

The staff report "Managing the Impacts of Covid-19 states":

In response to the significant financial impacts of COVID-19, the City is taking steps to reduce expenditures. These include halting all discretionary spending, reviewing staffing requirements, halting non-critical hiring, and prioritizing capital projects. Early expenditure reduction estimates total \$4.8 million, however this continues to be refined by management. These revenue and expense figures do not yet include impacts of the City's local boards and shared service agents.

What has the city considered as discretionary spending as opposed to necessary spending. All we have seen is the city cutting 601 part time staff. What about laying off or reducing pay to full time staff in non essential areas. I have submitted for your information a letter I sent to councillors in Ward 6 and to the Mayor, including the Mayor's response.

I don't disagree with the safety precautions the City is taking to mitigate the spread of the disease. I am totally disappointed and find it unconscionable due the utter lack of a significant financial plan by the City to mitigate the impact to the many residents and many businesses who have lost their income. The only thing the city has offered is to delay payment of property taxes without penalty along with the aforementioned laying off of part time staff. If people and businesses have no income, how are they going to pay taxes. A deferral is a very minor concession by the City. The City management must wake up. This is not nearly enough. You have to cut a significant amount of expenses. Why is city paying people to stay home and not work. Not all these staff can possibly be in essential services:

Here is a select example:

1. CEO Library (closed) \$171,000
2. Director Operations Libarary (closed) \$124,000
3. Director Customer Service Library (closed) \$126,000
4. Manager IT Library (closed)\$114,000
5. Manager Guelph Museum (closed) \$112,000
6. Manager Recreation Services (closed) \$124,000
7. Manager Sleeman Centre (closed) \$112,000
8. General Manager Parks (reduced) \$150,000
9. General Manager Culture and Tourism (not happening) \$130,000
10. Program Manager Parks Infrastructure (closed) \$101,000
11. Human Resources Advisor(staff reduced) \$102,000
12. Payroll and Benefits Specialist (staff reduced) \$110,000
13. Compensation and Data Analyst (why?) \$105,000
14. Manager Talent and Organizational Development \$125,000
15. Talent and Organizational Specialist\$102,000
16. Manager Court Operations (courts closed) \$112,000
17. Program Manager Permits (not being issued) \$103,000
18. Construction Inspector (no construction) \$102,000
19. General Manager Corporate Communications \$140,000
20. Manager Corporate Communications \$102,000
21. Executive Director Smart Cities \$164,000
22. Manager Smart Cities \$119,000
23. Senior Corporate Analyst Financial Strategy \$102,000
24. Manager Financial Strategy \$120,000
25. Internal Auditor \$105,000
26. Manager Client Financial Services \$102,000

Summary by area:

- Library 4 management \$535,000
- Recreation and parks 6 management \$729,000
- Human Resources 5 management \$544,000
- Court operations 1 manager \$112,000
- Communications 2 managers \$242,000
- Smart Cities 2 managers \$283,000
- Permits and construction 2 people \$205,000
- Finance 4 positions \$429,000

Total of above \$3,079,000

This list is not meant to be complete, but are the obvious discretionary positions. There are significant numbers of other employees in these areas that are not providing essential services to the city. This could easily amount to tens of millions of dollars plus there is probably a number of non value added activities in the areas considered essential. There are also less obvious 'non essential' areas represented in Public Salary Disclosure listing. Executive Management should also be taking a salary cut at this time to show leadership in cost cutting. The proposal to borrow \$100,000,000 is unwarranted when significant savings can be found internally. Even though interest rates are low, this will just add to the tax burden in future years. Has the city done a review of how much in billed taxes will be uncollectible this year? If there is a material amount going to bad debts, the city will be operating with a deficit year which violates the Municipal Act. No amount of borrowing will make the deficit go away since borrowing is a balance sheet item, not an operating item. The only way to avoid a deficit is to cut costs to match shortfall in revenue. If the city is using reserves, are these coming from the infrastructure additional billing, storm water billing both of which were intended to cover specific infrastructure concerns? If you use these reserves what happens in future years?

The mayor in his reply to me said he is “[up for guiding us through this](#)”. I hope that Council is as well.

Sincerely,

Pat Fung, B.Comm., CPA, CA

Attached: Letter to Ward 6 Councillors and Mayor along with reply from Mayor

Attachment:

RE: City of Guelph Property taxes

Pat,

I'd suggest you wait until the agenda is out for the upcoming Thursday Council meeting. These are uncharted waters we're navigating through this emergency and I can assure you I'm up for guiding us through it.

Cam Guthrie
Mayor - City of Guelph

From: pat.fung pat.fung [REDACTED]
Date: Saturday, Apr 11, 2020, 7:20 PM
To: Cam Guthrie <Cam.Guthrie@guelph.ca>, Dominique O'Rourke <Dominique.ORourke@guelph.ca>, Mark MacKinnon <Mark.MacKinnon@guelph.ca>
Subject: City of Guelph Property taxes

I've read in various online publications that the City will not be charging penalties for late payments to help Guelphites. This is not enough. The City MUST cut taxes and thus MUST cut expenditures.

Global News:

<https://globalnews.ca/news/6719960/coronavirus-guelph-property-taxes/>

Guelph Mercury:

<https://www.guelphmercury.com/news-story/9914060-guelph-looks-to-waive-delay-fees-during-coronavirus-crisis/>

Guelph Mercury:

<https://www.guelphmercury.com/news-story/9910754-city-of-guelph-employees-sent-home-continue-to-be-paid-during-coronavirus-outbreak/>

See the recent article in Guelph Today on "Remote Delegations" especially comments by various readers:

https://www.guelphtoday.com/local-news/remote-delegations-allowed-at-upcoming-emergency-meeting-of-guelph-city-council-2244510?utm_source=Email&utm_medium=Email&utm_campaign=Email

There are a number of reader comments asking the city to cut its expenses in nonessential areas. As you know I have appeared at Budget Delegations for many years now proposing the same thing. It is time do this now.

Other than not hiring new part timers or laying off existing part timers, what is council doing about full time employees that work in non essential areas? The recent Trib articles said staff are being sent home but would continue to be paid. This is absolutely unacceptable. It won't be enough for the taxpayers to merely not have late fees applied to property taxes paid after the due date of April 30th. There are many people now unemployed and many businesses shuttered. The city has to cut back on its expenditures to help the citizens and businesses of the city cope with the property tax bill. If you don't, council is acting responsibly with regards to our finances.

Sure it will hurt to lay off or reduce salaries of full time employees, but it is something that must be done in this current environment. Attached is a list from the salary disclosure from Ontario. I've highlighted a few positions that are questionable to have during this crisis. The managers in these areas and staffing should be reduced. Just to list a few, we cannot afford to keep paying at full rates:

1. Manager Guelph Museum (closed)
2. Director of Operations Guelph Public Library (closed)
3. Program Manager Trail Areas and Natural Areas Stewardship (aren't these closed)
4. Human Resources Advisor (less staff equals less work)
5. Payroll and Benefits Specialist (all HR function should shrink with fewer employees and hiring)
6. Manager Recreation Services (these are all closed)
7. Manager Financial Strategy and Long Term Planning (can we afford this at this time?)
8. Director of Customer Service Guelph Public Library (closed)
9. Manager Court Operations (courts closed)
10. Program Manager Forestry (can we afford this now?)
11. General Manager Parks and Recreation (closed)
12. General Manager Operations (what area?)
13. Manager Community Investment (what's happening here if city is basically shutdown)
14. Strategic Business Advisor (seems questionable in current environment)
15. Manager Sleeman Civic Precinct Events (Centre is closed)
16. Senior Corporate Analyst Financial Strategy (see #7 above why need 2?)
17. Internal Audit Specialist (this seems like a nice to have in today's environment)
18. Manager Smart Cities (is this essential?)
19. Program Manager Recreation Support Services (see #6 and 15 above)
20. Chief Executive Officer Guelph Public Library (closed)
21. General Manager Culture Tourism and Community Investment (is this really essential?)
22. Manager Information Technology Guelph Public Library (closed)
23. Strategic Advisor (2 positions) see also 7 and 16 above)
24. Manager Corporate Communications (the whole communications department should be scaled back)
25. Talent and Organizational Development Specialist
26. Manager Talent and Organizational Development (see 25 above)
27. Construction Inspector (most construction is shut down)
28. Program Manager Permits (with City Hall closed why is this necessary?)
29. Compensation and Data Analyst (can't afford all these compensation people)
30. Program Manager Parks Infrastructure and Horticulture (parks basically shut)
31. General Manager Corporate Communications and Customer Service (with scaled back overall operations this area should be reduced) see 24 above
32. Executive Director Smart Cities (see 18 above why 2 in this area?)

There are others highlighted on the list, but the titles do not give enough information to form an opinion one way or the other. Some of the positions above have staff associated with them. You should be looking at reducing the staff complements as well.

The premier has stated that nonessential services be discontinued. I would expect that as a City we would not be spending these areas either, since they are to be discontinued.

Sincerely,

Pat Fung, B. Comm., CPA

Ward 6

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| Sector | Last Name | First Name | Salary Paid | Taxable Ber | Employer | Job Title |
|---------------------------|--------------------|-------------|--------------|-------------|----------------|---|
| Municipalities & Services | Abushawar | Loai | \$105,584.39 | \$1,503.40 | City Of Guelph | Corporate Applications Analyst |
| Municipalities & Services | Adkin | Tammy | \$112,259.70 | \$945.88 | City Of Guelph | Manager Guelph Museums |
| Municipalities & Services | Aitkens | Jeffrey | \$130,777.60 | \$1,251.96 | City Of Guelph | Deputy City Solicitor |
| Municipalities & Services | Allen | Paul | \$110,054.81 | \$938.52 | City Of Guelph | Senior Program Manager Health and Safety |
| Municipalities & Services | Amaral | Jose | \$123,483.22 | \$1,038.44 | City Of Guelph | Manager Fleet Services |
| Municipalities & Services | Atkins | Dan | \$124,352.25 | \$935.80 | City Of Guelph | Director Operations Guelph Public Library |
| Municipalities & Services | Baker | Tara | \$160,073.26 | \$1,925.12 | City Of Guelph | General Manager Finance/City Treasurer |
| Municipalities & Services | Ballah | Victoria | \$112,367.64 | \$945.88 | City Of Guelph | Manager Prosecutions and Facility Operations |
| Municipalities & Services | Banting | Bruce | \$123,483.22 | \$0.00 | City Of Guelph | Associate Solicitor |
| Municipalities & Services | Bartholomew | Michael | \$103,474.03 | \$863.44 | City Of Guelph | Geographic Information System Analyst Information Technology Se |
| Municipalities & Services | Beaton | David | \$106,737.25 | \$844.24 | City Of Guelph | Program Manager Trails and Natural Areas Stewardship |
| Municipalities & Services | Beaton | Jeffrey | \$102,042.08 | \$863.44 | City Of Guelph | Human Resources Advisor |
| Municipalities & Services | Bechard | Sue | \$109,931.63 | \$781.92 | City Of Guelph | Payroll Pension and Benefits Specialist |
| Municipalities & Services | Bell | Marcus | \$102,042.08 | \$863.44 | City Of Guelph | Supervisor Corporate Property Maintenance |
| Municipalities & Services | Boyle | David | \$124,158.83 | \$1,464.80 | City Of Guelph | Manager Information Technology Infrastructure |
| Municipalities & Services | Briggs | Lynne | \$123,483.22 | \$1,038.44 | City Of Guelph | Manager Recreation Services |
| Municipalities & Services | Brossault | Alexandre | \$112,259.70 | \$945.88 | City Of Guelph | Program Manager Geographical Information System and Data |
| Municipalities & Services | Brown | Anthony | \$108,219.54 | \$503.07 | City Of Guelph | Lead House Technician |
| Municipalities & Services | Castellan Aldunate | Melissa | \$135,831.76 | \$1,130.00 | City Of Guelph | Manager Policy Planning and Urban Design |
| Municipalities & Services | Clark | Walter Grej | \$120,042.20 | \$999.96 | City Of Guelph | Manager Financial Strategy and Long Term Planning |
| Municipalities & Services | Clarke | Nancy | \$125,711.92 | \$995.40 | City Of Guelph | Director Customer Service Guelph Public Library |
| Municipalities & Services | Connell | Heather | \$124,502.41 | \$1,014.56 | City Of Guelph | Manager Business and Technical Services |
| Municipalities & Services | Cooper | Christopher | \$181,177.94 | \$2,111.12 | City Of Guelph | General Manager Legal Realty and Court Services/City Solicitor |
| Municipalities & Services | Demanche | Mike | \$102,041.98 | \$859.76 | City Of Guelph | Corporate Applications Analyst |
| Municipalities & Services | Desrosiers | Yvan-Denis | \$112,259.70 | \$945.88 | City Of Guelph | Manager Court Operations |
| Municipalities & Services | Devriendt | Chris | \$126,702.38 | \$1,432.76 | City Of Guelph | Manager Development Planning |
| Municipalities & Services | Drewery | Randy | \$105,290.25 | \$844.24 | City Of Guelph | Program Manager Forestry |
| Municipalities & Services | Einwechter | Sasha | \$140,259.85 | \$1,554.72 | City Of Guelph | General Manager Information Technology |
| Municipalities & Services | Embro | Louis | \$102,395.31 | \$863.22 | City Of Guelph | Manager Corporate Building Maintenance |
| Municipalities & Services | Fischer | Adam | \$123,483.72 | \$1,464.80 | City Of Guelph | Manager Information Technology Service Desk |
| Municipalities & Services | Flaherty | Heather | \$149,400.64 | \$1,851.80 | City Of Guelph | General Manager Parks and Recreation |
| Municipalities & Services | Fleischhacker | Darcie | \$102,042.08 | \$863.44 | City Of Guelph | Information Technology Project Manager |
| Municipalities & Services | Gayman | Terry | \$139,853.37 | \$1,267.56 | City Of Guelph | General Manager Engineering and Transportation Services |
| Municipalities & Services | Godfrey | Douglas | \$143,037.90 | \$1,786.80 | City Of Guelph | General Manager Operations |
| Municipalities & Services | Goss | Alex | \$112,531.37 | \$933.04 | City Of Guelph | Manager Community Investment |
| Municipalities & Services | Grassi | Margaret | \$109,071.10 | \$909.57 | City Of Guelph | Strategic Business Advisor |
| Municipalities & Services | Grau | Rich | \$112,259.70 | \$25.32 | City Of Guelph | Manager Sleeman Civic Precinct Events |
| Municipalities & Services | Gregson | Christel | \$102,042.08 | \$863.44 | City Of Guelph | Senior Corporate Analyst Financial Strategy |
| Municipalities & Services | Hall | James | \$102,042.08 | \$863.44 | City Of Guelph | Development Infrastructure Engineer |
| Municipalities & Services | Hanson | Robert | \$115,920.33 | \$548.46 | City Of Guelph | Lead Environmental Protection Officer |
| Municipalities & Services | Hughes | Katherine | \$123,483.22 | \$1,038.44 | City Of Guelph | Associate Solicitor Real Estate Development |
| Municipalities & Services | Jefferson | Luke | \$111,211.51 | \$934.14 | City Of Guelph | Manager Open Space Planning |
| Municipalities & Services | Jelacic | Robert | \$105,075.77 | \$885.71 | City Of Guelph | Internal Audit Specialist |
| Municipalities & Services | Kellman | Philip | \$107,934.01 | \$400.84 | City Of Guelph | Lead Hand Boulevards |
| Municipalities & Services | Kennedy | Cathy | \$113,986.74 | \$961.44 | City Of Guelph | Manager Smart Cities |
| Municipalities & Services | Kornelsen | Wendy | \$112,259.70 | \$945.88 | City Of Guelph | Program Manager Recreation Support Services |
| Municipalities & Services | Kraft | Steven | \$171,235.46 | \$1,282.12 | City Of Guelph | Chief Executive Officer Guelph Public Library |
| Municipalities & Services | Kustra | Danna | \$130,087.82 | \$1,681.40 | City Of Guelph | General Manager Culture Tourism and Community Investment |
| Municipalities & Services | Kwan | Andrew | \$113,660.96 | \$924.84 | City Of Guelph | Manager Information Technology Guelph Public Library |
| Municipalities & Services | Laur | Jeremy | \$123,068.18 | \$1,977.48 | City Of Guelph | Chief Building Official/Manager Building Services |
| Municipalities & Services | Laursen | Kari | \$105,044.43 | \$1,138.81 | City Of Guelph | Compensation and Data Analyst |
| Municipalities & Services | Lin | Dong | \$104,740.76 | \$1,298.08 | City Of Guelph | Enterprise Integration Specialist |
| Municipalities & Services | Maeresera | Ronald | \$102,042.08 | \$863.44 | City Of Guelph | Senior Corporate Analyst Financial Planning |
| Municipalities & Services | Marcus | Anthony Gl | \$108,442.00 | \$909.57 | City Of Guelph | Strategic Business Advisor |
| Municipalities & Services | Martinell | David | \$102,181.75 | \$950.67 | City Of Guelph | Construction Inspector |
| Municipalities & Services | May | Jeff | \$102,449.90 | \$859.76 | City Of Guelph | Corporate Applications Analyst |
| Municipalities & Services | Mcdonough | Stewart | \$101,501.76 | \$811.24 | City Of Guelph | Community Activator |
| Municipalities & Services | McMahon | Dylan | \$102,253.45 | \$855.20 | City Of Guelph | Manager Legislative Services/Deputy City Clerk |
| Municipalities & Services | McCreynolds | Colin | \$114,842.17 | \$938.80 | City Of Guelph | Manager Business Solutions |
| Municipalities & Services | Milhomens | Mary Jo | \$102,042.08 | \$863.44 | City Of Guelph | Manager Corporate Communications |
| Municipalities & Services | Moussa | Daniel | \$108,674.77 | \$800.15 | City Of Guelph | Information Technology Infrastructure Specialist |
| Municipalities & Services | Narayanan | Muralithar | \$107,100.16 | \$1,119.76 | City Of Guelph | Corporate Applications Analyst |
| Municipalities & Services | Newland | Karen | \$123,483.32 | \$1,038.44 | City Of Guelph | Manager Finance Client Services |
| Municipalities & Services | Nuhn | William | \$112,259.70 | \$945.88 | City Of Guelph | Manager Theatre Civic Events |
| Municipalities & Services | O'Brien | Stephen | \$149,400.64 | \$1,851.80 | City Of Guelph | General Manager City Clerk's Office/City Clerk |
| Municipalities & Services | Oliver | Joanne | \$102,103.76 | \$863.44 | City Of Guelph | Talent and Organizational Development Specialist |
| Municipalities & Services | Petroczi | Laszlo | \$131,798.97 | \$1,033.86 | City Of Guelph | General Manager Guelph Junction Railroad |
| Municipalities & Services | Pletch | Kerry-Ann | \$123,483.22 | \$1,038.44 | City Of Guelph | Manager Talent and Organizational Development |
| Municipalities & Services | Pradhan | Manjusha | \$105,728.52 | \$890.92 | City Of Guelph | Manager Data Delivery Digital |
| Municipalities & Services | Richardson | Bob | \$104,916.00 | \$493.71 | City Of Guelph | Construction Inspector |
| Municipalities & Services | Rider | Peter | \$122,940.44 | \$1,038.44 | City Of Guelph | Sourcewater Risk Management Official |
| Municipalities & Services | Robertson | Lorna | \$102,041.98 | \$859.76 | City Of Guelph | Corporate Applications Analyst |
| Municipalities & Services | Rosenberg | Nicholas | \$102,782.36 | \$1,031.35 | City Of Guelph | Program Manager Permits |
| Municipalities & Services | Salter | Todd | \$160,541.06 | \$1,974.60 | City Of Guelph | General Manager Planning and Building Services |
| Municipalities & Services | Sambol | Chris | \$102,042.08 | \$1,070.44 | City Of Guelph | Geographic Information System Analyst Information Technology Se |
| Municipalities & Services | Saxena | Sanjay | \$103,298.71 | \$861.60 | City Of Guelph | Compensation and Data Analyst |
| Municipalities & Services | Sayyed | Bashar | \$100,719.33 | \$798.36 | City Of Guelph | Program Manager Parks Infrastructure and Horticulture |
| Municipalities & Services | Scott | Chad | \$128,033.32 | \$1,014.56 | City Of Guelph | Manager Logistics and Site Operations |
| Municipalities & Services | Singsomboon | Sombat | \$104,644.37 | \$1,823.44 | City Of Guelph | Corporate Applications Analyst |
| Municipalities & Services | Slater | Jennifer | \$102,041.78 | \$858.88 | City Of Guelph | Manager Information Privacy and Elections/Deputy City Clerk |
| Municipalities & Services | Smith | Jennifer | \$109,010.85 | \$1,860.96 | City Of Guelph | Manager Corporate and Community Strategic Initiatives |
| Municipalities & Services | Sprigg | Tara | \$135,831.96 | \$1,730.88 | City Of Guelph | General Manager Corporate Communications and Customer Service |
| Municipalities & Services | Starchuk | Jean | \$101,733.71 | \$863.44 | City Of Guelph | Project Manager Facilities |
| Municipalities & Services | Stewart | Scott | \$232,579.29 | \$8,567.51 | City Of Guelph | Chief Administrative Officer |
| Municipalities & Services | Sullivan | Kate | \$102,042.08 | \$1,298.08 | City Of Guelph | Communication Advisor |
| Municipalities & Services | Swartzentruber | Barbara | \$163,480.08 | \$1,949.84 | City Of Guelph | Executive Director Smart Cities |
| Municipalities & Services | Talpur | Mohsin | \$103,776.94 | \$863.44 | City Of Guelph | Development Environmental Engineer |
| Municipalities & Services | Thomas | Mathew | \$109,880.07 | \$873.73 | City Of Guelph | Enterprise Architect |
| Municipalities & Services | Vilkko | Antti | \$149,400.84 | \$1,896.32 | City Of Guelph | General Manager Facilities Management |