Voting in Favour: (13): Mayor Guthrie, Councillor Allt, Councillor Bell, Councillor Billings, Councillor Caron, Councillor Downer, Councillor Gibson, Councillor Goller, Councillor Gordon, Councillor Hofland, Councillor MacKinnon, Councillor O'Rourke, and Councillor Salisbury

Carried (13 to 0)

5.2 City Council Remuneration and Support Advisory Committee Report - 2022-87

Trevor Lee, Deputy Chief Administrative Officer, Corporate Services and Mark Ellis, General Manager, Human Resources provided brief introductory remarks for the item. Kevin Bowman, Chair, City Council Remuneration and Support Advisory Committee presented in regards to the report.

The following delegate spoke on the item:
Morgan Dandie-Hannah

Motion

Moved By Councillor Downer
Seconded By Councillor Goller

1. That Council receive the recommendations from the City Council Remuneration and Support Advisory Committee and provide direction to staff concerning same.

Voting in Favour: (13): Mayor Guthrie, Councillor Allt, Councillor Bell, Councillor Billings, Councillor Caron, Councillor Downer, Councillor Gibson, Councillor Goller, Councillor Gordon, Councillor Hofland, Councillor MacKinnon, Councillor O'Rourke, and Councillor Salisbury

Carried (13 to 0)

Motion

Moved By Councillor Downer
Seconded By Councillor Goller

1. That the salary for the position of Mayor for the Council term commencing November 15, 2022, be set at \$132,780 (job rate) and that all other compensation items remain as is.
2. That the employment status for the position of City Councillor should be changed to full-time employment.

3. That the salary for the position of full-time City Councillor for the Council term commencing November 15, 2022, be set at \$75,000 (job rate) annually.
4. That compensation adjustments for the Mayor and members of Council be equal to the Non-union Municipal Employee group increase effective January 1st of each year for the next term of Council to be maintained.
5. That the current policy of conducting a formal market review for Council every four years and the continued engagement of a Council Remuneration and Support Advisory Committee during the last year of the Council's term of office be maintained.

First Amendment to the Motion

Moved By Councillor Downer

Seconded By Councillor Goller

1. That the salary for the position of Mayor for the Council term commencing November 15, 2022, be set at **\$152,500** (job rate) and that all other compensation items remain as is.
2. That the employment status for the position of City Councillor should be changed to full-time employment.
3. That the salary for the position of full-time City Councillor for the Council term commencing November 15, 2022, be set at \$75,000 (job rate) annually.
4. That compensation adjustments for the Mayor and members of Council be equal to the Non-union Municipal Employee group increase effective January 1st of each year for the next term of Council to be maintained.
5. That the current policy of conducting a formal market review for Council every four years and the continued engagement of a Council Remuneration and Support Advisory Committee during the last year of the Council's term of office be maintained.

Councillor Salisbury raised a point of order. Councillor Salisbury provided concerns regarding the need to receive additional information and suggested a referral of the motion may be required. Mayor Guthrie confirmed with staff on the appropriate course of action for Council to receive the information requested.

Councillor Allt raised a point of order. Councillor Allt asked for clarification on the role of the City Council Remuneration and Support

Advisory Committee and their recommendations. Mayor Guthrie dismissed the point of order.

Voting in Favour: (8): Mayor Guthrie, Councillor Billings, Councillor Caron, Councillor Downer, Councillor Gibson, Councillor Goller, Councillor MacKinnon, and Councillor O'Rourke

Voting Against: (5): Councillor Allt, Councillor Bell, Councillor Gordon, Councillor Hofland, and Councillor Salisbury

Carried (8 to 5)

Second Amendment to the Motion

Moved By Councillor Downer

Seconded By Councillor Allt

That clause number 2 be removed.

Voting in Favour: (12): Mayor Guthrie, Councillor Allt, Councillor Bell, Councillor Billings, Councillor Caron, Councillor Downer, Councillor Gibson, Councillor Goller, Councillor Hofland, Councillor MacKinnon, Councillor O'Rourke, and Councillor Salisbury

Voting Against: (1): Councillor Gordon

Carried (12 to 1)

Third Amendment to the Motion

Moved By Councillor Downer

Seconded By Councillor Allt

1. That the salary for the position of Mayor for the Council term commencing November 15, 2022, be set at \$152,500 (job rate) and that all other compensation items remain as is.
2. That the salary for the position of full-time City Councillor for the Council term commencing November 15, 2022, be set at **\$51,327** (job rate) annually.
3. That compensation adjustments for the Mayor and members of Council be equal to the Non-union Municipal Employee group increase effective January 1st of each year for the next term of Council to be maintained.
4. That the current policy of conducting a formal market review for Council every four years and the continued engagement of a

Council Remuneration and Support Advisory Committee during the last year of the Council's term of office be maintained.

Councillor Allt raised a point of order. Councillor Allt requested that the amendment be shown on screen. Mayor Guthrie indicated that the amendment would be displayed on screen.

Amendment to the Third Amendment

Moved By Councillor Salisbury

Seconded By Councillor Downer

1. That the salary for the position of Mayor for the Council term commencing November 15, 2022, be set at \$152,500 (job rate) and that all other compensation items remain as is.
2. That **the alternative salary as outlined by the City Council Remuneration and Support Advisory Committee** for the position of City Councillor for the Council term commencing November 15, 2022, be set at **\$51,327** (job rate) annually.
3. That compensation adjustments for the Mayor and members of Council be equal to the Non-union Municipal Employee group increase effective January 1st of each year for the next term of Council to be maintained.
4. That the current policy of conducting a formal market review for Council every four years and the continued engagement of a Council Remuneration and Support Advisory Committee during the last year of the Council's term of office be maintained.

Councillor Allt raised a point of order. Councillor Allt requested that the amendment to the amendment be displayed on screen. Mayor Guthrie noted that the Clerk indicated the amendment to the amendment would be displayed on screen.

Councillor Salisbury raised a point of order. Councillor Salisbury requested confirmation that the current vote is related to his amendment to the amendment. Mayor Guthrie confirm this information.

Voting in Favour: (12): Mayor Guthrie, Councillor Allt, Councillor Bell, Councillor Billings, Councillor Caron, Councillor Downer, Councillor Gibson, Councillor Goller, Councillor Hofland, Councillor MacKinnon, Councillor O'Rourke, and Councillor Salisbury

Voting Against: (1): Councillor Gordon

Carried (12 to 1)

Third Amendment as Amended

Moved By Councillor Downer

Seconded By Councillor Allt

1. That the salary for the position of Mayor for the Council term commencing November 15, 2022, be set at \$152,500 (job rate) and that all other compensation items remain as is.
2. That the alternative salary as outlined by the City Council Remuneration and Support Advisory Committee for the position of City Councillor for the Council term commencing November 15, 2022, be set at \$51,327 (job rate) annually.
3. That compensation adjustments for the Mayor and members of Council be equal to the Non-union Municipal Employee group increase effective January 1st of each year for the next term of Council to be maintained.
4. That the current policy of conducting a formal market review for Council every four years and the continued engagement of a Council Remuneration and Support Advisory Committee during the last year of the Council's term of office be maintained.

Voting in Favour: (10): Mayor Guthrie, Councillor Allt, Councillor Bell, Councillor Caron, Councillor Downer, Councillor Goller, Councillor Hofland, Councillor MacKinnon, Councillor O'Rourke, and Councillor Salisbury

Voting Against: (3): Councillor Billings, Councillor Gibson, and Councillor Gordon

Carried (10 to 3)

Forth Amendment to the Motion

Moved By Councillor Salisbury

Seconded By Councillor Goller

5. That staff report back to council with a revised calculation of the 55th percentile salary for Councillors and Mayor using base remuneration from both lower and upper tiers using the same comparators as the March 7 City Council Remuneration Advisory Report.

Voting in Favour: (13): Mayor Guthrie, Councillor Allt, Councillor Bell, Councillor Billings, Councillor Caron, Councillor Downer, Councillor Gibson, Councillor Goller, Councillor Gordon, Councillor Hofland, Councillor MacKinnon, Councillor O'Rourke, and Councillor Salisbury

Carried (13 to 0)

Fifth Amendment to the Motion

Moved By Councillor Caron

Seconded By Councillor Allt

6. That a constituency support staff position be brought forward for consideration during the 2023 budget deliberations.

Voting in Favour: (5): Councillor Allt, Councillor Caron, Councillor Downer, Councillor Gordon, and Councillor Hofland

Voting Against: (8): Mayor Guthrie, Councillor Bell, Councillor Billings, Councillor Gibson, Councillor Goller, Councillor MacKinnon, Councillor O'Rourke, and Councillor Salisbury

Defeated (5 to 8)

Motion as Amended

Moved By Councillor Downer

Seconded By Councillor Goller

1. That the salary for the position of Mayor for the Council term commencing November 15, 2022, be set at \$152,500 (job rate) and that all other compensation items remain as is.
2. That the alternative salary as outlined by the City Council Remuneration and Support Advisory Committee for the position of City Councillor for the Council term commencing November 15, 2022, be set at \$51,327 (job rate) annually.
3. That compensation adjustments for the Mayor and members of Council be equal to the Non-union Municipal Employee group increase effective January 1st of each year for the next term of Council to be maintained.
4. That the current policy of conducting a formal market review for Council every four years and the continued engagement of a Council Remuneration and Support Advisory Committee during the last year of the Council's term of office be maintained.

5. That staff report back to council with a revised calculation of the 55th percentile salary for Councillors and Mayor using base remuneration from both lower and upper tiers using the same comparators as the March 7 City Council Remuneration Advisory Report.

Voting in Favour: (10): Mayor Guthrie, Councillor Allt, Councillor Caron, Councillor Downer, Councillor Goller, Councillor Gordon, Councillor Hofland, Councillor MacKinnon, Councillor O'Rourke, and Councillor Salisbury

Voting Against: (3): Councillor Bell, Councillor Billings, and Councillor Gibson

Carried (10 to 3)

Motion

Moved By Councillor Allt

Seconded By Councillor MacKinnon

1. That staff be directed to bring forward to the next term of council, information on bringing the City Council Remuneration functions in-house, to the administrative oversight of the General Manager of Human Resources, prior to constituting the Support Advisory Committee.

Councillor Downer raised a point of order. Councillor Downer raised concerns that this motion is contrary to clause number 5 of the previous motion as amended. Mayor Guthrie ruled that it is not contrary to clause number 5 of the previous motion as amended.

The motion was withdrawn.

Council recessed at 5:11 p.m.

Council reconvened at 5:25 p.m.

7. Service Area - Corporate Services

Councillor Goller assumed the role of Chair

8. Consent Agenda - Corporate Services

8.1 2022 Property Tax Policy - 2022-41

Moved By Mayor Guthrie

Seconded By Councillor MacKinnon

1. That the 2022 City of Guelph property tax ratios, subclass discounts and corresponding tax rates, as set out in Attachment-1 to the report 2022-41 titled 2022 Property Tax Policy dated March 7, 2022, be approved.

Voting in Favour: (13): Mayor Guthrie, Councillor Allt, Councillor Bell, Councillor Billings, Councillor Caron, Councillor Downer, Councillor Gibson, Councillor Goller, Councillor Gordon, Councillor Hofland, Councillor MacKinnon, Councillor O'Rourke, and Councillor Salisbury

Carried (13 to 0)

10. Service Area - Public Services

Councillor MacKinnon assumed the role of Chair

11. Items for Discussion - Public Services

11.1 Community Benefit Agreements - Councillor O'Rourke Motion

Councillor O'Rourke provided opening remarks in regards to the motion.

Motion

Moved By Councillor O'Rourke

Seconded By Councillor Goller

1. That staff be directed to establish more rigorous accountability and reporting requirements for all Community Benefit Agreements in the amount of \$200,000 or more, and that staff include this information in the annual report to Council. This should include clear objectives and metrics.

Mayor Guthrie raised a point of order. Mayor Guthrie raised concerns regarding questioning towards Councillor O'Rourke as the mover. Chair MacKinnon requested that Councillor Gordon conclude the questioning.

Councillor O'Rourke raised a point of privilege. Councillor O'Rourke indicated that her commentary was not specific in referencing any Community Benefit Agreements. Councillor Allt corrected his statement as a result.

Amendment to the Motion

Moved By Mayor Guthrie

Seconded By Councillor Caron

1. That staff be directed to establish more **enhanced** reporting for all Community Benefit Agreements in the amount of \$200,000 or more, and that staff include this information in the annual report to Council. This should include clear objectives and metrics.

Voting in Favour: (13): Mayor Guthrie, Councillor Allt, Councillor Bell, Councillor Billings, Councillor Caron, Councillor Downer, Councillor Gibson, Councillor Goller, Councillor Gordon, Councillor Hofland, Councillor MacKinnon, Councillor O'Rourke, and Councillor Salisbury

Carried (13 to 0)

Motion as Amended

Moved By Councillor O'Rourke

Seconded By Councillor Goller

1. That staff be directed to establish more enhanced reporting for all Community Benefit Agreements in the amount of \$200,000 or more, and that staff include this information in the annual report to Council. This should include clear objectives and metrics.

Voting in Favour: (12): Mayor Guthrie, Councillor Allt, Councillor Bell, Councillor Billings, Councillor Caron, Councillor Downer, Councillor Gibson, Councillor Goller, Councillor Hofland, Councillor MacKinnon, Councillor O'Rourke, and Councillor Salisbury

Voting Against: (1): Councillor Gordon

Carried (12 to 1)

11.2 Community Benefit Agreements - Councillor Gibson Motion

Councillor Gibson provided opening remarks in regards to the motion.

Moved By Councillor Gibson

Seconded By Mayor Guthrie

1. That in alignment with the City of Guelph's Equity, Diversity and Inclusion goals, staff be directed to add a supplemental addendum to the Community Benefit Agreements between the City and the Investment Recipients, requesting their board members adopt the rules of ethical conduct, as are applicable to Investment Recipients, set out in the City's Code of Conduct for Members of Council and Local Boards.

Councillor Allt raised a point of privilege. Councillor Allt requested that Council abide by its rules of procedure regarding debate of the current motion. Chair MacKinnon recognized Councillor Allts statement and would consider it as Council continued their discussion.

The motion was withdrawn.

12. Service Area Chair and Staff Announcements

None

13. Notice of Motion

None

14. Adjournment

Moved By Councillor Billings

Seconded By Councillor Goller

That the meeting be adjourned (6:51 p.m.)

Voting in Favour: (13): Mayor Guthrie, Councillor Allt, Councillor Bell, Councillor Billings, Councillor Caron, Councillor Downer, Councillor Gibson, Councillor Goller, Councillor Gordon, Councillor Hofland, Councillor MacKinnon, Councillor O'Rourke, and Councillor Salisbury

Carried (13 to 0)

Mayor Guthrie

Stephen O'Brien - City Clerk