

Council Compensation Review Committee

Public Consultation held January 27, 2022

at 5:00 o'clock p.m.

Meeting Notes

via Zoom Webinar

Members Present:

Dr. Vincent Georgie, Chair
Frazier Fathers
Mila Lucio

Delegations in attendance:

Melinda Munro
Richard St. Denis

Resource personnel in attendance:

Jason Reynar, Chief Administrative Officer
Steve Vlachodimos, City Clerk
Anna Ciacelli, Deputy City Clerk
Dan Seguin, Deputy Treasurer
Sandra Gebauer, Council Assistant
Will Foot, Council Assistant
Karen Kadour, Committee Coordinator

Dr. Vincent Georgie, Chair, Council Compensation Review Committee opens the Public Consultation session at 5:01 o'clock p.m. and the members of the Committee are introduced. The Chair provides opening remarks as follows:

- The Council Compensation Review Committee is focused on doing a jurisdictional scan of the sector to understand what compensation looks like both at the City of Windsor and at comparable cities and to ultimately make recommendations to City Council with regards to compensation.
- We are trying to understand full compensation for the Mayoral role and members of City Council. It is important to understand that the term compensation that we use broadly for many different pieces includes salary, technological support, office space, health benefits and other related supports.

- The goal is to bring recommendations forward to Council in March 2022, as this Committee has no decision-making authority but can certainly make recommendations based on the consultations that we have had.
- Any recommendations or changes that are adopted by City Council will be implemented after the next municipal election (the next term of Council) and will not impact the current Mayor and members of Council.
- Up to this juncture, the Committee had one-on-one meetings with all City Councillors and the Mayor to understand their thoughts and perspectives on the roles and their work and all things related to compensation. We also worked with an external firm to do some research for this Committee and to guide us through it.
- There is still a lot of work to be done, but it is important that the Council Compensation Review Committee meet with members of the community. A session was held on January 24, 2022 with the second session being held on this day.

The Chair opens the floor to comments and suggestions from the delegations and the following remarks are provided along with responses from City Administration:

Delegation 1

Asks what specifically is included in the total compensation package, i.e. cell phone service, an allowance for internet due to attendance at many Zoom meetings, and gas or car allowance; This is an opportunity to recommend compensation to cover some of the foregoing expenses. The Councillors deserve more resources, and recommends that the committee focus on the compensation package for the Councillors.

The Chair responds that the Committee has been looking at the following in terms of total compensation:

- The total stipend in terms of hard or soft assets
- Technology use
- Health and dental benefits
- Access to meetings spaces or private offices
- Other per diems that are relevant to doing Council work whether those are related to committee work or related to travel or conferences.

The Chair responds that the review of the compensation package includes looking at the technological stipend, hard and soft assets, health and dental benefits, access to meeting space and private offices, and relevant per diems pertaining to Council work

Delegation 2

Asks for the determination of the Mayor's compensation package historically and refers to the Mayor's salary and the number of staff in that department. Concern is raised regarding the current compensation structure. Under the *Municipal Act*, the Mayor is only one among equals. There are certain responsibilities related to chairing meetings and being the spokesperson. Justice Marrocco clearly said that the Mayor's responsibility is not manifestly greater than anyone else and has laid out those expectations which are being reviewed by the Minister of Municipal Affairs and Housing. Adds that the statement relating to the Mayor's role and responsibilities on the City's website is incorrect and needs to be changed to ensure that when a determination is made regarding the Mayor's compensation, it is correct based on Justice Marrocco in the Collingwood Inquiry and the *Municipal Act*.

D. Seguin, Deputy City Treasurer responds that the Mayor is considered a full-time position and the Councillors are considered part-time. When the last review of the council compensation was undertaken, approximately four years ago, the Council Compensation Committee looked at six comparator municipalities and in the end settled on the rates of the comparators, which was approved at Council.

The delegation asks how is it that the six-comparator municipalities wound up with such a low rate of compensation for our Councillors, and a higher rate of compensation for our Mayor relative to the Mayor of Toronto.

The Chair advises they want to look at what is baked and not baked into the Mayor's role in the City of Windsor and to compare it to the role of the Mayor of the City of Toronto.

J. Reynar, Chief Administrative Officer responds that it is a great point in terms of raising what else is involved, and what are the expectations. Certain utility companies for example directly compensate their board members who are politicians and not politicians. In other situations, it is funneled through to the municipality who helps to pay for their salary. In terms of what is incorrect on the City's website, asks the delegation to send an e-mail outlining the discrepancies.

Seeing no further delegations, the Chair thanks the delegations for their comments.

The Public Consultation session is adjourned at 5:21 o'clock p.m.