

Information Report



Service Area Corporate Services
Date Friday, March 22, 2019
Subject **2018 Council Remuneration Report**
Report Number CS-2019-08

Executive Summary

Purpose of Report

To provide information on the remuneration and reimbursement of expenses paid in 2018 to Members of Council and members of the public who served on Local Boards, as per section 284 of the Municipal Act of 2001.

Key Findings

This report outlines each Council member's remuneration and related expense reimbursement for the fiscal year ending December 31, 2018 in compliance with the Municipal Act, 2001, Sec. 284. This includes a summary of honorariums and reimbursed mileage expenses, as well as conference expenses attended by Councillors, members of the public appointed to Local Boards, and other bodies of the City of Guelph. As well, it includes a summary of expenses related to information technology usage (cell phone, tablet or laptop).

Through the 2017 budget, Council approved reduced training budgets for certain members, however these were reinstated in the 2018 budget providing equal access to the training funds of \$3,250 for each Councillor.

The federal government amended the regulations to eliminate the Canada-wide 33.3 per cent (one-third) tax-free component of gross salaries of all Mayors and Councillors, which reduced the net pay.

On June 2018, report number CS-2018-56, The Citizen's Review Committee for Council Compensation (CRCCC) recommended compensation changes for the Mayor and Council commencing for the 2018-2022 term of council, effective December 1, 2018. Council considered the recommendations and amended the proposal to maintain the net pay at historical levels.

Financial Implications

There are no financial implications resulting from this report.

Report

Details

The Municipal Act, 2001, Sec. 284 (1) requires that the Treasurer shall, in each year on or before March 31st, provide Council with an itemized statement on remuneration and reimbursements paid in the previous year to:

- a) Each Member of Council in respect of his or her services as a member of the Council or any other body, including a Local Board, to which the member has been appointed by Council or on which the member holds office by virtue of being a Member of Council; and
- b) Each Member of Council in respect of his or her services as an officer or employee of the municipality or other body described in clause (a); and
- c) Each person, other than a Member of Council, appointed by the municipality to serve as a member of any body, including a Local Board, in respect of his or her services as a member of the body.

A. Authorization of payments:

The Municipal Act, 2001, Sec. 284 (2) stipulates that municipalities identify the by-law under which the remuneration or expenses were authorized to be paid.

Salaries, expenses, and benefits paid to the Mayor and Council in 2018 were authorized by Council resolutions dated December 7, 2016 (By-law 2016-20117), and June 25, 2018 (By-law 2018-20293).

B. Citizens Review Committee for Council Compensation:

The Province of Ontario, through the Municipal Act, delegates Guelph City Council the authority to set its remuneration. Council delegates the task of reviewing the remuneration to the CRCCC. The review is completed every four years. The recommendations of the CRCCC are considered for application to the incoming Council's term.

Inflationary compensation adjustments for the Mayor and Members of Council will be equal to the Consumer Price Index (all Ontario, all items from September to September) or the non-union municipal employee increase; whichever is lower, effective January 1st of each year for the term of council.

The annualized effect of the Council-approved remuneration equates to a 2018 salary of:

- Mayor: \$116,924
- Councillor: \$35,751

C. Mayor Registered Retirement Savings Plan (RRSP) and car allowance:

The CRCCC for the term 2014 to 2018, established the Mayor be provided with an RRSP. The City matches the Mayor's contribution amount, which will not exceed

three per cent of taxable earnings. The CRCCC also established that the Mayor receive a car allowance of \$5,100 annually (\$425 monthly).

D. Benefits:

Benefits provided to the Mayor and Council include:

- a) group life insurance
- b) dependent life insurance
- c) accidental death and dismemberment insurance
- d) extended health benefits including travel
- e) dental benefits

The benefits reflect the actual amounts paid by the City of Guelph to the benefit carrier and other levels of governments. In addition, ATT-1 includes the City's matching RRSP contribution and car allowance for the Mayor as explained in Section C above.

E. Reimbursements:

Reimbursement of mileage, accommodation, registration, travel, and meals, are based on actual costs and supported by receipts (as outlined in the Policy on Councillor Attendance at Municipal Government Events).

As part of the 2018 budget, Council approved a training budget that equates to \$3,250 per Councillor, which is the maximum amount to be reimbursed, unless additional Council approval is provided to exceed this value. The total budgeted funding approved for Council was \$39,000, and the Mayor's office training budget was \$6,500.

F. Other relevant facts:

Sundry expenses are reimbursable expenditures related to training, conferences, mileage, accommodation, registration, travel and meals related to the appointment of a Councillor to a board.

Please refer to ATT-1 for the expenses related to Councillor Downer's appointment to the Board of the Association of Municipalities of Ontario (AMO).

G. Conferences and training:

- o Association of Municipalities of Ontario
 - ✓ AMO Annual General Meeting in Ottawa, attended by Mayor Cam Guthrie, Councillors Cathy Downer, Mark MacKinnon
 - ✓ AMO Board of Directors typically meet in Toronto, Councillor Cathy Downer, approved by Council
- o Federation of Canadian Municipalities (FCM)
 - ✓ FCM Annual General Meeting in Halifax, attended by Mayor Cam Guthrie, Councilors James Gordon, June Hofland, Mark MacKinnon
 - ✓ FCM Awards in Ottawa, attended by Mayor Cam Guthrie

- Urban Next Conference in Portland, USA, attended by Councillor Leanne Piper
- American Planning Association in New Orleans, USA, attended by Councillor Christine Billings
- Edmonton Mayor's Summit, in Edmonton, attended by Mayor Cam Guthrie
- Vancouver Climate Awards, in Vancouver, attended by Mayor Cam Guthrie
- Large Urban Mayor's Caucus of Ontario (LUMCO), held in various member cities, attended by Mayor Cam Guthrie

H. Local Boards:

Information relating to the Local Boards and other bodies has been provided by representatives from each of those organizations.

In 2016, Council voted to remove honorariums payable to the Mayor or Councillors serving on boards effective for the 2017 budget year and beyond.

Financial Implications

There are no financial implications resulting from this report.

Consultations

The following departments were consulted in preparation of this report:

- Mayor's Office
- City Clerk's Office
- Human Resources and
- Local Boards.

Corporate Administrative Plan

This report, while required under the Municipal Act, 2001, Sec. 284, also supports the City's Corporate Administrative Plan of financial stability and accountability.

Attachments

ATT-1: 2018 Statement of Remuneration and Expenses Paid Members of Council and Members of Local Boards and Other Bodies

Departmental Approval

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ATT-1 to report CS-2019-08 CITY OF GUELPH
2018 Statement of Remuneration and Expenses Paid to Members of Council and Members of Local Boards
and Other Bodies Pursuant to Section 284 of the Municipal Act, 2001
Year ending December 31, 2018

Guelph City Council Member	Honorarium*	Benefits	Cell & Data Expenses	Conference Expenses	Total
ALLT, PHIL	\$ 35,751	\$ 5,223	\$ 1,089	\$ -	\$ 42,064
BELL, BOB	\$ 35,751	\$ 5,223	\$ 1,305	\$ -	\$ 42,280
BILLINGS, CHRISTINE	\$ 35,751	\$ 5,223	\$ 1,004	\$ 2,898	\$ 44,876
DOWNER, CATHY	\$ 35,751	\$ 5,223	\$ 754	\$ -	\$ 41,728
GIBSON, DANIEL**	\$ 35,261	\$ 5,193	\$ 1,250	\$ -	\$ 41,704
GORDON, JAMES	\$ 35,751	\$ 5,223	\$ 993	\$ 1,548	\$ 43,515
GOLLER, RODRIGO ^	\$ 2,308	\$ 398	\$ 80	\$ -	\$ 2,786
GUTHRIE, CAM +	\$ 116,924	\$ 16,592	\$ 1,394	\$ 5,083	\$ 139,993
HOFLAND, JUNE	\$ 35,751	\$ 5,223	\$ 1,074	\$ 3,250	\$ 45,298
MACKINNON, MARK	\$ 35,751	\$ 5,223	\$ 471	\$ 3,250	\$ 44,696
O'ROURKE, DOMINIQUE ^	\$ 2,308	\$ 398	\$ 86	\$ -	\$ 2,792
PIPER, LEANNE	\$ 35,751	\$ 5,223	\$ 501	\$ 2,180	\$ 43,656
SALISBURY, MIKE	\$ 35,751	\$ 5,223	\$ 1,032	\$ -	\$ 42,006
VAN HELLEMOND, ANDY <>	\$ 33,443	\$ 3,883	\$ 536	\$ 981	\$ 38,844
WETTSTEIN, KARL <>	\$ 33,443	\$ 3,873	\$ 679	\$ -	\$ 37,995
	\$ 545,446	\$ 77,348	\$ 12,249	\$ 19,189	\$ 654,232
Association of Municipalities of Ontario board seat, DOWNER, CATHY				\$ 3,443	

*1/3 of the Councillors honorarium is tax exempt.

** For 2014-2018 Term of Council, Councillor Gibson waived part of his cost of living adjustment which explains his salary inconsistency with other Councillors.

+ The Mayor's benefits include an annual car allowance of \$5,100 and the employer paid matching RRSP contribution.

Each Council Member was allocated a portion of the aggregate benefits payout in 2018.

<> Members retired in November 30, 2018, late FCM cancellation.

^ Members began new term December 1, 2018

Local Boards

Grand River Conservation Authority	Honorarium	Mileage	Conference Expenses	Total
BELL, BOB	\$ -	\$ 230	\$ -	\$ 230
SALISBURY, MIKE	\$ -	\$ 210	\$ -	\$ 210

Wellington-Dufferin-Guelph Public Health	Honorarium	Mileage	Per Diem, HST	Total
BILLINGS, CHRISTINE	\$ -	\$ -	\$ -	\$ -
HOFLAND, JUNE	\$ -	\$ -	\$ -	\$ -
GUTHRIE, CAM	\$ -	\$ -	\$ -	\$ -

Municipal members did not receive any compensation from Welling-Dufferin-Guelph Public Health.

Guelph Police Service	Honorarium	Conference Expenses	Total
GUTHRIE, CAM	\$ -	\$ -	\$ -
GIFFITHS, LEN	\$ 4,559	\$ 336	\$ 4,895
BILLINGS, CHRISTINE	\$ -	\$ -	\$ -
DRONE, DON	\$ 6,078	\$ 2,035	\$ 8,113
SORBARA, JUDITH	\$ 5,065	\$ 44	\$ 5,109

Committee of Adjustment	Honorarium	Mileage	Conference Expenses	Total
ASH, KATHERINE	\$ 1,065	\$ -	\$ -	\$ 1,065
BIRDSSELL, WILLIAM	\$ 1,300	\$ -	\$ -	\$ 1,300
GUNDRUM, DAVID	\$ 1,105	\$ -	\$ -	\$ 1,105
DYKSTRA, STEPHEN	\$ 935	\$ -	\$ -	\$ 935
JANIS, LISE ANNE	\$ 1,190	\$ -	\$ -	\$ 1,190
KENDRICK, DAVID	\$ 1,275	\$ -	\$ -	\$ 1,275
ROSS, PAUL	\$ 1,190	\$ -	\$ -	\$ 1,190