

City Council - Planning Meeting Agenda

Consolidated as of March 15, 2019

Monday, March 18, 2019 – 6:00 p.m.
Council Chambers, Guelph City Hall, 1 Carden Street

Please turn off or place on non-audible all electronic devices during the meeting.

Please note that an electronic version of this agenda is available on
guelph.ca/agendas.

Guelph City Council and Committee of the Whole meetings are streamed live on
guelph.ca/live.

Changes to the original agenda have been highlighted.

Call to Order – Mayor

Disclosure of Pecuniary Interest and General Nature Thereof

Authority to move into closed meeting

That the Council of the City of Guelph now hold a meeting that is closed to the public, pursuant to the Municipal Act, to consider:

Confirmation of Minutes for the closed Council meeting held February 25, 2019.

CS-2019-52 Acquisition or Disposition of Land within a Rail Corridor
Section 239 (2) (c) of the Municipal Act a proposed or pending acquisition or disposition of land by the municipality or local board.

Open Meeting – 6:30 p.m.

O Canada
Silent Reflection
First Nations Acknowledgment

Closed Meeting Summary

Council Consent Agenda:

The following resolutions have been prepared to facilitate Council's consideration of various matters and are suggested for consideration. If Council wishes to address a specific report in isolation of the Consent Agenda, please identify the item. It will be extracted and dealt with separately as part of the Items for Discussion.

IDE-2019-36 Decision Report 50-52 Dean Avenue Zoning By-law Amendment File: 0ZS18-002 Ward 5

Recommendation:

That the application by Van Harten Surveying Inc. on behalf of the Owner, Janice Marie Bruinsma, to amend the Zoning By-law from the "Residential Single Detached" (R.1B) Zone to a "Specialized Residential Semi-detached/Duplex" (R.2-?) Zone to recognize the existing semi-detached dwelling on the property municipally known as 50-52 Dean Avenue, and legally described as Part of Lot 72 & 73, Registered Plan 363, City of Guelph, Part 1 of 61R-10060, be approved in accordance with the proposed zoning and details outlined in ATT-5 of Infrastructure, Development and Enterprise Report 2019-36, dated March 18, 2019.

Public Meeting to Hear Applications Under Sections 17, 34 and 51 of The Planning Act (delegations permitted a maximum of 10 minutes)

IDE-2019-30 Public Meeting Report 816 Woolwich Street Proposed Zoning By-Law Amendment File: 0ZS19-002 (previous file No. ZC1402) Ward 3

Staff Presentation:

Lindsay Sulatycki, Senior Development Planner

Delegations:

Dave Aston, MHBC Planning Limited (presentation)

Correspondence:

Steven Petric

Staff Summary (if required)

Recommendation:

That Report IDE 2019-30 regarding proposed Zoning By-law Amendment application submitted by MHBC Planning Limited on behalf of Chief Holdings (816 Woolwich) Limited to permit the development of 195 stacked townhouse units, a mixed-use building, an office building and maintain the existing Curling Club on lands municipally known as 816 Woolwich Street, and legally described as Part of Lots 6 and 7, Registered Plan 169, City of Guelph, from

Infrastructure, Development and Enterprise dated March 18, 2019, be received.

Items for Discussion:

The following items have been extracted from the Committee of the Whole Consent Report and the Council Consent Agenda and will be considered separately. These items have been extracted either at the request of a member of Council or because they include a presentation and/or delegations.

IDE-2019-37 Approval of Waste Management By-law Update

Presentation:

Cameron Walsh, Divisional Manager, Solid Waste Resources (presentation)

Recommendation:

That the Waste Management By-law be updated in accordance with report IDE-2019-37, Waste Management By-law Update, dated March 18, 2019.

CS-2019-53 Public Salary Disclosure – Taxation Year 2018

Mayor Guthrie will speak to this item.

Special Resolutions

By-laws

Resolution to adopt the By-laws (Councillor MacKinnon).

"That By-law Numbers (2019)-20385 to (2019)-20388, inclusive, are hereby passed."

By-law Number (2019)-20385	A by-law to amend by-law number (2015)-19985, as amended, being a by-law respecting Building, Demolition, Conditional, Change of Use and Occupancy Permits, Payment of Fees, Inspections, Appointment of Chief Building Official and Inspectors and a Code of Conduct.
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By-law Number (2019)-20386	A by-law to designate the Marcolongo Farm cultural heritage landscape at 2162 Gordon Street legally described as: Part Lot 14 Concession 8, Part Road Allowance between Concessions 7 & 8, Township of Puslinch as closed by IS15570 as in MS135643; Part Lot 14, Concession 7, Parts 5 & 6 on 61R261, Township of Puslinch; S/T MS129541 City of Guelph as being a property of cultural heritage value or interest.
By-law Number (2019)-20387	A by-law to amend By-law Number (1995)-14864, as amended, known as The Zoning By-law for the City of Guelph as it affects the property municipally known as 50-52 Dean Avenue and legally described as Part of Lot 72 & 73, Registered Plan 363, City of Guelph, Part 1 of 61R-10060 (File: OZS18-002)
By-Law Number (2019) 20388	A by-law to confirm the proceedings of meetings of Guelph City Council held March 18, 2019.

Mayor's Announcements

Please provide any announcements, to the Mayor in writing, by 12 noon on the day of the Council meeting.

Adjournment



MHBC

PLANNING
URBAN DESIGN
& LANDSCAPE
ARCHITECTURE

816 WOOLWICH STREET CITY OF GUELPH

PUBLIC MEETING

File: OZS19-002

March 18, 2019

Background

- Located within the Woodlawn-Woolwich Mixed-Use Node
- Original Application received by the City in January, 2014
- Application originally proposed:
 - 31 three-storey townhouses within three separate blocks backing onto the north property line;
 - four commercial buildings;
 - Retention of the existing Curling Club

Based on previous comments received through the original application circulation and a change in land interest, the proposal has been revised which requires a revised Zoning By-law Amendment



Guelph Curling Club

816 Woolwich Street

Site Location/Surrounding Uses



- North of the intersection of Woodlawn Road and Woolwich Street
- 3.9 hectares in size
- Currently occupied by the Guelph Curling Club, two baseball diamonds and two micro soccer fields

816 Woolwich Street

Context



- The subject lands are within walking distance of several community amenities:
 - Community retail (SmartCentres)
 - Parks (Riverside Park)
 - Trails (Downtown/Trans Canada Trail)
 - Located in close proximity to Bus Route No. 99, 17 and 18

Proposed Development

- A multi-building commercial/ residential development is proposed, including:
 - Stacked townhouses, including 195 residential dwelling units;
 - Retail building fronting onto Woolwich St./Highway 6 with potential for a future mixed use/apartment building
 - Office building located behind the Curling Club
 - Maintain the Guelph Curling Club
- Pedestrian connections to be provided to adjacent uses, including retail, restaurants and other service uses
- Proposed development implements the City's *Mixed-Use Community Node* designation
- Proposed residential units include mix of housing types



Preliminary Concept

Design Considerations

- Provides for diverse mix of land uses including residential, office, retail and recreational – creating a live, work, shop and play node
- Includes a parkette that will serve as central amenity urban square
- Provides pedestrian connections to adjacent retail/service uses, which supports a walkable and compact urban form
- 14.0 m setback from Woolwich St. accommodates landscape improvements which will enhance prominence and landmark character of the Woolwich street and Township of Guelph Eramosa Gateway
- Located within 5-minute walking distance of 4 transit stops
- Sustainable design considerations to be discussed at site plan stage



Official Plan

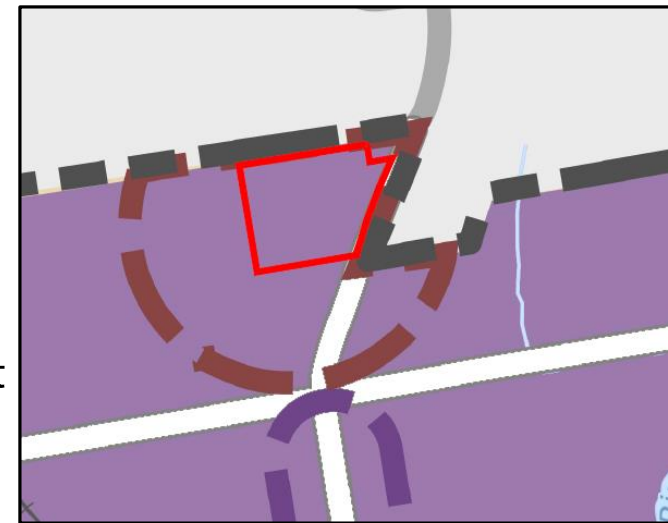
The Official Plan identifies the subject lands as:

- *Built Up Area*
- *Community Mixed-Use Node* (Schedule 1)
 - 5 nodes identified in the City
- *Community Mixed-Use Centre* (Schedule 2)

Community Mixed-Use Nodes will be planned and designed to:

- I. Be well served by transit and facilitate pedestrian and cycling traffic;
- II. Provide a mix of commercial, offices and residential development in a higher density compact urban form that supports walkable communities and live/work opportunities,
- III. Allow complementary uses such as open space, institutional, cultural and educational uses, hotels and live/work studios.

In the long-term, Nodes are intended to realize an urban village concept through a mix of uses and compact urban form with a main street area and attractive private and public open spaces, such as urban squares.



Schedule 1: Growth Plan Elements

816 Woolwich Street

Official Plan

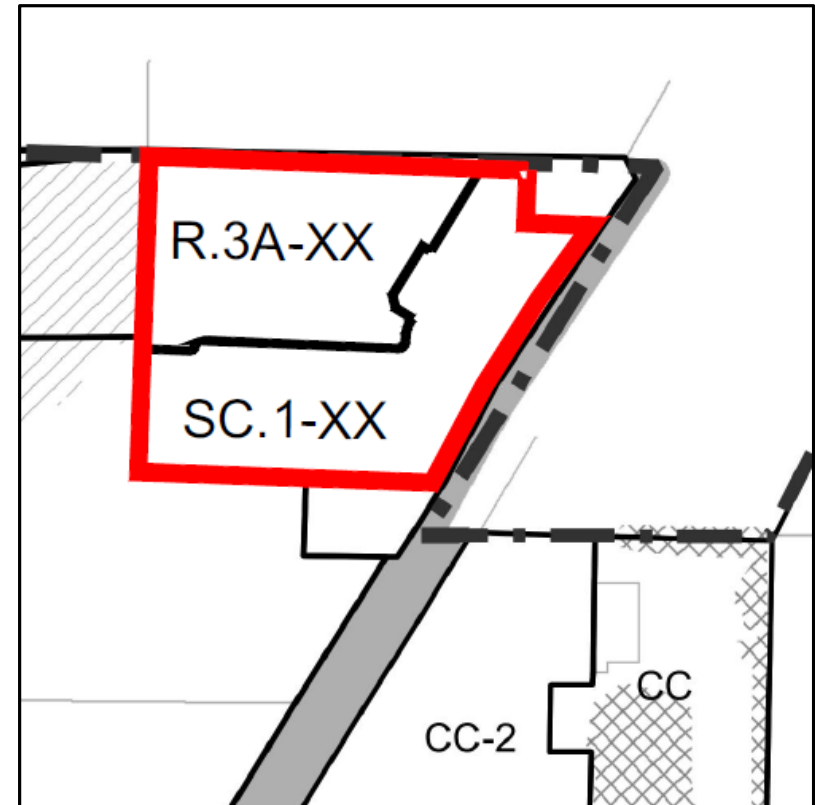
Additional Information

- Maximum permitted net density in *Community Mixed-Use Centre* is 150 units per hectare
- Contributes to the overall housing stock to ensure appropriate housing type and density for the area
- Proposed development supportive of alternative methods of transportation and in close proximity to compatible non- residential uses (parks, retail, schools)
- Full municipal services are available to support the development
- Urban design policies addressed, with future details at site plan stage

Proposed Zoning By-law Amendment

The purpose of the zoning by-law amendment application is to:

- Implement the range of uses proposed for the site, which are consistent with the Official Plan
- To establish site-specific provisions to allow for the proposed development
- Dual zoning is requested to accommodate the existing Guelph Curling Club, proposed residential uses and the retail/mixed-use building and office building



Proposed Zoning Schedule

Special Provisions: SC.1-xx

1. Permit the following uses in addition to the current permitted uses of the SC.1 zone:
 - Office
 - Medical Office
 - Retail Establishment
 - Dwelling Units with permitted commercial uses in the same building in accordance with Section 4.15.2
2. Minimum rear yard setback of 3.8 m
 - A reduced minimum rear yard setback is required on the westerly side of the office building to accommodate parking and setback from the main road through the site
3. Minimum side yard setback of 5.6 m
 - Required on the northerly side of the Retail/Mixed-use building due to the irregular shape of the lot, required 14 m setback from Hwy 6, and adjacent residential use (zoned Open Space in Guelph-Eramosa ZBL)
4. Maximum Building Height of 4 – 6 storeys
 - Appropriate given the site's designation as a Community Mixed-Use Centre and major gateway
5. Retail/Mixed-Use parking: 1 space/49m² for retail parking and 1.25 spaces/unit for first 20 units and 1 space/unit for the remainder
6. Office parking: 1 space/34m²
7. Recreation/Curling Club parking: 1 space/16.8m²



Special Provisions: R.3A-xx

1. Permit a maximum density of 111 units per hectare as currently proposed
 - OP permits a maximum density of 150 units per hectare in the *Community Mixed-Use Centre* designation
2. Minimum lot area of 95 m² per dwelling unit
 - Reduction required due to the compact building form (stacked townhouses)
3. Minimum rear yard setback of 4.5 m
 - Required on the northerly side of the residential blocks to accommodate the required parking
4. Landscaped open space area of 35%
 - To permit parking required for the stacked townhouses. Amenity parkette space proposed which will provide a shared greenspace to residents.
5. Common Amenity Area of 9m² per unit
 - To accommodate unit type, mixed-use development and compact form
6. Private Amenity Area of 5m² per unit
 - To accommodate compact building form of the proposed stacked townhouses
7. Visitor Parking rate: 6.7% of required number of spaces
 - Very walkable area in proximity to several transit stops.
 - Spread of peak parking times provides opportunities to occupy otherwise underutilized spaces (office/retail).





EXAMPLE STACKED TOWNHOUSE BLOCK: COMPACT UNITS; WALK-UP STYLE WITH HUMAN-SCALED FEATURES AT GROUND LEVEL INCLUDING BENCHES, BIKE RACKS AND LOW-LEVEL LIGHTING.

816 Woolwich Street

Technical/Supporting Studies

1. Planning Justification Report
2. Urban Design Brief
3. Functional Servicing Report
4. Stormwater Management Report
5. Phase I Environmental Site Assessment
6. Hydrogeological Investigation
7. Traffic Impact Study
8. Environmental Impact Study
9. Highway 6 Road Widening Environmental Study Report
10. Tree Inventory & Protection Plan

Digital copies of submitted studies relating to the Zoning By-law amendment application are located on the City of Guelph's website:
<https://guelph.ca/2019/02/816-woolwich-street-2/>

Conclusion

The proposed Zoning By-law Amendment:

- Consistent with the Provincial Policy Statement;
- Conforms to the Growth Plan for the Greater Golden Horseshoe;
- Conforms to the Official Plan;
- Proposes connection to full municipal services; and,
- Supports the intensification and growth policies of the Official Plan.

The lands are located within designated *Mixed-Use Community Node*, which is planned for higher density mixed-uses including residential and employment uses, as well as retail, service, entertainment, recreational and commercial uses that serve local and wider community.

***Re: IDE-2019-30 Public Meeting Report 816 Woolwich Street Proposed Zoning By-Law
Amendment File: OZS19-002 (previous file No. ZC1402) Ward 3***

Back in 2014, an application came to the City to build 31 three-storey townhouses in three separate blocks along with four commercial buildings on the site of the Guelph Curling Club, which will be preserved as part of the new development. The new plan is to develop 195 stacked townhouse units, a mixed-use building, and an office building, in addition to maintaining the existing Curling Club.

I understand why the developer switched from a more retail oriented site plan to a more residential development. As many of you know, retail is struggling these days. The Walmart development, just south of this site, has 3 additional pads ready for building on but has delayed those plans due to market conditions. However, I still believe retail would and could do well on this site.

Here are some thoughts I'd like Staff, the developer and Council to consider.

- **Transit oriented development:** This is a very strong proposal on this. It is within walking distance to a high-frequency route (99 Mainline) and 2 other routes (17 and 18) that lead to major destinations such as jobs, shopping, recreational facilities, and the University of Guelph. Maintaining the high frequency, all day 99 Mainline will be very important to the success of this development and Guelph Transit.
- **Woolwich and Woodlawn:** This intersection is at capacity. It is non-stop day and night. These concerns have been raised in the report. This intersection will need to be a top priority for rebuilding before this development proceeds.
 - With that in mind, having 1 driveway to access this property is very concerning. The previous proposal in 2014 has it integrated with the neighboring property (Walmart) providing a "second entrance" for those wanting to access either property. Of course, this requires both developers to agree and I would hope they reconsider this second entry.
- **Pedestrian Access:** The proposal has sidewalks connecting to and through the Walmart properties, allowing residents and others to access transit, cycling, and shopping options.
 - The concern I have is the lack of sidewalks from Walmart driveway on Woolwich past the small office building (not included in this plan) and Curling Club to the edge of the city. It was widely assumed when this development was first purposed in 2014 that there would be sidewalks installed along this stretch to allow access to both the development but also a path to Marymount Cemetery and the Jesuit property, which as many of you know contains some important

programs and community services. A sidewalk on this stretch should be put into the plan.

- The second concern is having pedestrian access only through private property (Walmart) is not always guaranteed. Private land owners have in the past placed fences between properties cutting off different properties. Is there an agreement in place between the two properties to maintain pedestrian access?
- Buffer between Marymount Cemetery and Townhouses: I am concerned about the buffer between the development and Marymount Cemetery to the north. I hope that trees are maintained, additional trees are added and other measures, such as a high fence, are put into place or considered to minimize noise and the site of townhomes peering over. The buffer between Walmart and the Jesuit properties is well done and you do not notice Walmart at all.

Overall, I hope the materials used for this development are top quality, including brick and stone. This is a major gateway into the city and this will be one of the first developments people will see entering Guelph.

Thank you.

Steven Petric
Ward 3 Resident4603

Information Report



Service Area Corporate Services

Date Friday, March 15, 2019

Subject Public Sector Salary Disclosure – Taxation Year 2018

Report Number CS-2019-53

Executive Summary

Purpose of Report

This report provides information with respect to the Public Sector Salary Disclosure Act (PSSDA) and reporting requirements for all organizations, including municipalities that receive public funding of a least one million dollars or 10 per cent of their gross revenues from the Province.

All participating organizations must report annually salary paid plus additional compensation such as overtime, premium pays, and retroactive adjustments for qualifying employees. This means that amounts reported to the Province can be more than an employee's base salary.

Key Findings

As of December 31, 2018, there were 2,381 full and part-time employees at the City of Guelph. 339 employees in 2018 earned in excess of \$100,000, which was an increase of 107 from 2017. The chart below demonstrates the City's trend.

Employee Group	2014	2015	2016	2017	2018	Difference (2017-2018)
ATU	0	0	1	0	4	+4
CUPE 973	1	2	4	5	6	+1
CUPE 241	0	2	2	1	1	0
FIRE	68	68	64	102	139	+37
NUME	85	93	96	114	146	+32
OPSEU	5	13	11	10	43	+33
TOTAL	159	178	178	232	339	107

The increase is attributed to retroactive payments made in 2018 relating to prior year earnings to employees in Fire and Paramedics, as well as the Council approved economic adjustments for our NUME group. The numbers above include all City of Guelph employees and Library employees. Guelph Police Services report separately to the Province.

Financial Implications

N/A

Report

The Purpose of the PSSDA

Since 1996, the Province of Ontario (Province) under the PSSDA has required all organizations that receive public funding of at least one million dollars or 10 per cent of their gross revenues from the Province, to disclose annually the names, positions, salaries and taxable benefits of all employees paid \$100,000 or more in a year.

The following organizations meet this criterion:

- Ontario Public Service
- Legislative Assembly
- Provincial Crown Corporations
- Municipalities
- School Boards
- Colleges & Universities
- Hospitals

The purpose of the Act is to improve accountability and transparency in government for taxpayers.

Municipalities are required to provide the Ministry, no later than the fifth business day in March (March 7, 2019), a written record of salary and benefits paid in the previous year of employees who were paid at least \$100,000 as salary. In addition, the City has submitted the 2018 information to the Province as prescribed by the legislation.

All participating organizations must report annually salary paid plus additional compensation such as overtime, premium pays, and retroactive adjustments for qualifying employees. This means that amounts reported to the Province can be more than an employee's base salary.

Also reported are taxable benefits, which includes items such as life insurance, and for eligible employees, items such as car allowance, tool allowance, personal use of City vehicles (i.e. for those employees who are required to use a City vehicle and be on call/standby).

Financial Implications

N/A

Consultations

N/A

Corporate Administrative Plan

Overarching Goals

Service Excellence

Service Area Operational Work Plans

Our Services - Municipal services that make lives better

Our People- Building a great community together

Attachments

ATT-1 Public Salary Disclosure List for the 2018 Taxation Year

Report Author

David Godwaldt



Approved By

David Godwaldt
GM Human Resources
Corporate Services
519-822-1260 Ext. 2848
david.godwaldt@guelph.ca



Recommended By

Trevor Lee
Deputy CAO,
Corporate Services
519-822-1260 Ext. 2281
Trevor.Lee@guelph.ca

City of Guelph - 2018 Public Sector Salary Disclosure

LAST NAME	FIRST NAME	POSITION	SALARY	BENEFIT
Abushawar	Loai	Corporate Applications Analyst	\$106,678.33	\$ 779.42
Adhikari	Prasoon	Environmental Engineer	\$107,260.21	\$ 824.76
Adkin	Tammy	Manager Guelph Museums	\$110,275.01	\$ 857.30
Adlington	Geoffrey	Platoon Chief	\$152,962.39	\$ 687.98
Aitkens	Jeffrey	Deputy City Solicitor	\$124,195.07	\$ 954.66
Alarie	Gilles	Fire Fighter	\$113,647.32	\$ 496.90
Allen	Paul	Senior Program Manager Health and Safety	\$107,506.36	\$ 829.00
Amaral	Jose	Manager Fleet Services	\$121,300.53	\$ 936.28
Angelo	Mary	Supervisor Development Engineering	\$110,275.01	\$ 857.30
Atkins	Dan	Director Operations Guelph Public Library	\$118,001.87	\$ 819.54
Auger	Scott	Fire Fighter	\$114,714.36	\$ 510.84
Baker	Tara	General Manager Finance/City Treasurer	\$159,475.85	\$ 1,769.36
Ball	Tracy	Primary IV Care Guelph	\$102,677.60	\$ 458.85
Ballah	Victoria	Manager Prosecutions and Facility Operations	\$113,988.06	\$ 857.30
Banting	Bruce	Associate Solicitor	\$121,300.85	\$ -
Barden	Scott	Platoon Chief In Training	\$143,045.98	\$ 641.05
Bartholomew	Michael	GIS Analyst ITS	\$100,237.10	\$ 1,086.34
Beaton	Jeffrey	Human Resources Advisor	\$100,237.19	\$ 776.08
Beaton	David	Program Manager Trails and Natural Areas Stewardship	\$100,756.13	\$ 715.76
Bechard	Sue	Payroll Pension and Benefits Specialist	\$111,435.87	\$ 996.06
Beck	Jonathan	Captain	\$137,200.03	\$ 607.95
Bell	Marcus	Supervisor Civic Precinct	\$100,237.10	\$ 779.42
Benn	Amy	Advanced Care County	\$107,489.25	\$ 499.62
Berwick	Scott	Fire Fighter	\$125,632.50	\$ 525.91
Besner	Nicole	Advanced Care County	\$107,227.98	\$ 499.62
Beveridge	Andrew	Captain	\$139,952.89	\$ 629.73
Biggs	Darryl	Fire Fighter	\$113,023.78	\$ 510.84
Black	Howard	Fire Fighter	\$123,113.28	\$ 510.84
Boakes	John	Manager Technical Services and Compliance	\$107,292.48	\$ 843.67
Boehmer	Christopher	Fire Fighter	\$129,439.13	\$ 495.58
Borris	Jeff	Fire Fighter	\$113,363.84	\$ 510.84
Boshart	Paul	Commander Training and Regulatory Compliance	\$124,795.80	\$ 766.77
Bottomley	Craig	Fire Prevention Officer	\$132,326.43	\$ 579.17
Bowen	Kelly	Advanced Care County	\$103,927.81	\$ 225.55
Bowes	Jason	Fire Fighter	\$111,094.28	\$ 496.90
Boyle	David	Manager ITS Infrastructure and Operations	\$121,685.47	\$ 908.72

City of Guelph - 2018 Public Sector Salary Disclosure

LAST NAME	FIRST NAME	POSITION	SALARY	BENEFIT
Boys	Steve	Fire Fighter	\$114,556.61	\$ 510.84
Bradley	Stuart	Fire Fighter	\$117,088.29	\$ 510.84
Bratton	Gregory	Fire Fighter	\$116,699.48	\$ 516.16
Briggs	Lynne	Manager Recreation Services	\$123,310.05	\$ 942.16
Brnjas	Jonathan	Advanced Care County	\$109,675.47	\$ 499.62
Brossault	Alexandre	GIS Program Manager	\$110,255.67	\$ 853.96
Brown	Anthony	Lead House Technician	\$104,881.61	\$ 435.78
Brown	James	Advanced Care Guelph	\$107,122.76	\$ 491.83
Brydges	Paul	Captain	\$137,184.68	\$ 618.62
Buhrow	Dwayne	Primary Care County	\$107,972.99	\$ 451.67
Bulloch	Richard	Primary Care County	\$101,155.80	\$ -
Busatto	Peter	General Manager Environmental Services	\$176,454.49	\$ 1,853.82
Cain	Adam	Fire Fighter	\$108,587.85	\$ 480.46
Caldwell	Blair	Supervisor Distribution Construction	\$113,067.70	\$ 761.52
Calma	Bruce	Commander	\$123,659.65	\$ 934.39
Campbell	Brenda	Program Manager Disability Claims and Occupational Health	\$101,083.21	\$ 779.42
Castellan Aldunate	Melissa	Manager Policy Planning and Urban Design	\$129,856.22	\$ 1,291.54
Chapman	Alex	Manager Climate Change Office	\$120,194.26	\$ 901.77
Cheng	Qiu Wei	Network Specialist	\$102,224.82	\$ 774.39
Christensen	Sven	Captain In Training	\$131,962.28	\$ 586.77
Clack	Colleen	Deputy CAO Public Services	\$213,550.02	\$ 7,634.36
Clark	Zachary	Primary IV Care Guelph	\$104,782.41	\$ 458.85
Clark	Walter Gregory	Manager Financial Strategy and Long Term Planning	\$113,067.39	\$ 880.10
Clarke	Dina	Fire Fighter	\$114,383.61	\$ 510.84
Clarke	Nancy	Director Customer Service Guelph Public Library	\$113,924.21	\$ 1,677.34
Cober	Karl	Project Manager Water Services	\$100,912.61	\$ 779.42
Cochrane	Andrew	Fire Fighter	\$110,075.36	\$ 495.58
Collison	Cynthia	Fire Fighter	\$129,841.07	\$ 510.84
Connell	Heather	Manager Business and Technical Services	\$113,918.44	\$ 865.08
Cook	Phillip Anthony	Primary Care County	\$101,698.91	\$ 451.67
Cooper	Christopher	General Manager Legal Realty and Court Services/City Solicitor	\$176,203.75	\$ 1,927.57
Cosby	Chris	Fire Fighter	\$108,669.83	\$ 495.58
Coutts	Conrad	Project Manager Quality Assurance and Continuous Improvement	\$101,400.85	\$ 779.42
Craven	Robert	Captain	\$136,059.63	\$ 600.89
Cunning	Christopher	Fire Fighter	\$121,010.44	\$ 516.16
Curtis	Dean	Captain	\$148,305.60	\$ 647.51

City of Guelph - 2018 Public Sector Salary Disclosure

LAST NAME	FIRST NAME	POSITION	SALARY	BENEFIT
Cutten	David	Fire Fighter	\$117,245.54	\$ 510.84
Darden	Bradley	Advanced Care Guelph	\$106,310.33	\$ 499.62
De Koning	Joseph	Manager Technical Services	\$112,608.14	\$ 850.62
Dedman	Kealy	General Manager Engineering and Transportation Services	\$169,478.67	\$ 1,853.82
Dejong	Matthew	Fire Fighter	\$109,010.20	\$ 495.58
Dekraker	Rodger	Fire Fighter	\$113,339.40	\$ 510.84
Deluca	Dean	Paramedic Field Superintendent	\$112,140.68	\$ 851.34
Demanche	Mike	Corporate Applications Analyst	\$100,306.24	\$ 1,236.62
Des Roches	Thomas	Fire Fighter	\$112,287.97	\$ 480.46
Desrosiers	Yvan-Denis	Manager Court Operations	\$108,190.80	\$ 857.30
Devriendt	Chris	Manager Development Planning	\$113,849.83	\$ 1,171.05
Dewar	Stephen	General Manager GWPS/Chief	\$161,894.17	\$ 2,820.96
Dixon	Christian	Captain In Training	\$125,317.32	\$ 516.16
Dmytrus	Steven	Captain	\$137,133.64	\$ 614.61
Dooling	Terrence	Manager Public Works	\$120,501.86	\$ 941.30
Doughty	Matthew	Fire Fighter	\$110,821.24	\$ 495.58
Downes	Connor	Advanced Care Guelph	\$109,356.92	\$ 477.58
Drake	Kyle	Fire Fighter	\$120,496.17	\$ 510.84
Draper	Josef Robert	Paramedic Field Superintendent	\$111,433.04	\$ 851.34
Drohan	Patrick	Fire Fighter	\$114,125.92	\$ 510.84
Duncan	Andrew	Captain In Training	\$123,605.45	\$ 525.91
Dunn	Alan	Fire Fighter	\$123,357.03	\$ 510.84
Dunsmoor	Dwight	Captain In Training	\$125,854.02	\$ 525.91
Einwechter	Sasha	General Manager ITS	\$125,332.39	\$ 965.76
Elloway	David	Deputy Chief Manager Administration and Emergency Preparedness	\$157,072.89	\$ 6,468.37
Esmaili	Daryush	Manager Design and Construction	\$126,429.01	\$ 951.50
Ewing	Mark	Fire Fighter	\$114,527.04	\$ 510.84
Fan	Malcolm	Advanced Care Guelph	\$109,301.64	\$ 499.62
Farquharson	Allan	Platoon Chief	\$152,683.24	\$ 684.95
Febrey	James	Fire Fighter	\$113,866.47	\$ 510.84
Fell	Robert	Captain	\$140,827.98	\$ 629.73
Fesuk	Christopher	Fire Fighter	\$109,783.42	\$ 495.58
Fischer	Adam	Manager ITS Service Desk	\$118,171.39	\$ 1,282.64
Fitzgerald	Garrett	Advanced Care Guelph	\$114,514.28	\$ 499.62
Fitzpatrick	Brian	Captain	\$139,990.07	\$ 629.73
Flaherty	Heather	General Manager Parks and Recreation	\$146,759.07	\$ 1,737.08

City of Guelph - 2018 Public Sector Salary Disclosure

LAST NAME	FIRST NAME	POSITION	SALARY	BENEFIT
Fleischhacker	Darcie	Project Manager ITS	\$100,237.10	\$ 779.42
Forsey	Peter	Advanced Care County	\$101,761.48	\$ 499.62
Fraser	Holly	Primary Care Guelph	\$104,687.32	\$ -
Fulton	Laura	Advanced Care County	\$102,227.91	\$ 469.79
Gallier	Wayne	Division Manager Water Services	\$130,510.12	\$ 1,004.02
Gammie	Lynn	Transit Operator	\$104,683.29	\$ 534.95
Garcia	Evarist Chris	Manager Water Operations	\$113,564.52	\$ 873.24
Garvin	David	Fire Fighter	\$118,710.67	\$ 495.58
Gayman	Terry	Manager Development Infrastructure and Environmental Engineering	\$133,430.02	\$ 1,028.18
Gerus	Robin	General Manager Guelph Transit	\$125,068.67	\$ 1,013.33
Gervais	Matt	Fire Fighter	\$118,164.39	\$ 495.58
Giles	Neil	Assistant Emergency Vehicle Technician	\$125,119.41	\$ 577.62
Godfrey	Douglas	General Manager Operations	\$135,838.30	\$ 1,644.66
Godwaldt	David	General Manager Human Resources	\$159,397.17	\$ 1,825.69
Goode	Steven	Deputy Fire Chief Operations	\$153,485.49	\$13,990.56
Gordon	Carrie	Advanced Care Guelph	\$107,971.58	\$ 499.62
Goss	Alex	Manager Community Investment	\$106,091.51	\$ 816.96
Gouweloos	Kelly	Advanced Care Guelph	\$106,878.23	\$ 48.77
Gow	Michelle	Paramedic Field Superintendent	\$103,959.13	\$ 851.34
Grassi	Margaret	Strategic Business Advisor	\$103,306.50	\$ 990.42
Grau	Rich	Manager Sleeman and Civic Precinct Facilities	\$110,275.01	\$ 22.66
Gregory	Kristen	Primary Care Guelph	\$107,323.72	\$ -
Gregson	Christel	Senior Corporate Analyst Financial Strategy	\$100,832.51	\$ 779.42
Gutscher	Sandra	Fire Fighter	\$111,675.87	\$ 495.58
Guyatt	Frank	Captain In Training	\$123,213.27	\$ 525.91
Haid	Arthur	Captain	\$137,139.52	\$ 614.61
Hall	James	Development Infrastructure Engineer	\$100,237.10	\$ 779.42
Hambly	David	Fire Fighter House Mechanic	\$135,727.89	\$ 589.34
Hamilton	Wendy	Fire Prevention Officer	\$114,660.25	\$ 23.20
Hammill	Chris	Captain	\$138,871.14	\$ 614.61
Hanson	Robert	Lead Environmental Protection Officer	\$123,013.93	\$ 3,273.27
Harrington	Paul	Captain In Training	\$133,456.70	\$ 525.91
He	George	Primary Care County	\$101,206.88	\$ -
Head	Ron	Platoon Chief	\$146,792.82	\$ 647.51
Heffren	Kyle	Fire Fighter	\$118,086.07	\$ 510.84
Henning	Jim	Fire Fighter	\$112,664.01	\$ 525.91

City of Guelph - 2018 Public Sector Salary Disclosure

LAST NAME	FIRST NAME	POSITION	SALARY	BENEFIT
Herbert	Gordon	Captain In Training	\$125,453.26	\$ 516.16
Hickey	Ian	Fire Prevention Officer	\$127,078.79	\$ 563.92
Hill	Robert	Paramedic Field Superintendent	\$111,230.57	\$ 851.34
Hindupur	Arun	Supervisor Infrastructure Engineering	\$107,551.39	\$ 824.76
Hishon	Nicholas	Fire Fighter	\$113,430.48	\$ 510.84
Hoffman	Mark	Captain	\$151,541.03	\$ 629.73
Horvat	Marinko	Security Specialist ITS	\$105,044.49	\$ 779.42
Hunter	Colin	Platoon Chief In Training	\$164,873.61	\$ 647.51
Hurst	Andrew	Fire Fighter	\$129,486.63	\$ 525.91
Inglis	Glen	Public Works Supervisor	\$104,604.14	\$ 998.85
Irvine	Mark	Fire Fighter	\$114,170.23	\$ 510.84
Jacobson	Glenn	Captain	\$146,774.58	\$ 614.61
Jenkins	Esther	Primary Care County	\$109,326.33	\$ 451.67
Joginder	Charanjeet	Manager Complex Capital Projects	\$129,399.56	\$ 985.82
Kelly	Stephen W.	Primary IV Care County	\$106,194.30	\$ 458.85
Kennedy	Cathy	Manager Policy and Intergovernmental Relations	\$112,184.09	\$ 853.96
Kentner	Ryan	Fire Fighter	\$118,456.83	\$ 510.84
King	John	Platoon Chief In Training	\$144,092.80	\$ 644.69
Klein	Bill	Supervisor Corporate Property Maintenance	\$100,551.03	\$ 779.42
Klein	Kevin	Fire Fighter	\$128,885.45	\$ 525.91
Kleinendorst	Jeffery	Transit Operator	\$104,580.43	\$ 534.95
Knighton	Michael	Platoon Chief In Training	\$153,703.24	\$ 647.51
Koning	Kristine	Fire Fighter	\$110,814.17	\$ 510.84
Kornelsen	Wendy	Program Manager Recreation Support Services	\$110,275.01	\$ 857.30
Kraft	Steven	Chief Executive Officer	\$162,366.89	\$ 1,131.29
Krauter	James	Deputy Treasurer/Manager Taxation and Revenue	\$131,244.62	\$ 1,009.17
Krusky	Matt	Captain	\$140,135.37	\$ 629.73
Kubik	Adam	Captain In Training	\$127,029.55	\$ 525.91
Kustra	Danna	General Manager Culture Tourism and Community Investment	\$125,214.78	\$ 1,550.26
Kwan	Andrew	Manager Information Technology Guelph Public Library	\$108,009.71	\$ 796.12
Lacey	S. Dain	Fire Fighter	\$113,641.05	\$ 510.84
Lacroix	John	Platoon Chief In Training	\$146,096.02	\$ 647.51
Langdon	Paul	Fire Fighter	\$111,791.00	\$ 495.58
Laur	Jeremy	Chief Building Official	\$100,560.94	\$ 779.42
Lee	Trevor	Deputy CAO Corporate Services	\$187,187.68	\$ 7,418.53
Leis	Rebecca	Primary IV Care Guelph	\$104,050.36	\$ 458.85

City of Guelph - 2018 Public Sector Salary Disclosure

LAST NAME	FIRST NAME	POSITION	SALARY	BENEFIT
Li	Wai San	Fire Fighter	\$ 115,440.88	\$ 495.58
Lin	Dong	Enterprise Integration Specialist	\$ 110,881.55	\$ 1,243.50
Linton	Rick	Fire Fighter	\$ 113,227.50	\$ 510.84
MacCulloch	Steve	Captain	\$ 138,633.96	\$ 623.88
MacDonald	Dan	Captain	\$ 139,886.82	\$ 614.61
Maedel	Jeffrey	Fire Fighter	\$ 110,398.35	\$ 496.90
Maendel	Kimberley	Fire Fighter	\$ 108,441.51	\$ 495.58
Maeresera	Ronald	Senior Corporate Analyst Financial Planning	\$ 100,237.10	\$ 779.42
Maerz	Brent	Primary Care County	\$ 106,700.30	\$ -
Maly	Barbara	Manager Economic Development	\$ 110,273.25	\$ 848.07
Manuel	David	Fire Fighter	\$ 119,094.37	\$ 495.58
Marcus	Anthony Glenn	Strategic Business Advisor	\$ 102,982.89	\$ 796.02
Martinelli	David	Construction Inspector	\$ 100,215.80	\$ 921.05
Mast	Darrell	Associate Solicitor	\$ 121,300.85	\$ 942.16
Mcalpine	Kelley	Program Manager Recreation Support Services	\$ 100,237.10	\$ 779.42
McCausland	Catherine	Manager Process Operations	\$ 121,300.85	\$ 942.16
McCrone	Mike	Platoon Chief	\$ 138,296.06	\$ 623.88
McDonough	Stewart	Advisor Innovation and Service Modernization	\$ 101,337.92	\$ 745.68
McGillivray	Warren	Captain	\$ 128,233.76	\$ 525.91
McGovern	John	Primary Care County	\$ 100,500.80	\$ 451.67
McIlveen	Allister	Manager Transportation Services	\$ 126,803.02	\$ 22.66
McLaren	D'Arcy	Advanced Care County	\$ 106,014.87	\$ 499.62
McReynolds	Colin	Manager Corporate Applications	\$ 103,373.06	\$ 792.94
Milhomens	MaryJo	Manager Corporate Communications	\$ 100,386.35	\$ 776.08
Mitchell	M Kyle	Fire Fighter	\$ 120,808.32	\$ 495.58
Mitchell	Kerri	Commander	\$ 124,952.22	\$ 934.39
Mitchell	Mark	Chief Training Officer	\$ 148,831.63	\$ 687.98
Moore	Patrick	Fire Fighter	\$ 114,268.59	\$ 516.16
Mucci	Nick	Fire Fighter	\$ 113,179.95	\$ 510.84
Myles	Timothy	Program Manager Termite Control	\$ 100,239.80	\$ 643.67
Narayanan	Muralitharan	Corporate Applications Analyst	\$ 100,241.64	\$ 761.52
Nasby	Graham	Water SCADA Security Specialist	\$ 121,532.68	\$ 779.42
Nesrallah	Gabriel	Primary IV Care Guelph	\$ 107,775.41	\$ 458.85
Neumann	Martin	Manager Parks Operations and Forestry	\$ 127,365.87	\$ 942.16
Newland	Karen	Manager Finance Client Services	\$ 121,095.00	\$ 936.28
Noel	Elaine	Compensation Specialist	\$ 100,237.10	\$ 1,246.48

City of Guelph - 2018 Public Sector Salary Disclosure

LAST NAME	FIRST NAME	POSITION	SALARY	BENEFIT
Nuhn	William	Manager Theatre and Civic Events	\$105,482.97	\$ 847.85
Nuhn	Rob	Emergency Vehicle Technician	\$114,327.99	\$ 495.58
O'Brien	Stephen	General Manager City Clerks Office/City Clerk	\$146,759.28	\$ 1,780.43
Ohashi	Glenn	Transit Operator	\$110,573.17	\$ 534.95
Oliver	Joanne	Talent and Organizational Development Specialist	\$100,237.10	\$ 779.42
Osborne	Joanne	Advanced Care County	\$103,723.23	\$ 499.62
Osborne	John	General Manager Fire Services/Fire Chief	\$185,309.89	\$ 9,172.17
Page	Robert	Captain	\$136,373.73	\$ 614.61
Parker	Amy	Human Resources Advisor	\$108,594.77	\$ 983.52
Patterson	Michael	Primary Care Guelph	\$104,086.29	\$ 429.63
Patterson	David	Platoon Chief	\$156,051.79	\$ 687.98
Payne	Joseph	Fire Fighter	\$115,279.31	\$ 495.58
Pederson	Paul	Captain In Training	\$126,404.63	\$ 525.91
Pender	Loren	Training Officer	\$140,688.93	\$ 623.88
Perry	Grace	Advanced Care Guelph	\$110,734.63	\$ 477.58
Petroczi	Laszlo	General Manager Guelph Junction Railroad	\$130,205.98	\$ 925.68
Petterson	Jenny	Captain	\$137,124.47	\$ 614.61
Philips	Todd	Fire Fighter	\$126,838.27	\$ 510.84
Phillips	Matthew	Supervisor Water Supply Operations	\$110,312.31	\$ 779.42
Pivato	Maurisio	Lead Hand Distribution	\$100,021.88	\$ 379.23
Plater	John	Fire Fighter	\$115,895.37	\$ 510.84
Pletch	Kerry-Ann	Human Resources Manager Talent and Organizational Development	\$124,425.03	\$ 938.82
Pradhan	Manjusha	Project Manager ITS	\$103,278.83	\$ 779.42
Puskas	Jonathan	Fire Fighter	\$118,370.74	\$ 510.84
Puskas	Marjorie	Fire Fighter	\$126,113.48	\$ 554.18
Qaqish	Majde	Project Engineer	\$114,064.11	\$ 1,625.68
Radojcin	Borislav (Bob)	Advanced Care County	\$106,657.63	\$ 499.62
Rao	Michael	Fire Fighter	\$118,273.54	\$ 510.84
Raynard	Greg	Fire Prevention Officer	\$126,275.83	\$ 563.92
Reid	Lyndy	Advanced Care County	\$107,245.53	\$ 477.58
Reynen	Robert	Chief Building Official	\$142,636.31	\$ 1,089.30
Richardson	Bob	Construction Inspector	\$107,028.59	\$ 436.57
Rider	Peter	Sourcewater Risk Management Official	\$123,102.16	\$ 942.16
Ritchie	Todd	Fire Fighter	\$119,239.54	\$ 525.91
Roadknight	Mike	Fire Fighter	\$117,501.84	\$ 1,075.68
Roberts	Michelle	Fire Fighter	\$113,319.34	\$ 496.90

City of Guelph - 2018 Public Sector Salary Disclosure

LAST NAME	FIRST NAME	POSITION	SALARY	BENEFIT
Robertson	Lorna	Corporate Applications Analyst	\$100,112.45	\$ 761.52
Robertson	Tim	Division Manager Wastewater Services	\$142,983.33	\$ 997.86
Robinson	(Malea) Jennifer	Advanced Care County	\$108,482.28	\$ 499.62
Rooney	Brian	Advanced Care County	\$110,632.90	\$ 499.62
Ross	Peter	Advanced Care Guelph	\$113,273.54	\$ 477.58
Rutherford	Adam	Program Manager Programs Community Development	\$101,554.00	\$ 735.59
Sabatini	Tony	Chief Fire Prevention Officer	\$150,887.42	\$ 687.98
Salter	Todd	General Manager Planning and Building Services	\$161,428.38	\$ 1,853.82
Sambol	Chris	GIS Analyst ITS	\$100,237.10	\$ 986.42
Sanvido	Andrew	Platoon Chief In Training	\$150,547.11	\$ 647.51
Saxena	Sanjay	Business Relationship Advisor	\$104,393.96	\$ 765.84
Schmidt	Adam	Captain In Training	\$125,566.54	\$ 525.91
Sciorilli	Joseph	Environmental Protection Officer	\$103,239.90	\$ 435.78
Scott	Robert	Transit Operator	\$109,900.74	\$ 534.95
Scott	Chad	Manager Logistics and Site Operations	\$114,424.61	\$ 865.08
Sealey	Marsha	Primary IV Care Guelph	\$114,027.79	\$ -
Seeley	James	Fire Fighter	\$122,506.53	\$ 510.84
Sheehy	Patrick	Program Manager Zoning	\$100,238.15	\$ 779.42
Sheppard	Joshua	Fire Fighter	\$114,098.02	\$ 495.58
Shody	Mark	Technical Lead Commercial Inspection	\$101,118.61	\$ 499.54
Simons	David	Training Officer	\$145,670.52	\$ 629.73
Singsomboon	Sombat	Corporate Applications Analyst	\$105,555.18	\$ 779.42
Smith	Jeremy	Server Specialist	\$100,421.80	\$ 739.90
Smith	Jennifer	Manager Corporate and Community Strategic Initiatives	\$104,174.60	\$ 788.36
Smith	Stuart	Primary Care County	\$108,456.43	\$ 451.67
Smith	Brendan	Fire Fighter	\$110,543.36	\$ 495.58
Smith	Craig	Fire Fighter	\$114,964.43	\$ 510.84
Smith	Jason	Captain	\$128,560.92	\$ 525.91
Solomon	Noah	Advanced Care County	\$110,216.76	\$ 499.62
Spence	Catherine	Internal Auditor	\$122,756.74	\$ 962.37
Sperling	Janet	Strategic Business Advisor	\$117,623.56	\$ 862.81
Strigg	Tara	General Manager Corporate Communications and Customer Service	\$130,878.28	\$ 1,600.52
Stahl	Emily	Manager Technical Services Water Services	\$101,260.03	\$ 781.38
Standing	Kenneth	Platoon Chief	\$152,275.71	\$ 681.73
Stewart	Andrea	Advanced Care County	\$112,778.72	\$ 499.62
Stewart	William	Manager Procurement	\$121,300.85	\$ 942.16

City of Guelph - 2018 Public Sector Salary Disclosure

LAST NAME	FIRST NAME	POSITION	SALARY	BENEFIT
Stewart	Scott	Deputy CAO Infrastructure Development Enterprise	\$215,297.07	\$ 7,667.56
Stocco	Regan	Fire Fighter	\$114,302.11	\$ 510.84
Stocker	Frank	Captain	\$137,185.99	\$ 600.89
Storey	Kevin	Fire Fighter	\$123,786.54	\$ 510.84
Sullivan	Kate	Communications Advisor To Mayor	\$100,705.23	\$ 889.02
Surgeoner	Jade	Manager Financial Reporting and Accounting	\$123,997.54	\$ 932.94
Sutton	Eric	Fire Fighter	\$110,470.81	\$ 495.58
Swantko	Leanne	Deputy Chief GWPS	\$138,629.65	\$ 1,072.20
Swartzentruber	Barbara	Executive Director Strategy Innovation and Intergovernmental Services	\$169,618.52	\$ 1,948.13
Talbot	Jim	Server Specialist	\$105,368.32	\$ 1,161.60
Talpur	Mohsin	Development Environmental Engineer	\$101,343.16	\$ 772.74
Tavares	Brandon	Fire Fighter	\$118,544.12	\$ 510.84
Taylor	Kier	Supervisor Distribution Metering	\$111,802.04	\$ 761.52
Taylor	Ryan	Fire Fighter	\$115,971.86	\$ 510.84
Tereschuk	Amy	Fire Fighter	\$112,156.33	\$ 510.84
Tessier	Ken	Fire Prevention Officer	\$115,565.19	\$ 519.16
Thatcher	Matthew	Fire Fighter	\$110,035.81	\$ 495.58
Thomas	Mathew	Corporate Data Architect	\$100,751.32	\$ 779.42
Thomas	Keri	Advanced Care Guelph	\$123,582.78	\$ 477.58
Thomson	Derrick	Chief Administrative Officer	\$335,081.67	\$11,393.57
Thornton	David	Fire Fighter	\$108,718.63	\$ 495.58
Townsend	Steven	Fire Fighter	\$112,356.28	\$ 495.58
Trento	Steven	Captain	\$140,514.34	\$ 614.61
Umar	Iqbal	Project Manager Design and Construction	\$104,999.56	\$ 779.42
Ure	Dana	Human Resources Manager Client Services	\$124,333.36	\$ 1,368.76
Valeriote	Matthew	Assistant Chief Fire Prevention Officer	\$149,400.25	\$ 629.73
Van Der Kraak	Wade	Fire Fighter	\$119,862.70	\$ 495.58
Van Duzer	Josh	Fire Fighter	\$137,468.63	\$ 525.91
Van Eck	Adrian	Program Manager Inspections	\$110,405.93	\$ 853.96
Vander Meulen	Mike	Paramedic Field Superintendent	\$115,195.60	\$ 851.34
Vander Meulen	Lori	Advanced Care County	\$128,945.75	\$ 499.62
Vanderwal	Ken	Project Engineer	\$104,986.69	\$ 807.39
Vandevyvere	Kevin	Fire Fighter	\$112,833.03	\$ 510.84
Vigers	Scott	Fire Fighter	\$128,802.19	\$ 525.91
Vilkko	Antti	General Manager Facilities Management	\$138,325.22	\$ 1,075.22
Virag	Stephen	Fire Fighter	\$112,481.67	\$ 495.58

City of Guelph - 2018 Public Sector Salary Disclosure

LAST NAME	FIRST NAME	POSITION	SALARY	BENEFIT
Walker	Geoff	Public Works Supervisor	\$103,224.36	\$ 779.42
Walsh	Cameron	Division Manager Solid Waste Resources	\$139,987.17	\$ 1,054.65
Weatherhead	Kimberly	Fire Fighter	\$117,041.18	\$ 510.84
Wells	John	Fire Fighter	\$129,674.72	\$ 525.91
Whittard	Matthew	Fire Fighter	\$113,202.69	\$ 510.84
Wiedrick	David	Manager Bylaw Compliance Security and Licensing	\$115,682.26	\$ 875.76
Williams	Barry	Fire Prevention Officer	\$136,913.23	\$ 554.18
Wittig	Tobias	Fire Fighter	\$113,453.30	\$ 510.84
Wooder	David	Supervisor Residential Waste Collection	\$106,975.17	\$ 709.34
Yetman	Jeremy	Fire Fighter	\$113,227.50	\$ 510.84
Young	Jeremy	Fire Fighter	\$110,819.48	\$ 495.58
Zantinge	Adele	Primary IV Care Guelph	\$112,744.38	\$ 458.85
Zettle	Jamie	Program Manager Parking	\$104,058.07	\$ 815.94
Zhang	Guanyu	Transportation Planning Engineer	\$100,207.83	\$ 779.42
Zigby	Philip	Client Services and Performance Specialist	\$102,617.48	\$ 703.46