



Minutes of Guelph City Council

March 28, 2022, 6:30 p.m.

Remote meeting live streamed on guelph.ca/live

- 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
 - M. Ellis, General Manger, Human Resources
 - S. O'Brien, General Manager, City Clerk's Office/City Clerk
 - E. Barber, Board and Committee Coordinator
 - G. Meades, Council and Committee Coordinator
 - A. Sandor, Council and Committee Assistant

2. Open Meeting – 6:30 p.m.

Mayor Guthrie called the meeting to order. (6:30 p.m.)

3. Confirmation of Open Minutes

Moved By Councillor Hofland
Seconded By Councillor Gordon

That the minutes of the open Council Meetings held February 14 and 28, 2022, Special Council Meeting held February 28, 2022 and Committee of the Whole held February 7, 2022 be confirmed as recorded and without being read.

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)

4. Committee of the Whole Consent Report

The following item was extracted:

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

Moved By Councillor Hofland
Seconded By Councillor Allt

That the balance of the March 28, 2022 Committee of the Whole Consent Agenda as identified below be adopted:

4.1 797 Victoria Road North Debrief - 2022-76

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).

4.2 2022 Property Tax Policy - 2022-41

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.

4.3 Community Benefit Agreements - Councillor O'Rourke Motion

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)

5. Item for Discussion

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

First Motion

Moved By Councillor Hofland

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.

It was requested that each clause be separated.

First Amendment to Clause Two

Moved By Councillor Hofland

Seconded By Councillor Downer

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 **\$47,446** (job rate) annually.

Voting in Favour: (11): Mayor Guthrie, Councillor Allt, Councillor Bell, Councillor Caron, Councillor Downer, Councillor Goller, Councillor Gordon, Councillor Hofland, Councillor MacKinnon, Councillor O'Rourke, and Councillor Salisbury

Voting Against: (2): Councillor Billings, and Councillor Gibson

Carried (11 to 2)

Amendment to Clause One

Moved By Councillor Billings

Seconded By Councillor Gibson

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, **representing a 0% increase.**

Voting in Favour: (10): Mayor Guthrie, Councillor Bell, Councillor Billings, Councillor Caron, Councillor Gibson, Councillor Goller, Councillor Gordon, Councillor Hofland, Councillor MacKinnon, and Councillor Salisbury

Voting Against: (3): Councillor Allt, Councillor Downer, and Councillor O'Rourke

Carried (10 to 3)

Clause One as Amended

Moved By Councillor Hofland

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, representing a 0% increase.

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)

Clause Three

Moved By Councillor Hofland

Seconded By Councillor Downer

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.

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)

Amendment to Clause Four

Moved By Councillor Downer

Seconded By Councillor MacKinnon

4. That the current policy of conducting a formal market review for Council every four years, **during the last year of the Council's term of office, be conducted by City staff.**

Voting in Favour: (8): Mayor Guthrie, Councillor Bell, Councillor Billings, Councillor Caron, Councillor Downer, Councillor Gibson, Councillor Hofland, and Councillor MacKinnon

Voting Against: (5): Councillor Allt, Councillor Goller, Councillor Gordon, Councillor O'Rourke, and Councillor Salisbury

Carried (8 to 5)

Clause Four as Amended

Moved By Councillor Hofland

Seconded By Councillor Downer

4. That the current policy of conducting a formal market review for Council every four years, during the last year of the Council's term of office, be conducted by City staff.

Voting in Favour: (10): Mayor Guthrie, Councillor Bell, Councillor Billings, Councillor Caron, Councillor Downer, Councillor Gibson, Councillor Gordon, Councillor Hofland, Councillor MacKinnon, and Councillor Salisbury

Voting Against: (3): Councillor Allt, Councillor Goller, and Councillor O'Rourke

Carried (10 to 3)

Second Amendment to Clause Two

Moved By Councillor Billings

Seconded By Councillor Gibson

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 \$47,446 (job rate) annually, **representing a 14.57% increase.**

Voting in Favour: (5): Mayor Guthrie, Councillor Bell, Councillor Billings, Councillor Gibson, and Councillor MacKinnon

Voting Against: (8): Councillor Allt, Councillor Caron, Councillor Downer, Councillor Goller, Councillor Gordon, Councillor Hofland, Councillor O'Rourke, and Councillor Salisbury

Defeated (5 to 8)

Clause Two as Amended

Moved By Councillor Hofland

Seconded By Councillor Downer

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 \$47,446 (job rate) annually.

Councillor MacKinnon raised a point of order. Councillor MacKinnon requested clarity on current clause being voted on. Mayor Guthrie provided information to clarify.

Voting in Favour: (11): Mayor Guthrie, Councillor Allt, Councillor Bell, Councillor Caron, Councillor Downer, Councillor Goller, Councillor Gordon, Councillor Hofland, Councillor MacKinnon, Councillor O'Rourke, and Councillor Salisbury

Voting Against: (2): Councillor Billings, and Councillor Gibson

Carried (11 to 2)

Second Motion

Moved By Councillor Caron

Seconded By Councillor Salisbury

1. That staff be directed to work with OMERS and bring forward the requisite by-law to Council and to apply to the OMERS pension plan to include all City Council members upon the passing of such a by-law.

Voting in Favour: (11): Mayor Guthrie, Councillor Allt, Councillor Bell, Councillor Caron, Councillor Downer, Councillor Gibson, Councillor Goller, Councillor Gordon, Councillor Hofland, Councillor MacKinnon, and Councillor Salisbury

Voting Against: (2): Councillor Billings, and Councillor O'Rourke

Carried (11 to 2)

Third Motion

Moved By Councillor O'Rourke

Seconded By Councillor Allt

That staff be directed in future salary recommendations to conduct a total compensation analysis for the Mayor's salary and use that as the basis for comparison with other comparator municipalities.

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 Appointments to the Business License Appeals Committee - 2022-117

Moved By Councillor Hofland
Seconded By Councillor O'Rourke

1. That Councillor Caron, Mayor Guthrie, Councillor Goller, Councillor MacKinnon and Councillor Allt be appointed to the Business License Appeals Committee for a term ending November 15, 2022.

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)

6. By-laws

Moved By Councillor Gibson
Seconded By Councillor Hofland

That By-laws numbered (2022) - 20685, (2022) - 20691, and (2022) - 20693 to (2022) - 20699 are hereby passed.

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)

7. Mayor's Announcements

None

8. Adjournment

Moved By Councillor Billings
Seconded By Councillor Hofland

That Council is adjourned. (7:59 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