



City of Barrie

70 Collier Street (Box 400)
Barrie, ON L4M 4T5

Minutes - Final Council Compensation Review Committee

Monday, March 13, 2017

6:30 PM

Sir Robert Barrie Room

For consideration at General Committee on March 20, 2017.

The meeting was called to order by D. McAlpine, City Clerk at 6:30 p.m. The following were in attendance for the meeting:

Present: 5 - J. Dolan
S. Kinsella
B. Langman
T. Roberts
A. Wiggins

STAFF:

City Clerk/Director of Legislative and Court Services, D. McAlpine
Deputy City Clerk, W. Cooke
Director of Human Resources, A. M. Langlois
Manager of Compensation and Benefits, B. Dewolfsmith

The Council Compensation Review Committee met and reported as follows:

INTRODUCTIONS

The Committee members and City staff present introduced themselves.

SELECTION OF CHAIR

The Committee met and discussed the selection of Chair. J. Dolan was selected as Chair.

REVIEW OF 2010 COUNCIL COMPENSATION REPORT AND 2017 TERMS OF REFERENCE

D. McAlpine, City Clerk and Director of Legislative and Court Services reviewed the 2010 Terms of Reference in comparison with the 2017 Terms of Reference for the Council Compensation Committee. She noted that the scope of the review for 2017 is narrower than 2010, as it relates to only the base honoraria for the position of Mayor and Councillor for the 2018-2022 Term of Council.

Ms. McAlpine discussed previous decisions made by City Council in relation to compensation for appointments to Boards and Commissions and annual economic adjustments.

PROPOSED COMPENSATION REVIEW STRATEGY

Ms. McAlpine discussed a survey she had initiated of municipalities with population between 100,000 and 200,000 (based on Statistics Canada 2016 population numbers). She indicated that the municipalities sent the survey consisted of a mix between single tier and lower tier, and that she had not received responses from all of the municipalities. Ms. McAlpine advised that the survey consisted of questions related to the 1/3 tax free provisions, if the municipality was single, lower or regional level, when the Mayor and Councillor remuneration was last updated, methodology applied to annual escalation, the Mayor and Councillor honoraria and if their Mayor and Council receive remuneration for appointments to boards and committees. Ms. McAlpine asked the Committee to provide suggestions regarding any other content it may wish to be added to the survey.

The Committee discussed content of the survey, the parameters of the review and an approach to developing a proposed strategy. Members of Committee asked questions and received responses from City staff related to:

- The Mayor's position being a full time position and Councillor position being considered as part-time;
- The value of considering factors such growth rate in relation of the comparator municipalities and the availability of such information for the 2018-2022 time period;
- The process and timelines associated with the recommendations from the Council Compensation Review Committee and past recommendations of the previous Committee versus the decision of Council;
- The methods that could be utilized to obtain feedback from the public on Council compensation and the value of such feedback;
- The participation of the members of Council at the County level;
- Whether the Committee could include a recommendation to adjust compensation should services delivered by the City be altered significantly;

- The development of a compensation philosophy to guide the Committee's recommendation;
- The types of retirement benefits/plans provided to members of Council by the comparator municipalities;
- The surveys provided to members of Council in the past related to compensation;
- The compensation associated with attendance by members of Council to conferences;
- The potential to utilize private sector metrics, unemployment rates, gross domestic product;
- The current City of Barrie, Provincial and Federal unemployment rates;
- That the City of Barrie's population is not anticipated to exceed 200,000 by 2022; and
- That the compensation amount should be adequate to attract candidates for Council.

The Committee discussed that the proposed strategy for the review would be an agenda item at the next meeting.

The Committee requested that information or consideration on the following items be provided for the next meeting:

- Survey results from the comparator municipalities including the percentage change in population numbers between 2011 and 2016 and non-union economic adjustments; and
- Unemployment rates and gross domestic product statistics related to the City of Barrie.

The meeting adjourned at 8:06 p.m.

CHAIRMAN