

RECEIVED VIA EMAIL

AUGUST 29, 2019

Hi John

Thank you for taking the time to read this email regarding my thoughts on the compensation review:

I don't mind people being appropriately compensated for undertaking their roles and responsibilities.

There needs to be a set number of meetings for COW, Council and or Committee meetings which can be missed, similar to those in other gainful employment who have a set number of personal and vacation days prorated to hours worked. If they exceed the set number of days than unpaid leave can be approved.

There needs to a concerted effort for council members not to engage in duplication of effort. This way the council also speaks with one voice.

Phones, computers iPads etc need to be Town property and used by elected officials as all correspondents, documents are subject to a freedom of information request. This could be problematic if it is a personal device.

OMERS should be treated as all public servants.

Life insurance need only one source of coverage.

Staff assistance while appropriate to be available needs to be tracked to ensure that elected officials are not accessing more relative to others. Similar to the method being employed be departments. That is if your area represents 2% of the total budget you should not be using 20% of other areas resources.

Long and short term disability is generous relative to environmental scan and therefore to remain status quo needs to be factored in to all over salary structure.

With respect to benefits it would be useful to itemize the associated costs as a percentage of salary. For example does the cost of benefits represent as additional 15, 20 or 25% on top of annual salary. Benefits are increasing becoming valuable in a total rewards package as the current private and public sectors have and will continue to reduce these over time.

Thanks June