

I worked for a few years as a trained and certified Human Resources professional in the public health sector. During that time I and my colleagues conducted several market comparisons of compensation for various employee groups/positions in order to evaluate and adjust our own compensation for the same employee groups/positions. This is standard procedure and best practice. It is done to ensure that we are offering fair and reasonable compensation in comparison to other employers who want to hire and employ the same talent we need to have on staff to operate. There are many other factors that are considered but essentially you want to pay about the same or a little more than other employers so that you can attract the better qualified and more experienced members of the workforce. This makes good sense in a competitive labour market. The very narrow variation in compensation for essentially identical jobs across the province is evidence of this.

I would suggest applying this same logic to the positions of Councillor and Mayor is a categorical error. Elected members of local government are NOT employees. They are NOT in a competitive labour market. Councillors and Mayors do NOT job hop from municipality to municipality seeking better compensation and/or professional development. Municipalities are NOT trying to attract and recruit elected officials away from other municipalities. Therefore, what other local governments pay their elected officials is largely irrelevant. The wild variation in compensation of Councillors and Mayors across the province is evidence of this.

What elected officials ARE is representatives. What they DO is governance (as opposed to fulfill a job description/role under supervision like an employee does). Given these facts I would propose that the primary consideration for determining Council compensation should be that it is sufficient to ensure NO ONE is discouraged from considering being a candidate for office on financial grounds REGARDLESS of their life circumstances. This implies that the compensation should be at minimum enough to live comfortably with no other source of income. Therefore I suggest that compensation be indexed to some multiple of the living wage - that is, the actual cost of living in Guelph. I have created the below table as an illustration. (attached to this email as well)

minimum wage (35 hours/week)	32,032				
minimum wage (40 hours/week)	36,608				
median income Guelph	41,421				
living wage Guelph	41,860				
current councillor income*	52,856 *				
1.5 x living wage	62,790				
1.75 x living wage	73,255				
current mayor income*	168,890 *				

*base pay only - does NOT include benefits, pension, etc.

NOTE: Apparently the median individual income in Guelph has slipped BELOW the living wage (i.e. the cost of living).

This implies at least half of residents do not make enough to live financially sustainable lives let alone save for the future.

This is extremely concerning.

Thank you for your consideration.

Take care.

Kevin Bowman