



# Minutes

## Council Compensation Review Committee

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**Meeting Date:** August 14, 2019  
**Meeting Time:** 10:00 a.m.  
**Location:** Town Hall, Council Chambers  
**Prepared by:** Sarah Merrifield, Executive Assistant Committees of Council

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### A. Call to Order

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Chief Administrative Officer Shawn Everitt called the meeting to order at 10:05 a.m. with Committee members Robert Turner and John White present.

Regrets were sent by Director of Human Resources Jennifer Moreau.

#### ▪ Approval of Agenda

Moved by: Robert Turner

Seconded by: John White

THAT the Agenda of August 14, 2019 be approved as circulated, including any additions to the Agenda, Carried.

#### **Declaration of Pecuniary Interest and general nature thereof**

NOTE: In accordance with the *Municipal Conflict of Interest Act* and the Town Procedural By-law 2018-20, Council Compensation Review Members must file a written statement of the interest and its general nature with the Clerk for inclusion on the Registry.

None

#### ▪ Previous Minutes (July 24, 2019)

Moved by: John White

Seconded by: Robert Turner

THAT the Minutes of July 24, 2019 be approved as circulated, including any revisions to be made, Carried.

### B. Staff Reports, Deputations, Correspondence

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#### B.1 Deputations, if any

None

## **B.2 Public Comment Period (each speaker is allotted three minutes)**

NOTE: In accordance with the Town Procedural By-law 2018-20 fifteen minutes is allotted at the Meeting to receive public comments regarding Council Compensation Review Committee matters included on the Agenda. The speaker shall provide their name and address, and shall address their comments to the Chair. Comments shall not refer to personnel, litigation or potential litigation matters.

None

## **B.3 Staff Reports, if any**

None

## **C. Matters for Discussion**

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### **C.1 Review of Action Items Tracking Chart**

#### **C.1.1 Updated Council Remuneration Market Review Details, including Niagara-on-the-Lake and Whistler, B.C.**

Robert Turner noted the discrepancy in Councillor salary between Niagara-on-the-Lake ("NOTL"), \$14,778.20 and Whistler, B.C., \$39,247. Robert further noted NOTL is on the low-side for Council remuneration, while Whistler is on the high-side. John White commented that while Whistler councillors receive higher salaries, Whistler is well-run from a development and tourism perspective. It was noted Whistler has a seven (7) member Council and NOTL has a nine (9) member Council, and neither Whistler nor NOTL have a Deputy Mayor.

#### **C.1.2 Review of Grey County Warden Remuneration Package**

The Committee members reviewed the information compiled related to the Grey County Warden Remuneration package. Robert noted Cost of Living Adjustments ("COLA") increases are recommended each year at the County level, and further noted the recommendations put forth by the Grey County Council Remuneration Committee were not accepted by the members of Grey County Council. Robert commented it is not acceptable practice to dismiss the findings of Committee members, and the work that goes into remuneration reviews. Chief Administrative Officer Shawn Everitt commented that if Council does not accept the recommendations outlined by the Committee, the Committee's job will be to consider Council's comments or concerns, table the report and follow-up at the Committee level for additional investigation. Once a review of the recommendations is undertaken at the Committee level, the report would once again be considered through Council.

Shawn clarified COLA increases are not included in Council remuneration. The Town establishes percentage increases, referred to as "Town COLA", for non-union workers which Council considers during each budget cycle.

John noted the Committee has agreed that the 1/3 tax exemption for Members of Council which is no longer in place must be accounted for in the remuneration review, and recommended the amount be considered at the 30% tax adjustment.

#### **C.1.5 Key Committee milestones (verbal)**

Note: Review of Fall 2019 Committee dates, and key deliverables

Robert confirmed a conflict of the October 2, 2019 Committee date and proposed a meeting October 4, 2019 instead. This will be reviewed by the Executive Assistant Committees of Council and a revised date will be provided to Committee members for consideration.

#### **C.2 Resolution from July 15, 2019 Council regarding “How much is enough” – Kurt Schobel (verbal)**

Note: At the July 15, 2019 Council meeting, the following motion was passed:

THAT Council of the Town of The Blue Mountains receives The Blue Mountains Council Compensation Review Committee minutes dated June 3, 2019, and requests that Council be provided with the Journal Article: “How much is enough” – Kurt Schobel, Carried.

The Committee members discussed the article, “How much is enough” and highlighted salient points within the article including:

- The article speaks to Council salaries being too low due to lack of recent review and increases;
- The article argues that using comparator municipalities for a qualitative analysis is a flawed methodology and it is difficult to establish comparable municipalities;
- For Council remuneration review, the article argues use of citizens is the best practice, with no Council representatives or staff employed by Council included in the Committee makeup;
- The article stresses the need for public engagement;
- The article cites that the Committee’s recommendations should not be disregarded by Members of Council;
- The article notes flaws with tax-free remuneration as it blends with expenses and a 1/3 tax adjustment should be made;
- The article argues size of population is irrelevant; more important is job complexity;
- The article notes a relationship between most recent income information, as found in census data, and an appropriate level of Council remuneration;
- The article notes that citizens receive a high return on investment when offering appropriate remuneration to elected officials;

- Factors such as Accountability, Fairness, and Transparency should be paramount, including the understanding that there should not be a different pay structure amongst Councillors, Deputy Mayor duties may be best served on a rotational basis by Councillors, and “Fair Felt Pay” is important;

Robert further noted decisions made regarding development, which is one of the most complex factors for the job of elected officials, will affect the Town into the future. Robert noted other considerations are that a higher level of remuneration creates a larger pool of candidates.

John emphasized the Town is unique and population does not drive the workload in the Town. John cautioned against the use of census data, pointing out that seasonal and part-time residents who do not list their primary address within The Blue Mountains will not be accounted for in the data. John agreed that purposeful engagement with the public is important, particularly prior to recommendations being made by the Committee. When Council remuneration is done well, the recommendations are non-political and self-correcting. John noted the Town should consider whether it is fair and appropriate that, based on the remuneration level, elected officials within the Town may be limited to those of independent means. Higher levels of government, recognizing this, have increased salary levels to make elected office more accessible to a broader demographic.

Moved by: Robert Turner

Seconded by: John White

THAT the Council Compensation Review Committee receives Council’s request to provide members of Council with the Journal Article: “How much is enough” – Kurt Schobel and directs staff to provide the material requested, Carried.

### **C.3 Budget Allocation for Members of Council**

NOTE: Included for reference is a chart from the 2020 Budget Survey detailing how the Town of The Blue Mountains allocates the collected taxes between all of the different Town services.

The group reviewed the 2020 Budget Survey pie chart and noted that \$0.42 on the dollar makes up the taxation that remains in the Town. Of that \$0.42, \$0.01, or less, is dedicated to costs associated with Council. Robert pointed out that if the Committee was to determine that “Fair Felt Pay” was minimum wage, this increase to Council members would not have a significant impact on the \$0.01 taxation amount that is currently spent on Council. John recommended amending the pie chart to include the total dollar value, and the associated percentage, made up by the various Town services. This amended pie chart can then be included in the recommendation report to Council. The recommendation report to Council should also include a Terms/Definitions appendix outlining various terminology including, “Fair Felt Pay” and “Compensation Envelope” for ease of reference.

Shawn noted he will confirm with the Town Clerk whether the report providing recommendations regarding Council compensation should be from the Committee members, with support from, and in consultation with, Town staff.

**D. Correspondence, if any**

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None

John requested that any correspondence, if received, be provided to Committee members as it comes in, and also included on the next regularly scheduled Committee meeting for review.

**E. Notice of Meeting Dates**

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September 6, 2019  
Town Hall, Council Chambers

**F. Adjournment**

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Moved by: Robert Turner

Seconded by: John White

THAT the Council Compensation Review Committee does now adjourn at 11:10 a.m. to meet again at the call of the Chair, Carried.