



## Windsor City Council Compensation Review Survey 2018 Synopsis

August 27, 2018

On June 26, 2018 the Council Compensation Review Committee requested that Corporate Communications help create a survey to solicit public feedback on the issue of council compensation and the pending loss of the 1/3 tax free status received by the Mayor and Council.

Using the standard Corporate Survey Monkey account and template, Communications along with the Committee, created a short survey of 13 targeted questions and two general demographic questions for a total of 15 questions.

### Goals of the Survey:

- Keep it concise to ensure residents won't feel it a burden to complete, but ask enough questions to glean worthwhile information
- Ask questions that not only solicit feedback on the issue, but can also educate
- Target a return rate of 400 responses, which is in-keeping with a positive return sample for a City of 200,000 residents

### Distribution:

- A news release was issued on July 6 explaining the council compensation review and requesting feedback from residents through our survey; the information was also posted on our Corporate website
- Social media posts soliciting survey participation were shared between July 6 and August 8
- Public meetings were advertised in the Windsor Star July 28 and August 1 and included reference to the survey

### Outcome:

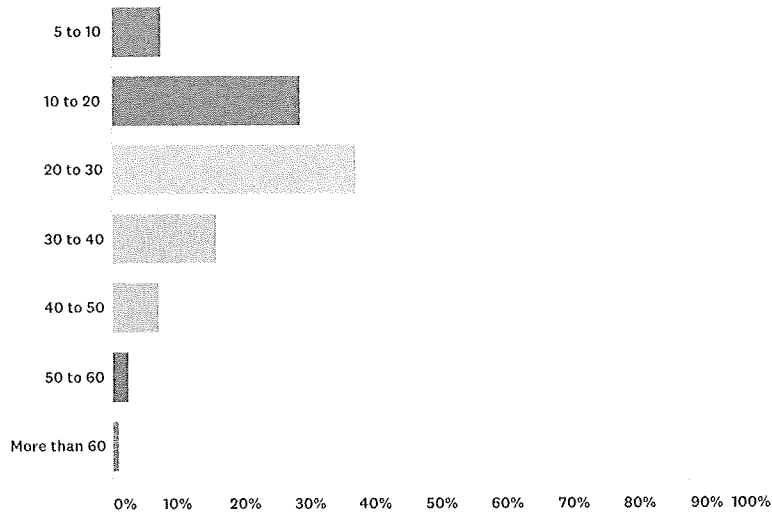
- The average length of time to complete the survey was 4 minutes
- The number of surveys completed was 719 and a 100% completion rate was achieved

### Overall:

The survey uptake was a huge success!

Q1 Windsor City Councillor positions are part-time. Please estimate how many hours of work you believe a City Councillor puts in weekly?

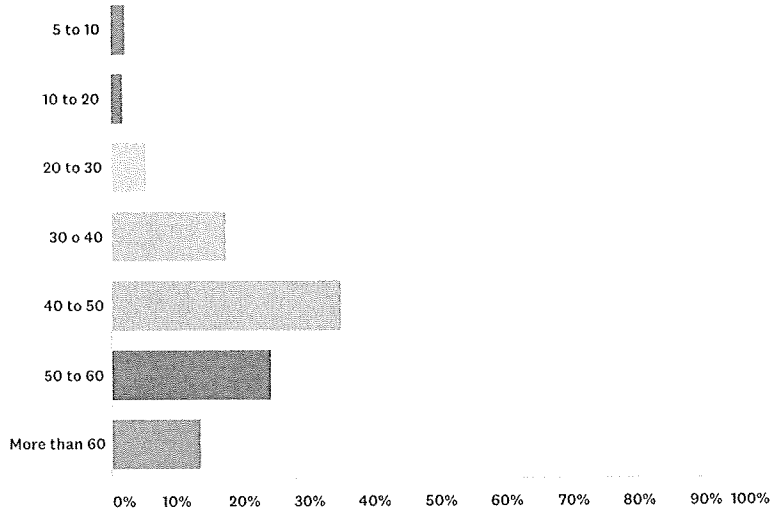
Answered: 719 Skipped: 0



ANSWER CHOICES	RESPONSES	
5 to 10	7.51%	54
10 to 20	28.65%	206
20 to 30	37.27%	268
30 to 40	15.86%	114
40 to 50	7.09%	51
50 to 60	2.50%	18
More than 60	1.11%	8
TOTAL		719

Q2 Windsor's Mayoral position is full-time. Please estimate how many hours of work you believe the Mayor puts in weekly.

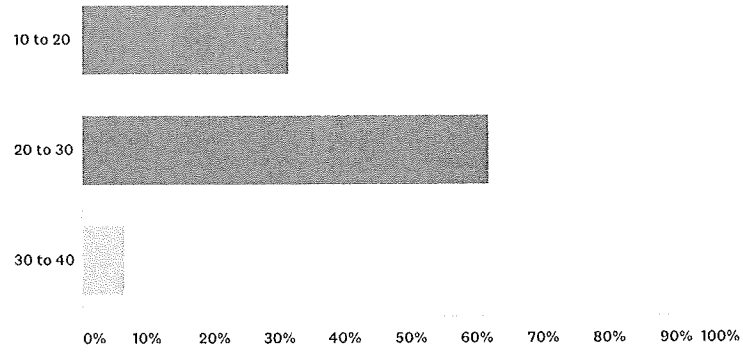
Answered: 719 Skipped: 0



ANSWER CHOICES	RESPONSES	
5 to 10	2.23%	16
10 to 20	1.81%	13
20 to 30	5.42%	39
30 to 40	17.52%	126
40 to 50	35.05%	252
50 to 60	24.34%	175
More than 60	13.63%	98
TOTAL		719

### Q3 How many hours do you feel a part-time job should amount to?

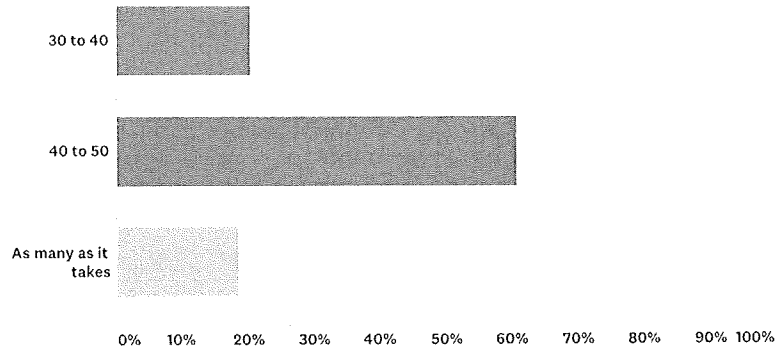
Answered: 719 Skipped: 0



ANSWER CHOICES	RESPONSES	
10 to 20	31.57%	227
20 to 30	61.89%	445
30 to 40	6.54%	47
TOTAL		719

### Q4 How many hours do you feel a full-time job should amount to?

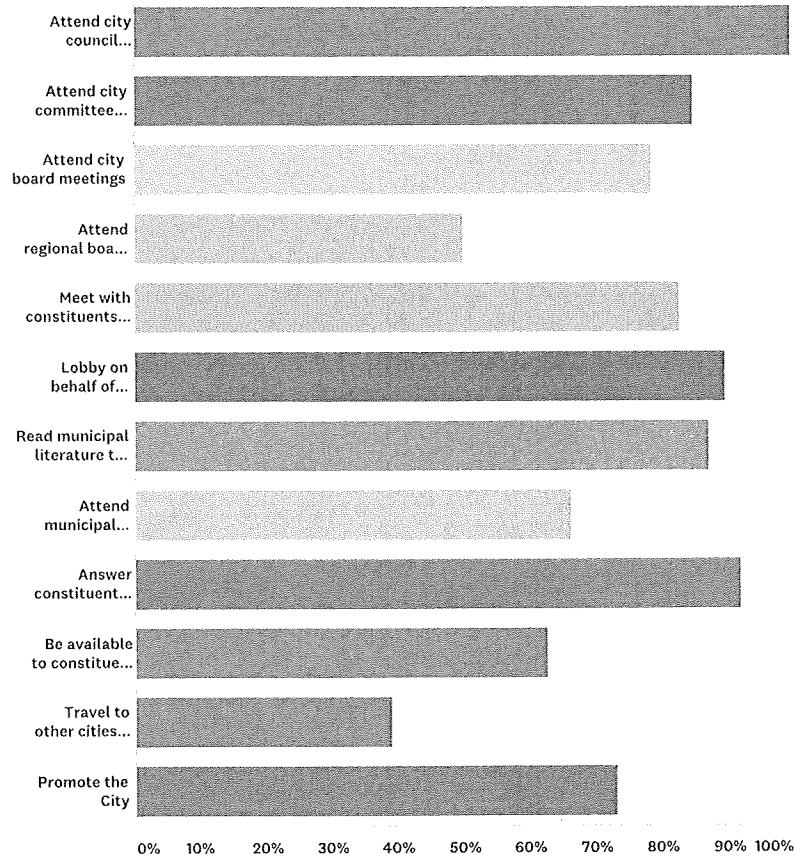
Answered: 719 Skipped: 0



ANSWER CHOICES	RESPONSES	
30 to 40	20.45%	147
40 to 50	60.92%	438
As many as it takes	18.64%	134
TOTAL		719

Q5 Select as many of the following that you believe to be the responsibility of City Councillors.

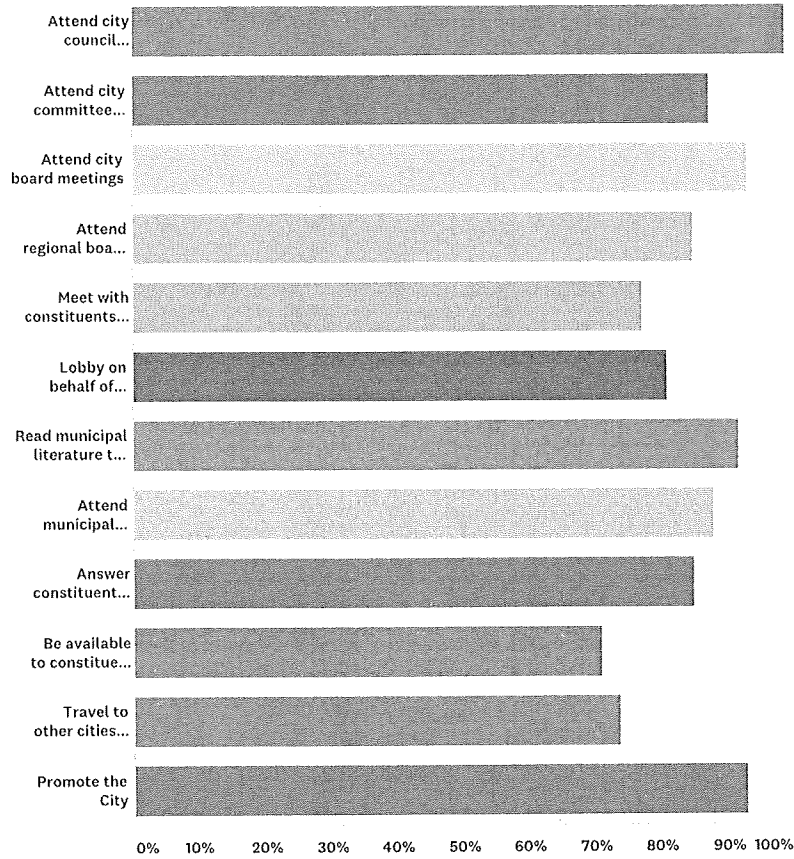
Answered: 719 Skipped: 0



ANSWER CHOICES	RESPONSES	
Attend city council meetings	99.72%	717
Attend city committee meetings	84.98%	611
Attend city board meetings	78.58%	565
Attend regional board meetings	49.93%	359
Meet with constituents regularly	82.75%	595
Lobby on behalf of constituent needs	89.85%	646
Read municipal literature to stay current on issues and trends	87.20%	627
Attend municipal events	66.34%	477
Answer constituent questions	92.07%	662
Be available to constituents via social media	62.87%	452
Travel to other cities for conferences to stay current on issues and trends	39.22%	282
Promote the City	73.30%	527
Total Respondents: 719		

Q6 Select as many of the following that you believe to be the responsibility of the Mayor.

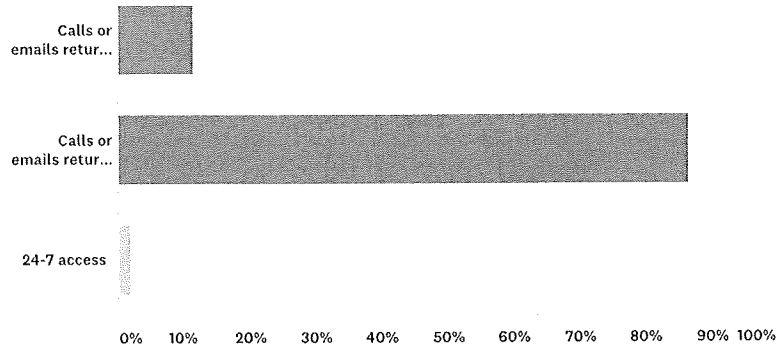
Answered: 719 Skipped: 0



ANSWER CHOICES	RESPONSES	
Attend city council meetings	99.17%	713
Attend city committee meetings	87.62%	630
Attend city board meetings	93.32%	671
Attend regional board meetings	85.12%	612
Meet with constituents regularly	77.47%	557
Lobby on behalf of constituent needs	81.08%	583
Read municipal literature to stay current on issues and trends	91.79%	660
Attend municipal events	88.18%	634
Answer constituent questions	85.12%	612
Be available to constituents via social media	71.07%	511
Travel to other cities for conferences to stay current on issues and trends	73.85%	531
Promote the City	93.18%	670
Total Respondents: 719		

Q7 What do you believe the appropriate availability of Councillors to constituents to be? Please check the most appropriate box.

Answered: 719 Skipped: 0



**ANSWER CHOICES**

Calls or emails returned daily, seven days a week  
 Calls or emails returned within 1-3 business days  
 24-7 access  
 TOTAL

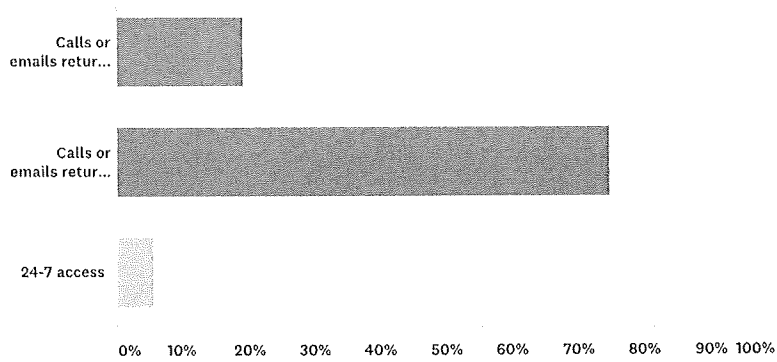
**RESPONSES**

11.54%      83  
 86.65%      623  
 1.81%      13  
 719



Q8 What do you believe the appropriate availability of the Mayor to constituents to be? Please check the most appropriate box.

Answered: 719 Skipped: 0



**ANSWER CHOICES**

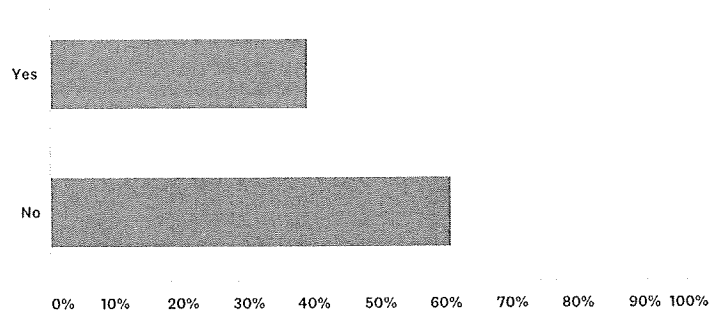
Calls or emails returned daily, seven days a week  
 Calls or emails returned within 1-3 business days  
 24-7 access  
 TOTAL

**RESPONSES**

19.33%      139  
 74.97%      539  
 5.70%        41  
 719

Q9 Elected Municipal Officials receive a 1/3 tax free allowance, but the Federal Government is ending this in 2019. Should the loss to the take home pay for the elected official be made up?

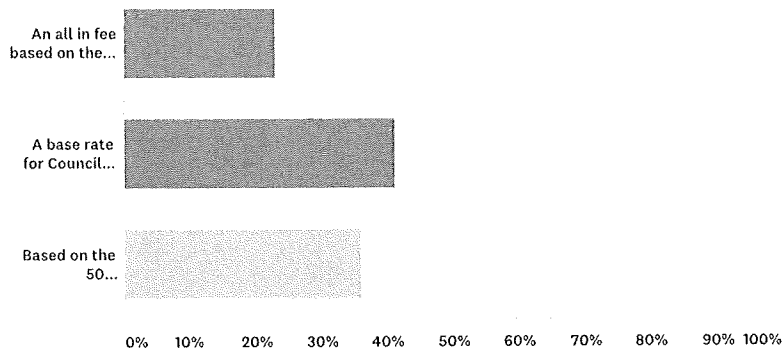
Answered: 719 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	39.08%	281
No	60.92%	438
TOTAL		719

### Q10 How do you feel the Mayor and City Councillors pay should be calculated?

Answered: 719 Skipped: 0



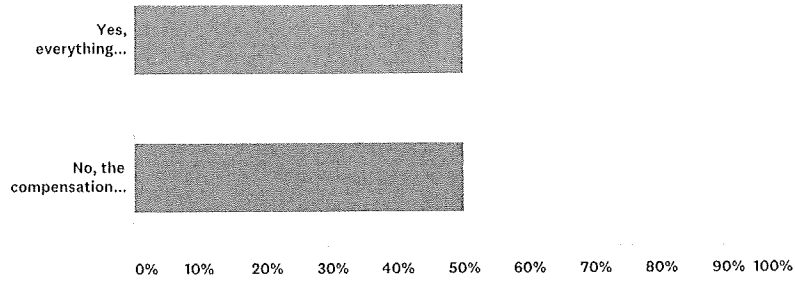
**ANSWER CHOICES**

**RESPONSES**

An all in fee based on the 50th percentile/average of comparator municipalities	22.95%	165
A base rate for Council duties and additional amounts for each board and committee served on	41.17%	296
Based on the 50 percentile/average salary in Windsor	35.88%	258
<b>TOTAL</b>		<b>719</b>

### Q11 The last time the Mayor or Council compensation was changed was 2005? Do you feel it should change in 2019?

Answered: 719 Skipped: 0



**ANSWER CHOICES**

Yes, everything costs more now and wages need to be commensurate

No, the compensation is enough, even with the 1/3 tax loss

TOTAL

**RESPONSES**

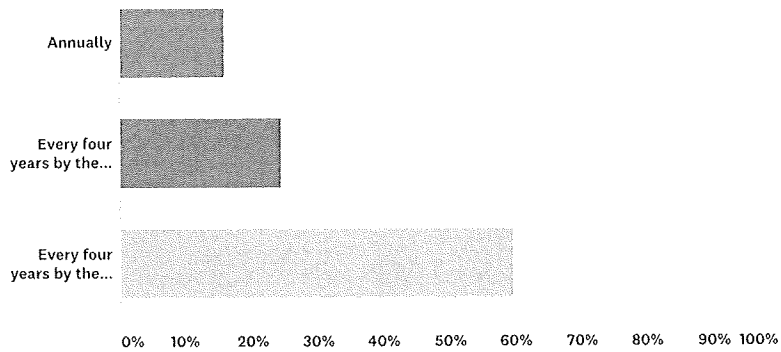
49.93% 359

50.07% 360

719

### Q12 How often do you believe the pay for the Mayor and Councillors should be reviewed?

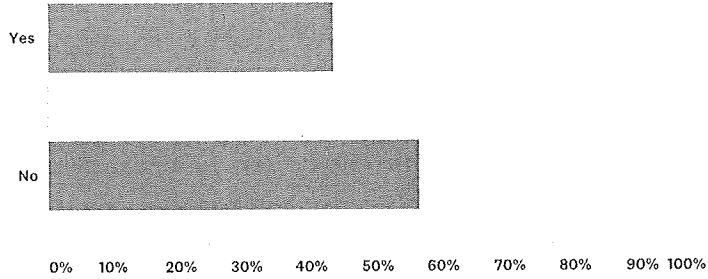
Answered: 719 Skipped: 0



ANSWER CHOICES	RESPONSES	
Annually	15.99%	115
Every four years by the incoming council	24.48%	176
Every four years by the outgoing council	59.53%	428
TOTAL		719

Q13 Do you believe pay for the Mayor and Council should be tied to an annual standardized mechanism that automatically calculates increases or decreases (ie cost of living)?

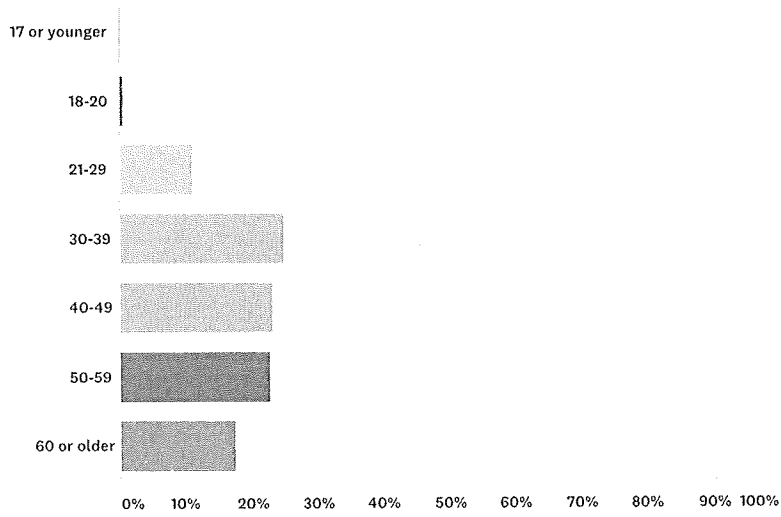
Answered: 719 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	43.53%	313
No	56.47%	406
TOTAL		719

### Q14 Which group includes your age?

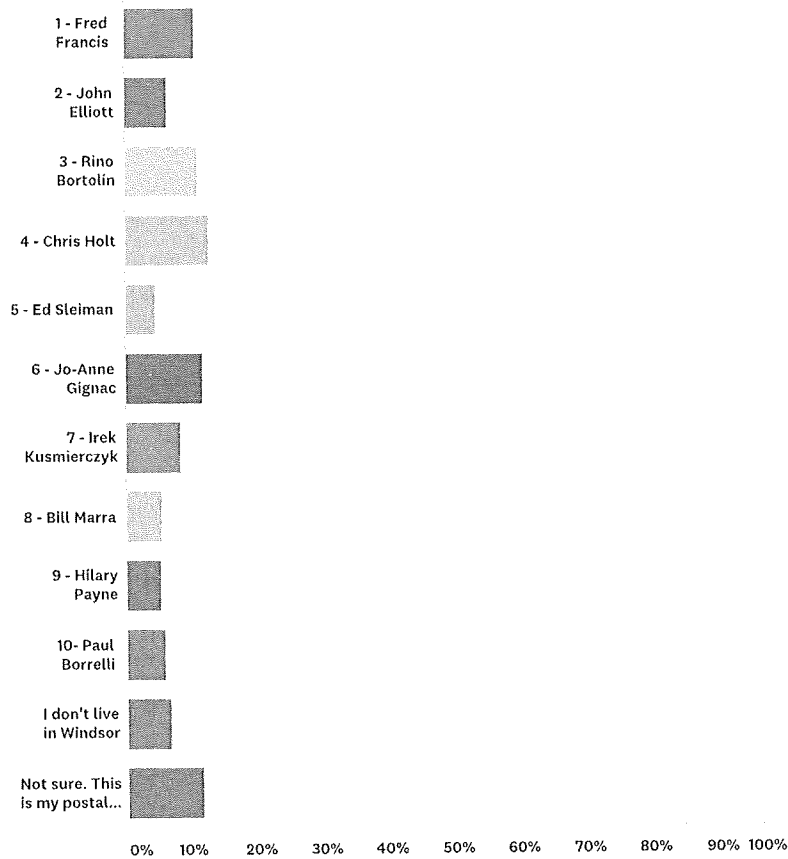
Answered: 718 Skipped: 1



ANSWER CHOICES	RESPONSES	
17 or younger	0.14%	1
18-20	0.56%	4
21-29	11.00%	79
30-39	24.93%	179
40-49	23.12%	166
50-59	22.70%	163
60 or older	17.55%	126
TOTAL		718

### Q15 What Ward do you live in?

Answered: 719 Skipped: 0



ANSWER CHOICES	RESPONSES	
1 - Fred Francis	10.71%	77
2 - John Elliott	6.40%	46
3 - Rino Bortolin	10.99%	79
4 - Chris Holt	12.80%	92
5 - Ed Sleiman	4.59%	33
6 - Jo-Anne Gignac	11.68%	84
7 - Irek Kusmierczyk	8.34%	60
8 - Bill Marra	5.42%	39
9 - Hilary Payne	5.15%	37
10- Paul Borrelli	5.84%	42
I don't live in Windsor	6.68%	48
Not sure. This is my postal code:	11.40%	82
TOTAL		719

#	NOT SURE. THIS IS MY POSTAL CODE:	DATE
1	N8Y 4V1	8/11/2018 10:20 AM
2	N9A4M8	8/9/2018 10:15 AM
3	N8S2L9	8/9/2018 8:06 AM
4	N9E 2C9	8/9/2018 5:21 AM
5	N0R1J0	8/8/2018 11:04 PM
6	N9A6Z6	8/8/2018 3:50 PM



City Council Compensation Review Survey 2018

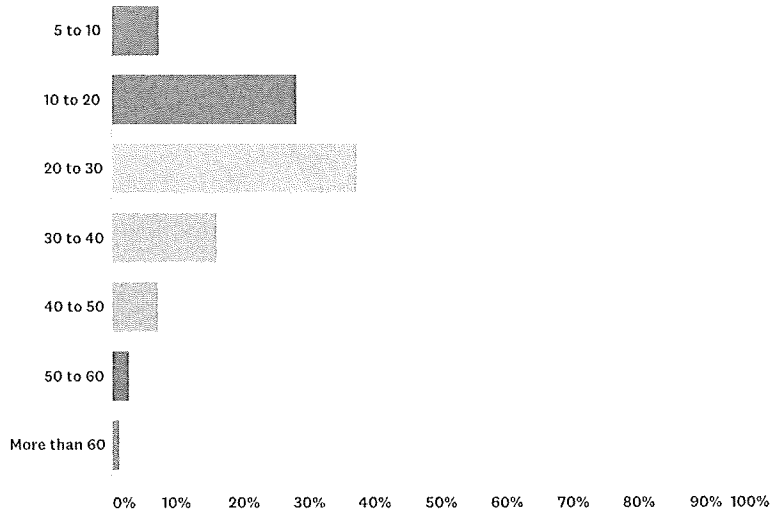
7	n9b1w8	7/22/2018 7:14 PM
8	N8y	7/18/2018 1:31 PM
9	N9b1w8	7/13/2018 5:55 PM
10	N9e 1b1	7/10/2018 9:32 PM
11	N8Y2Y3	7/10/2018 9:47 AM
12	N9b3v8	7/10/2018 8:28 AM
13	N8y4m9	7/10/2018 6:29 AM
14	N8x3b5	7/10/2018 3:15 AM
15	N9A 4N2	7/9/2018 11:36 PM
16	N8m2x6	7/9/2018 11:07 PM
17	n9c1z6	7/9/2018 10:18 PM
18	N8X4N6	7/9/2018 9:38 PM
19	N8y 4j8	7/9/2018 9:35 PM
20	N8n3k1	7/9/2018 9:23 PM
21	N8s2j1	7/9/2018 9:09 PM
22	N8m2k1	7/9/2018 7:04 PM
23	n8x2c4	7/9/2018 6:37 PM
24	n8y 2v7	7/9/2018 6:34 PM
25	N8T 1X5	7/9/2018 2:00 PM
26	N8R2L2	7/9/2018 1:28 PM
27	N9e 2c7	7/9/2018 11:11 AM
28	N9c1w3	7/9/2018 9:44 AM
29	N8w4r4	7/9/2018 8:56 AM
30	N8y2y5	7/9/2018 8:42 AM
31	n8x3t1	7/9/2018 7:56 AM
32	xxxx	7/9/2018 7:53 AM
33	N9a3p7	7/9/2018 7:41 AM
34	N8P1S6	7/9/2018 7:41 AM
35	N8W3V9	7/9/2018 6:39 AM
36	n8x 2v3	7/9/2018 5:40 AM
37	N8Y3Z5	7/9/2018 2:52 AM
38	N8X3L5	7/9/2018 1:08 AM
39	N8r2b1	7/8/2018 9:59 PM
40	n8x1s4	7/8/2018 9:30 PM
41	N8w5m3	7/8/2018 8:32 PM
42	N8P1R9	7/8/2018 7:58 PM
43	N9c2c4	7/8/2018 6:51 PM
44	N8y4w5	7/8/2018 6:12 PM
45	n8w2s3	7/8/2018 5:26 PM
46	N9e2e3	7/8/2018 5:12 PM
47	N9b3p9	7/8/2018 2:32 PM
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49	N8Y3K5	7/8/2018 2:03 PM
50	N8y3w3	7/8/2018 1:37 PM
51	n8w2c6	7/8/2018 1:33 PM
52	N8s 2v3	7/8/2018 1:00 PM
53	n8y4l4	7/8/2018 12:26 PM
54	N8T 2T7	7/8/2018 12:24 PM
55	N9e3k7	7/8/2018 11:56 AM
56	N8s 4k3	7/7/2018 8:05 PM
57	n8l 3b3	7/7/2018 11:47 AM
58	N8p1v9	7/7/2018 10:35 AM
59	N8s	7/7/2018 10:24 AM

# City Council Compensation Review Survey 2018

60	n8t3c5	7/7/2018 9:19 AM
61	N8y 3t5	7/7/2018 8:18 AM
62	N9a2h4	7/7/2018 12:32 AM
63	n9a 6y6	7/7/2018 12:19 AM
64	N9C1B1	7/6/2018 7:19 PM
65	N8Y3S5	7/6/2018 6:14 PM
66	N8w 5b4	7/6/2018 6:07 PM
67	N9g3a8	7/6/2018 4:12 PM
68	N9G2B8	7/6/2018 3:51 PM
69	N9A4H4	7/6/2018 2:32 PM
70	N9e4v4	7/6/2018 1:55 PM
71	n9a	7/6/2018 1:47 PM
72	N8P1B7	7/6/2018 1:32 PM
73	n8s2w9	7/6/2018 1:29 PM
74	N8S3m1	7/6/2018 1:09 PM
75	n8r2a6	7/6/2018 1:07 PM
76	You don't need to know that	7/6/2018 12:40 PM
77	n9e 2c6	7/6/2018 12:38 PM
78	N8X 2S1	7/6/2018 12:06 PM
79	N9A 2H5	7/6/2018 12:06 PM
80	N8w 5t2	7/6/2018 11:45 AM
81	n9c	7/6/2018 11:44 AM
82	N8Y 4T7	7/6/2018 11:42 AM

Q1 Windsor City Councillor positions are part-time. Please estimate how many hours of work you believe a City Councillor puts in weekly?

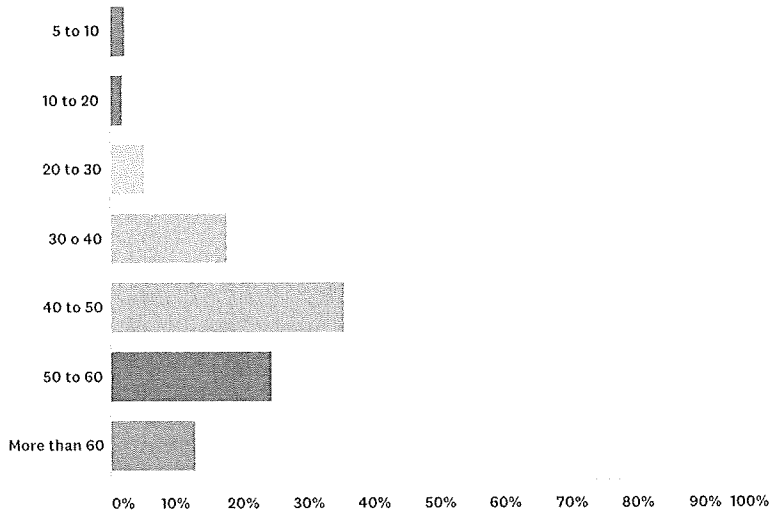
Answered: 671 Skipped: 0



ANSWER CHOICES	RESPONSES	
5 to 10	7.30%	49
10 to 20	28.17%	189
20 to 30	37.41%	251
30 to 40	16.10%	108
40 to 50	7.15%	48
50 to 60	2.68%	18
More than 60	1.19%	8
TOTAL		671

Q2 Windsor's Mayoral position is full-time. Please estimate how many hours of work you believe the Mayor puts in weekly.

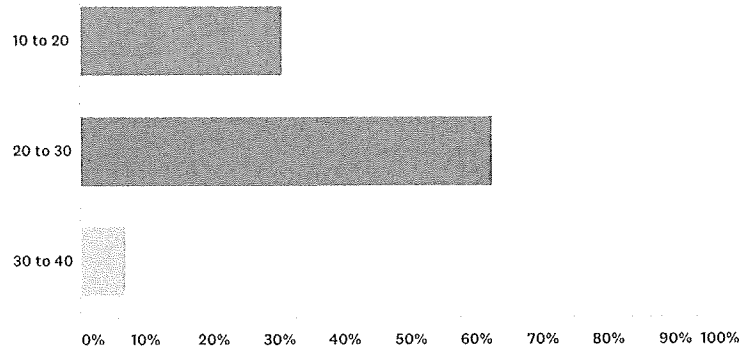
Answered: 671 Skipped: 0



ANSWER CHOICES	RESPONSES	
5 to 10	2.38%	16
10 to 20	1.79%	12
20 to 30	5.22%	35
30 to 40	17.73%	119
40 to 50	35.47%	238
50 to 60	24.44%	164
More than 60	12.97%	87
TOTAL		671

### Q3 How many hours do you feel a part-time job should amount to?

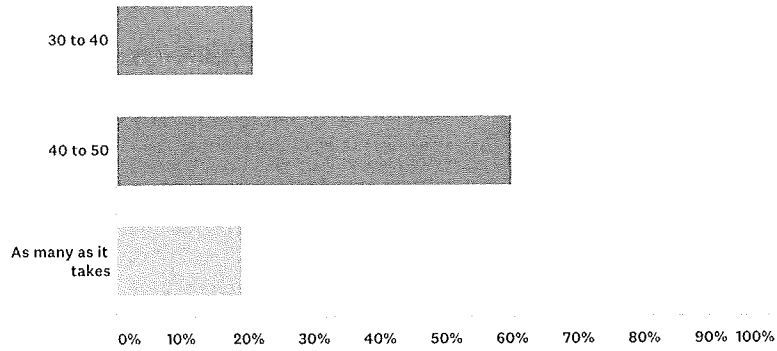
Answered: 671 Skipped: 0



ANSWER CHOICES	RESPONSES	
10 to 20	30.55%	205
20 to 30	62.59%	420
30 to 40	6.86%	46
TOTAL		671

### Q4 How many hours do you feel a full-time job should amount to?

Answered: 671 Skipped: 0



**ANSWER CHOICES**

30 to 40

40 to 50

As many as it takes

TOTAL

**RESPONSES**

20.86%

60.06%

19.08%

140

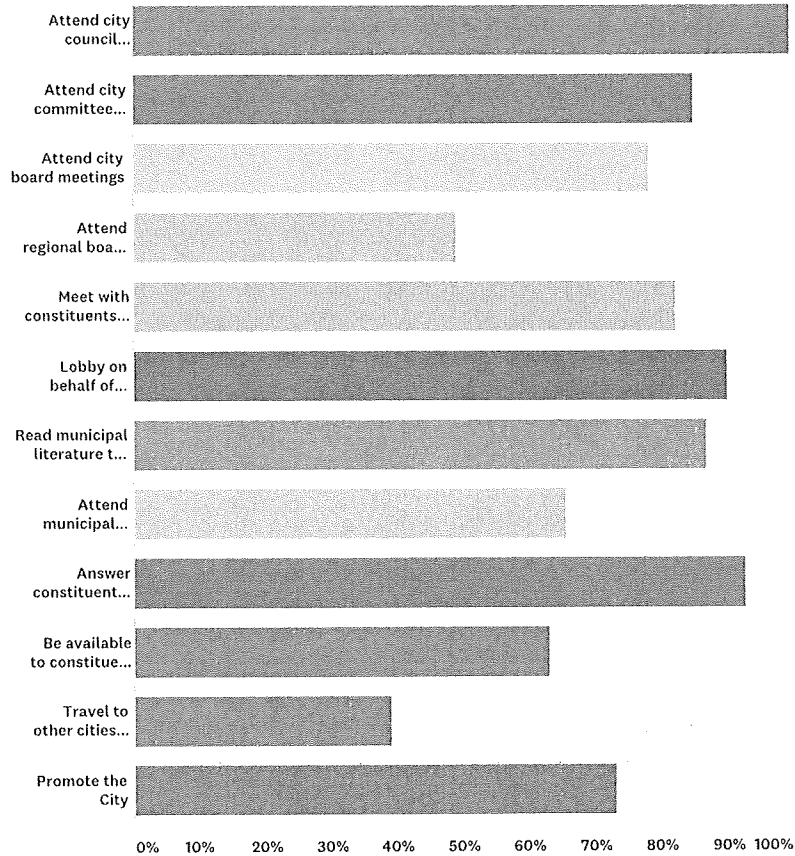
403

128

671

Q5 Select as many of the following that you believe to be the responsibility of City Councillors.

Answered: 671 Skipped: 0



ANSWER CHOICES

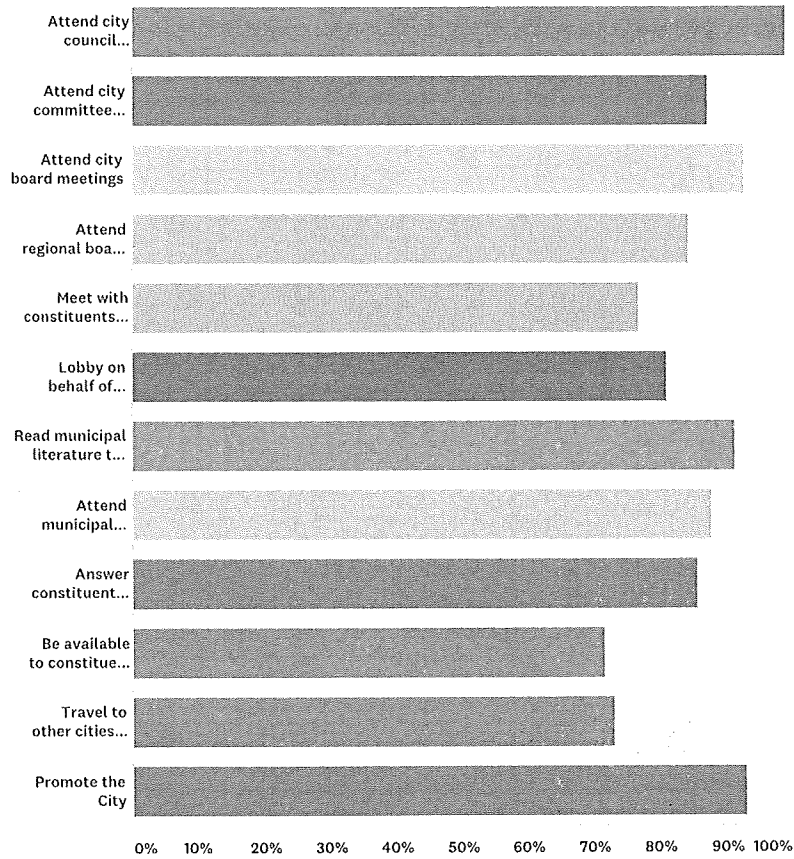
RESPONSES

ANSWER CHOICES	RESPONSES	Count
Attend city council meetings	99.70%	669
Attend city committee meetings	85.10%	571
Attend city board meetings	78.54%	527
Attend regional board meetings	49.18%	330
Meet with constituents regularly	82.41%	553
Lobby on behalf of constituent needs	90.16%	605
Read municipal literature to stay current on issues and trends	87.03%	584
Attend municipal events	65.72%	441
Answer constituent questions	92.85%	623
Be available to constituents via social media	63.19%	424
Travel to other cities for conferences to stay current on issues and trends	39.05%	262
Promote the City	73.17%	491

Total Respondents: 671

Q6 Select as many of the following that you believe to be the responsibility of the Mayor.

Answered: 671 Skipped: 0

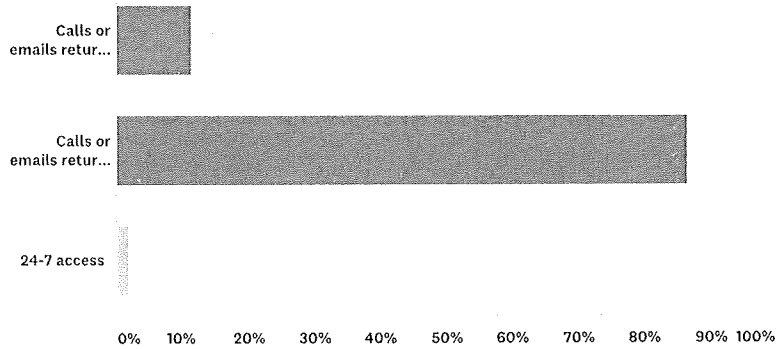


ANSWER CHOICES	RESPONSES	
Attend city council meetings	99.25%	666
Attend city committee meetings	87.48%	587
Attend city board meetings	92.85%	623
Attend regional board meetings	84.50%	567
Meet with constituents regularly	77.05%	517
Lobby on behalf of constituent needs	81.22%	545
Read municipal literature to stay current on issues and trends	91.51%	614
Attend municipal events	87.93%	590
Answer constituent questions	85.84%	576
Be available to constituents via social media	71.68%	481
Travel to other cities for conferences to stay current on issues and trends	73.32%	492
Promote the City	93.00%	624
Total Respondents: 671		



Q7 What do you believe the appropriate availability of Councillors to constituents to be? Please check the most appropriate box.

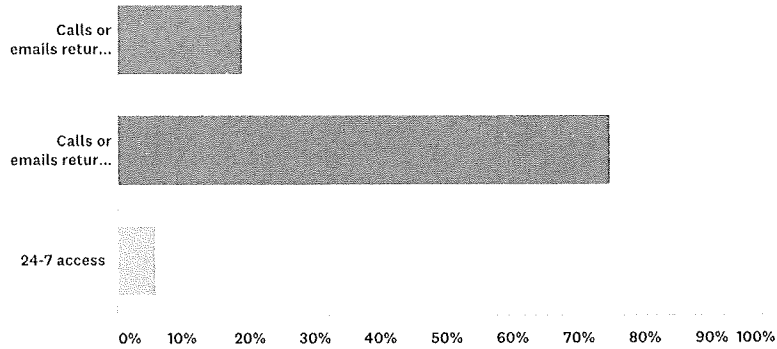
Answered: 671 Skipped: 0



ANSWER CHOICES	RESPONSES	
Calls or emails returned daily, seven days a week	11.48%	77
Calls or emails returned within 1-3 business days	86.59%	581
24-7 access	1.94%	13
TOTAL		671

Q8 What do you believe the appropriate availability of the Mayor to constituents to be? Please check the most appropriate box.

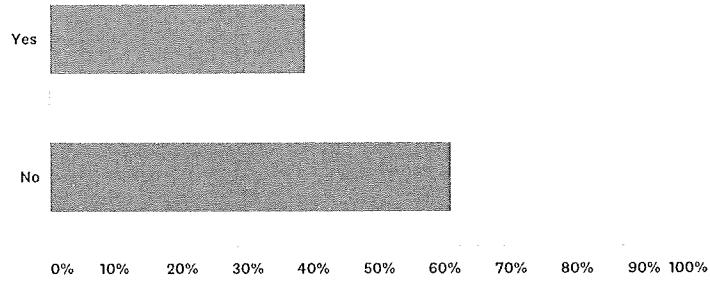
Answered: 671 Skipped: 0



ANSWER CHOICES	RESPONSES	
Calls or emails returned daily, seven days a week	19.08%	128
Calls or emails returned within 1-3 business days	74.96%	503
24-7 access	5.96%	40
TOTAL		671

Q9 Elected Municipal Officials receive a 1/3 tax free allowance, but the Federal Government is ending this in 2019. Should the loss to the take home pay for the elected official be made up?

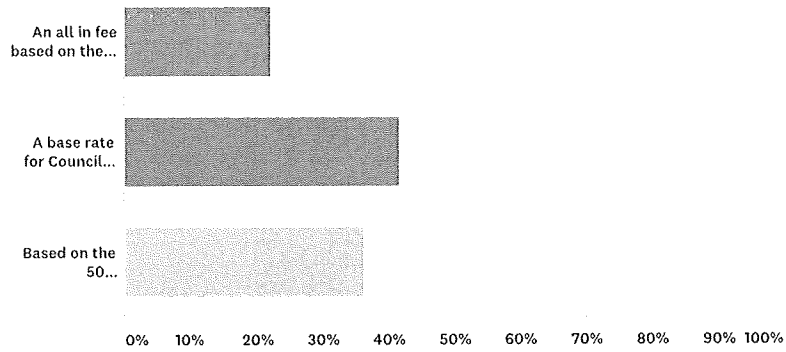
Answered: 671 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	38.90%	261
No	61.10%	410
TOTAL		671

### Q10 How do you feel the Mayor and City Councillors pay should be calculated?

Answered: 671 Skipped: 0



**ANSWER CHOICES**

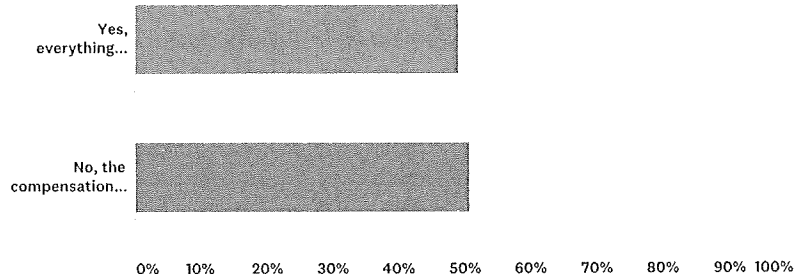
- An all in fee based on the 50th percentile/average of comparator municipalities
- A base rate for Council duties and additional amounts for each board and committee served on
- Based on the 50 percentile/average salary in Windsor
- TOTAL

**RESPONSES**

22.21%	149
41.58%	279
36.21%	243
	671

### Q11 The last time the Mayor or Council compensation was changed was 2005? Do you feel it should change in 2019?

Answered: 671 Skipped: 0



**ANSWER CHOICES**

Yes, everything costs more now and wages need to be commensurate

No, the compensation is enough, even with the 1/3 tax loss

TOTAL

**RESPONSES**

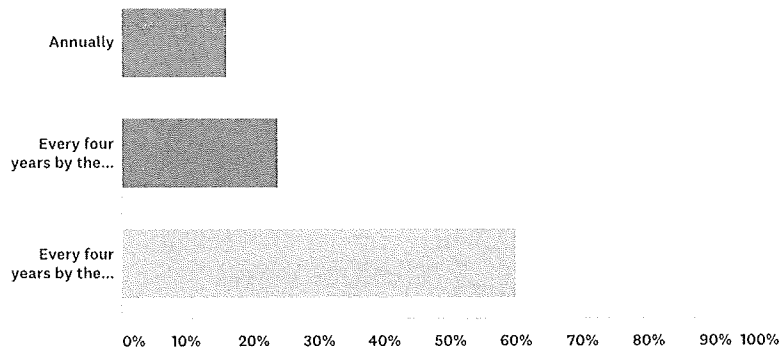
49.18% 330

50.82% 341

671

### Q12 How often do you believe the pay for the Mayor and Councillors should be reviewed?

Answered: 671 Skipped: 0



**ANSWER CHOICES**

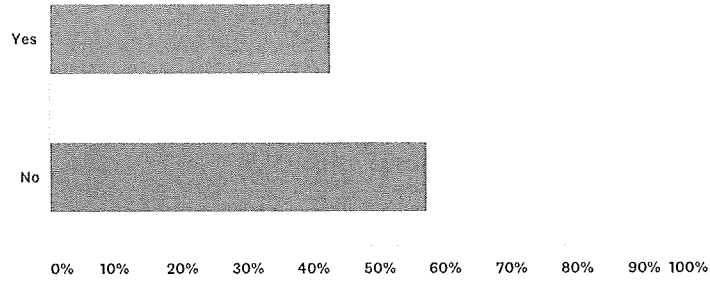
Annually  
Every four years by the incoming council  
Every four years by the outgoing council  
TOTAL

**RESPONSES**

16.10% 108  
23.85% 160  
60.06% 403  
671

Q13 Do you believe pay for the Mayor and Council should be tied to an annual standardized mechanism that automatically calculates increases or decreases (ie cost of living)?

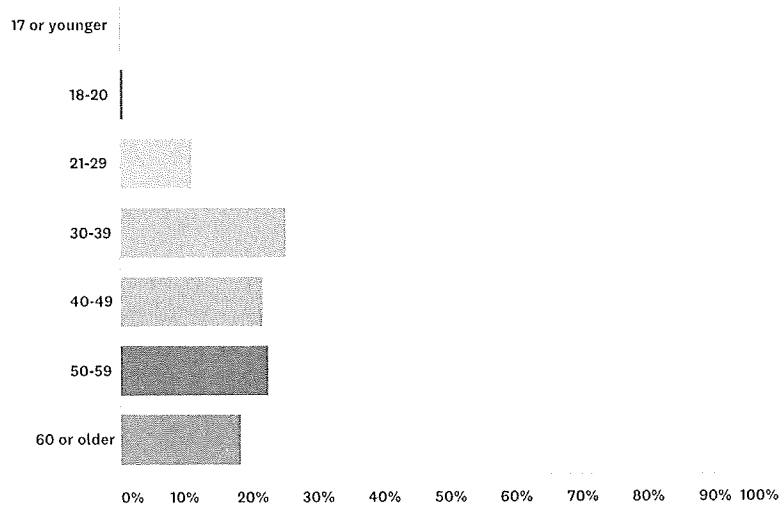
Answered: 671 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	42.62%	286
No	57.38%	385
TOTAL		671

### Q14 Which group includes your age?

Answered: 670 Skipped: 1

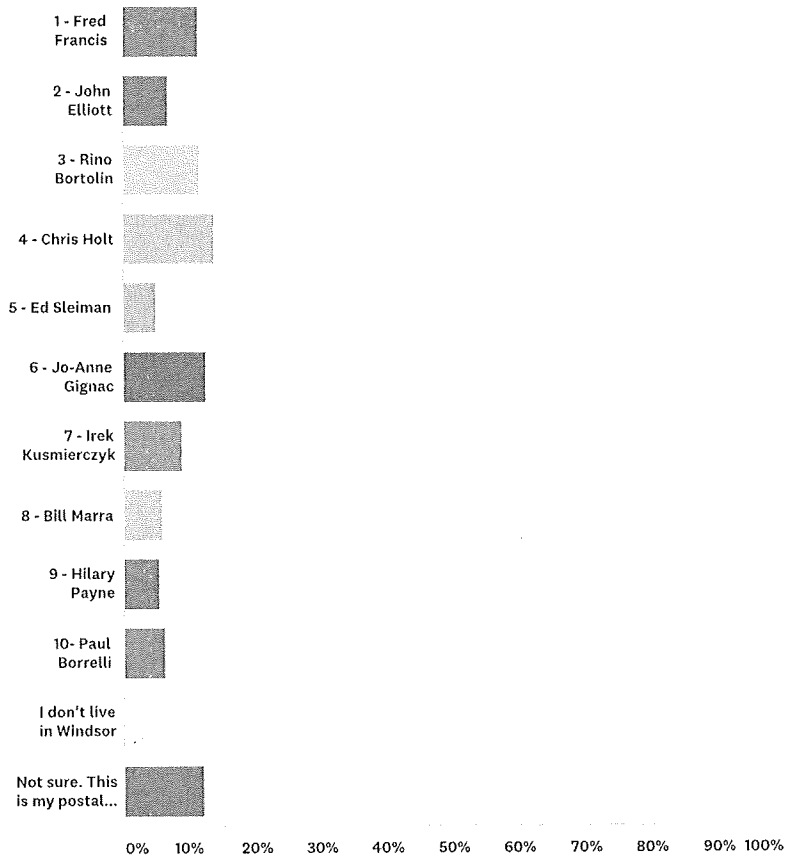


ANSWER CHOICES	RESPONSES	
17 or younger	0.15%	1
18-20	0.60%	4
21-29	11.04%	74
30-39	25.37%	170
40-49	21.79%	146
50-59	22.69%	152
60 or older	18.36%	123
TOTAL		670



### Q15 What Ward do you live in?

Answered: 671 Skipped: 0



**ANSWER CHOICES**

**RESPONSES**

1 - Fred Francis	11.48%	77
2 - John Elliott	6.86%	46
3 - Rino Bortolin	11.77%	79
4 - Chris Holt	13.71%	92
5 - Ed Sleiman	4.92%	33
6 - Jo-Anne Gignac	12.52%	84
7 - Irek Kusmierczyk	8.94%	60
8 - Bill Marra	5.81%	39
9 - Hilary Payne	5.51%	37
10- Paul Borrelli	6.26%	42
I don't live in Windsor	0.00%	0
Not sure. This is my postal code:	12.22%	82
<b>TOTAL</b>		<b>671</b>

#	NOT SURE. THIS IS MY POSTAL CODE:	DATE
1	N8Y 4V1	8/11/2018 10:20 AM
2	N9A4M8	8/9/2018 10:15 AM
3	N8S2L9	8/9/2018 8:06 AM
4	N9E 2C9	8/9/2018 5:21 AM
5	N0R1J0	8/8/2018 11:04 PM
6	N9A6Z6	8/8/2018 3:50 PM

City Council Compensation Review Survey 2018

7	n9b1w8	7/22/2018 7:14 PM
8	N8y	7/18/2018 1:31 PM
9	N9b1w8	7/13/2018 5:55 PM
10	N9e 1b1	7/10/2018 9:32 PM
11	N8Y2Y3	7/10/2018 9:47 AM
12	N9b3v8	7/10/2018 8:28 AM
13	N8y4m9	7/10/2018 6:29 AM
14	N8x3b5	7/10/2018 3:15 AM
15	N9A 4N2	7/9/2018 11:36 PM
16	N8m2x6	7/9/2018 11:07 PM
17	n9c1z6	7/9/2018 10:18 PM
18	N8X4N6	7/9/2018 9:38 PM
19	N8y 4j8	7/9/2018 9:35 PM
20	N8n3k1	7/9/2018 9:23 PM
21	N8s2j1	7/9/2018 9:09 PM
22	N8m2k1	7/9/2018 7:04 PM
23	n8x2c4	7/9/2018 6:37 PM
24	n8y 2v7	7/9/2018 6:34 PM
25	N8T 1X5	7/9/2018 2:00 PM
26	N8R2L2	7/9/2018 1:28 PM
27	N9e 2c7	7/9/2018 11:11 AM
28	N9c1w3	7/9/2018 9:44 AM
29	N8w4r4	7/9/2018 8:56 AM
30	N8y2y5	7/9/2018 8:42 AM
31	n8x3l1	7/9/2018 7:56 AM
32	xxxx	7/9/2018 7:53 AM
33	N9a3p7	7/9/2018 7:41 AM
34	N8P1S6	7/9/2018 7:41 AM
35	N8W3V9	7/9/2018 6:39 AM
36	n8x 2v3	7/9/2018 5:40 AM
37	N8Y3Z5	7/9/2018 2:52 AM
38	N8X3L5	7/9/2018 1:08 AM
39	N8r2b1	7/8/2018 9:59 PM
40	n8x1s4	7/8/2018 9:30 PM
41	N8w5m3	7/8/2018 8:32 PM
42	N8P1R9	7/8/2018 7:58 PM
43	N9c2c4	7/8/2018 6:51 PM
44	N8y4w5	7/8/2018 6:12 PM
45	n8w2s3	7/8/2018 5:26 PM
46	N9e2e3	7/8/2018 5:12 PM
47	N9b3p9	7/8/2018 2:32 PM
48	N8w 1j4	7/8/2018 2:05 PM
49	N8Y3K5	7/8/2018 2:03 PM
50	N8y3w3	7/8/2018 1:37 PM
51	n8w2c6	7/8/2018 1:33 PM
52	N8s 2v3	7/8/2018 1:00 PM
53	n8y4l4	7/8/2018 12:26 PM
54	N8T 2T7	7/8/2018 12:24 PM
55	N9e3k7	7/8/2018 11:56 AM
56	N8s 4k3	7/7/2018 8:05 PM
57	n8l 3b3	7/7/2018 11:47 AM
58	N8p1v9	7/7/2018 10:35 AM
59	N8s	7/7/2018 10:24 AM

City Council Compensation Review Survey 2018

60	n8t3c5	7/7/2018 9:19 AM
61	N8y 3I5	7/7/2018 8:18 AM
62	N9a2h4	7/7/2018 12:32 AM
63	n9a 6y6	7/7/2018 12:19 AM
64	N9C1B1	7/6/2018 7:19 PM
65	N8Y3S5	7/6/2018 6:14 PM
66	N8w 5b4	7/6/2018 6:07 PM
67	N9g3a8	7/6/2018 4:12 PM
68	N9G2B8	7/6/2018 3:51 PM
69	N9A4H4	7/6/2018 2:32 PM
70	N9e4v4	7/6/2018 1:55 PM
71	n9a	7/6/2018 1:47 PM
72	N8P1B7	7/6/2018 1:32 PM
73	n8s2w9	7/6/2018 1:29 PM
74	N8S3m1	7/6/2018 1:09 PM
75	n8r2a6	7/6/2018 1:07 PM
76	You don't need to know that	7/6/2018 12:40 PM
77	n9e 2c6	7/6/2018 12:38 PM
78	N8X 2S1	7/6/2018 12:06 PM
79	N9A 2H5	7/6/2018 12:06 PM
80	N8w 5t2	7/6/2018 11:45 AM
81	n9c	7/6/2018 11:44 AM
82	N8Y 4T7	7/6/2018 11:42 AM

**THE CORPORATION OF THE CITY OF WINDSOR  
CORPORATE SERVICES**

**MISSION STATEMENT:**

*"The City of Windsor, with the involvement of its citizens, will deliver effective and responsive municipal services, and will mobilize innovative community partnerships"*

BASIS Report Number: 9680 MB/7568	Report Date: September 3, 2003
Author's Name: Gary Cian	Date to Council: September 8, 2003
Author's Phone: 255-6100 ext 6329	Classification #: MB/7568

**To:** Mayor and Members of City Council

**Subject:** Blue Ribbon Committee Review of Council Remuneration and Benefits

1. **RECOMMENDATION:** City Wide:  Ward(s): \_\_\_\_\_

Whereas the Mayor and members of Council have not had a salary increase since 1991; and,

Whereas the savings to the City of Windsor has been approximately \$440,000 representing the Consumer Price Index for cost of living for the years 1991 to 2003, with an acknowledgement of the period 1993 to 1996 being "Social Contract" years whereby legislation prohibited cost of living adjustments; and

Whereas the role of the Committee to Review Council Compensation and Benefits ("The Blue Ribbon Committee") is to review salary, benefits and the matter of assistance to City Council and not to judge performance; and,

Whereas the municipal electorate serves as the judge of job performance for municipal councils,

**THEREFORE BE IT RESOLVED** that the remuneration paid to the Mayor and Members of Council **BE ADJUSTED** as follows:

1. 1) effective January 1, 2004, the base salary for members of Council is to be \$28,234 representing the current base salary plus 50% of the cost of living indices not previously applied for the years 1991 to 2003 (less Social Contract years); and the base salary for the Mayor to be \$85,275 representing the current base salary plus 75% of the cost of living indices not previously applied for the years 1991 to 2003 (less Social Contract years); with no further cost of living increase to be considered until 2005;

ii) effective January 1, 2005, City Council **SHALL REVIEW** the matter of cost of living increase to its base salary, with annual reviews thereafter; and further that Council Resolution CR817/2002 adopted on October 7, 2002 which approved reinstatement of the CPI effective January 1, 2004 in accordance with By-law No. 8539 **BE RESCINDED** if Council accepts the recommendation of the Committee.

2. That the one-third tax free remuneration paid to the Mayor and Members of Council **BE RETAINED** for the term of Council commencing December 1, 2003.
3. That the financial policies enacted by the Corporation governing municipal employees including, but not limited to, travel and business expense, automobile allowances, as amended from time to time, continue to apply to the Mayor and Members of Council.
4. That between three (3) to five (5) executive assistants/support staff **BE APPROVED** to supply dedicated assistance and research for City Councillors.
5. That provision for healthcare benefits available to City staff **BE MAINTAINED** for members of Council as follows:

Health Benefits – Green Shield – present provider

Dental

Vision

Drug

Extended Health

Out of Province

Audio

Nursing Home

Semi-Private

6. That the provision for 100% retirement medical benefits **BE MADE AVAILABLE** to the Mayor and Members of Council in accordance with the City's existing criteria for staff retiree benefits, provided that the member of Council has served a minimum of four (4) terms.
7. That office space to house the dedicated assistants and one meeting room **BE MADE AVAILABLE** to members of Council preferably either within City Hall or the larger Civic Square Precinct.
8. That the entire committee structure and matter of composition and compensation **BE REVIEWED** within one year by the Committee to Review Boards, Committees and Commissions (BCC) and the BCC **BE RESPECTFULLY REQUESTED** to expand its membership to include the members of the Blue Ribbon Committee as it is recognized that there is overlap in the mandates of the two committees.
9. That the matter of nominations to committees by the Windsor and District Labour Council and Windsor and District Chamber of Commerce **BE REFERRED** to the BCC.

## EXECUTIVE SUMMARY:

N/A

### 2. BACKGROUND:

Council, at its meeting held on April 22, 2003, adopted Council Resolution CR.232/2003 which stated:

"That the formation of a 5 Member Council Compensation Review Committee **BE APPROVED** along with the terms of Reference for the Committee (attached as Appendix "C" to the Report of the General Manager of Corporate Services & City Clerk); and that the General Manager of Corporate Services and City Clerk **BE DIRECTED** to advertise for the purpose of soliciting interested Community representatives on the Citizen Panel and make direct contact with the Windsor District Labour Council and the Windsor Chamber of Commerce for one representative each to round out the Citizen Review Panel."

Pursuant to CR.232/2003, administration advertised to solicit applications for interested representatives from the community and contacted the Windsor District Labour Council and the Windsor Chamber of Commerce for one (1) representative from each of the two organizations, to review Council Remuneration and Benefits in accordance with the terms of reference attached hereto as Appendix "A". The City received seven (7) applications from interested individuals in the community and a nominee from each of the above noted organizations.

City Council, subsequently adopted a report of the Striking Committee appointing the following to the Council Compensation Review Committee:

- John Roushorne
- Kelly Schwab
- Ed Sleiman
- Peter Pellerito (Labour Council)
- Marty Komsa (Chamber of Commerce)

The Committee held its inaugural meeting on July 17, 2003 and elected Ms. K. Schwab as the Chairperson of the Committee and E. Sleiman as the Vice-Chairman.

### 3. DISCUSSION:

#### Workplan/Process

The Committee was provided with the following documents and information as background to assist them in establishing their workplan and achieving its mandate including, but not limited to, historical data, municipal surveys, summaries of current remuneration and benefits, etc:

- April 6, 2003 administrative report entitled "Blue Ribbon Committee Review of Council Remuneration and Benefits"
- City of Kitchener Council Compensation Survey
- October 1987 report of City of Windsor Remuneration Committee
- 2003 Summary of Municipal Council Remuneration and Benefits
- 2002 Payroll Report on Councillors' Remuneration
- March 17, 2003 report of Joe Graziano on 2002 Statement of Remuneration and benefits for Councillors and Appointees
- Regional Municipality of Waterloo – report on Citizens' Advisory Committee on Council Compensation dated April 23, 2003
- Results of City of Windsor survey of other municipalities' Council Compensation
- July 23, 2003 Memo from Executive Director of Council and Customer Services regarding per diems and remuneration paid to boards, committees and commissions
- 2002 Authority List of the membership of all committees, boards and commissions to which City Council appoints members
- City of Guelph's confidential consultant report on Council Compensation

The Committee held seven meetings during the period July 17 to September 3, 2003.

In addition, an invitation was extended to all members of Council to meet individually with the Committee for the purpose of receiving input/comments with respect to remuneration/benefits, committee work, etc. Five to six hours were spent by the Committee conducting individual interviews with Council related to Councillor activities.

The Committee further advertised and held two (2) Town Hall meetings on August 19 and 21 for the purpose of receiving public input and views relative to the matter. All background materials were made available to the general public through Council and Customer Services and on the City's web site.

The time and input provided by all those who participated in these meetings/interviews was greatly appreciated by the members of the committee. The minutes of the Town Hall meetings, public submissions and results of Council interviews are appended to this report for reference as Appendix "B".

### **Summary of Common Issues Identified**

Although there were varied opinions and views expressed during the Council interview and Town Hall meetings, some common trends emerged and can be summarized as follows:

#### **Council Interviews**

- The amount of time required on Council business fluctuates between 20 and 60 hours weekly per Councillor. Technology has made Councillors more accessible to the public (i.e. e-mail 24/7) and Provincial downloading has increased the types of issues that municipal councils deal with on a regular basis.
- Current Councillor office space at City Hall is inadequate to conduct the business of Council.

- Dedicated administrative/support staff would enable Councillors to deal more effectively with ward issues, provide research capability and perform follow-up on complaints, etc.
- Existing compensation is adequate provided consideration is made for cost of living adjustments if part-time Council position remains part-time.
- A graduated system for eligibility benefits for pensions should be considered.

#### Town Hall Meetings

- Existing compensation is adequate.
- Councillor position should maintain part-time status.
- Require administrative support staff to assist Councillors with workload.

#### Considerations in Arriving at Recommendations:

It should be emphasized that the committee considered all of the background information, comparative data, and input received from the various stakeholders in the review/evaluation process in arriving at the recommendations contained herein.

#### Issues Addressed by the Committee

- **Salary** – the Committee spent considerable time examining the comparable data from other municipalities while reviewing time commitment and hours spent on constituent work. Historical information was requested and provided on the "lost" base salary increases since the Council-imposed freeze on CPI increases in 1991 and is attached hereto as Appendix "C".
- **Benefits/Pension** – the Committee recognized that benefits had to be taken into consideration along with the issue of base salary. Comparisons were made to the private and public sectors and clarification of benefit eligibility for City staff was obtained.
- **Dedicated administrative/support staff** – the Committee heard from members of Council and the public, that dedicated staff would increase service to residents and better serve the public, while allowing Councillors to spend time on higher profile and policy matters.
- **Office space** – the Committee viewed the present Councillor office off the lobby of City Hall and found it to be inadequate and discussed the need for more office space to house staff and allow for meetings with residents.
- **Tax free allowance** – the allowance for 1/3 tax free on Councillors' salaries was considered in conjunction with the overall matter of the appropriate base salary and impact on Councillors given a range of other income that they may enjoy. Maintenance of the one-third tax-free allowance was noted as a savings to the municipality.



- **Part-time versus full-time status** – the question was specifically posed to the public at the Town Hall meetings and to those Councillors who agreed to be interviewed. Support for continued part-time Councillors was overwhelming, subject to the provision of dedicated assistance to off-set work loads.
- **Committee Structure/Appointments/Remuneration** – The Committee requested and received a list of all committees, boards and commissions to which Council, sitting as Striking Committee, presently appoints members and those outside boards, committees and commissions on which members of Council sit. It was noted that an annual appointment process for committee membership is an onerous one and does not necessarily allow sufficient time for new members to learn all aspects of committee work. The Committee recommends that the appointment terms for committee membership coincide with the 3 year term of Council. Remuneration was also examined and while the Committee realizes that the matter of compensation for attendance at or membership on committees needs to be addressed, the Committee determined that a thorough review of the matter could not be completed within the timelines allotted for reporting back to City Council. The Committee also felt that the work of the Committee to Review Boards, Committees and Commissions (BCC) should be completed and that the BCC should examine committee remuneration/compensation in the overall context of its review. The Blue Ribbon Committee offers its assistance to sit on the BCC for this purpose.
- **Car mileage policy**- clarification was sought and received from administration on eligibility of members of Council to be reimbursed for car mileage. At present, mileage is only paid for out of town travel in accordance with the City's policy. It was realized that in-city mileage is an expense covered under the 1/3 tax-free allowance and therefore no changes are recommended in this area.
- **Provision for scheduled review of salary and benefits** – the Committee's recommendation on an increase to the base salary for the positions of Mayor and Councillor includes a salary adjustment for 2004 and provision for annual review thereafter. City Council, adopted Resolution CR817/2002 on October 7, 2002 to approve reinstatement of the CPI effective January 1, 2004 in accordance with By-law No. 8539, and accordingly, should Council accept the recommendations of the Committee, Resolution CR817/2002 should be rescinded.

#### 4. FINANCIAL MATTERS:

The recommendations identify changes coming into effect for January 1, 2004. Should Council accept these recommendations, following is an analysis of the financial impact in 2004:

##### Financial Impact of Proposed Recommendations

Salary Increase:

Councillors (\$2,828 each)	\$28,280
Mayor	12,201

Related Cost Increases (OMERS, CPP, EHT):

Councillors (\$255 each)	2,550
Mayor	555
Dedicated Administrative Staff (assume 3 positions) - Based on Legal Assistant Position with a salary range of \$37,135 - \$43,778	111,405
Related Fringe Benefit Costs for 3 administrative staff @ 20%	<u>22,281</u>
Total Costs:	<u>\$177,272</u>

It should be noted that the cost of the two additional (2) administrative staff would require an additional \$89,124 for a total cost of \$266,396.

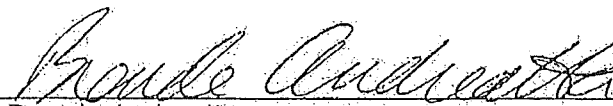
**5. CONSULTATIONS:**

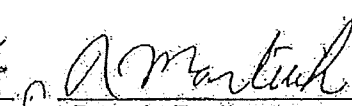
Staff in Budget, Payroll, and Human Resource Services (City of Windsor) and the Canadian Payroll Association were consulted for the purpose of obtaining information and data related to salaries and benefits. Comparative data was also obtained from various municipalities.

**6. CONCLUSION:**

In reviewing the matter of Council remuneration and benefits, a significant amount of information and material was considered in gaining a reasonable understanding of the requirements, duties and responsibilities of elected officials. Following much consultation, review and deliberation the Committee arrived at conclusions supporting the recommendations contained herein for implementation with the new term of Council.

Administration would like to publicly acknowledge the work and efforts of the Blue Ribbon Committee in arriving at its recommendations. Many hours of volunteer time were given to the cause. In turn, the Committee expressed its appreciation for the valuable input received from all participants and the administrative support from Council and Customer Services.

  
Brenda Andreatta  
Executive Director of Council and Customer Services

  
Dennis Perlin  
City Manager

APPENDICES: "A" - Terms of Reference  
"B" - Town Hall Meeting Minutes/Public Submissions/Results of Council Interviews  
"C" - Remuneration table 1991-2003

**DEPARTMENTS/OTHERS CONSULTED:**

Name: Dan Iatonna, Human Resources  
Phone#: 519.255.6515 ext 6410

**NOTIFICATION :**

Name	Address	Email Address	Telephone	FAX
Attendees at Town Hall Meetings	See mailing list			
Blue Ribbon Committee Members				

BA:GC:kk

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