



**The Corporation of the City of Guelph  
Corporate Administration, Finance and Enterprise Committee  
Tuesday April 23, 2013 at 6:00 p.m.**

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**Attendance**

Members: Chair Hofland, Mayor Farbridge and Councillor Laidlaw

Absent: Councillors Kovach and Wettstein

Councillors: Councillors Bell, Dennis, Findlay, Furfaro, Guthrie and Van Hellemond

Staff: Ms. A. Pappert, Chief Financial Officer; Mr. M. Amorosi, Executive Director, Corporate & Human Resources; Mr. A. Horsman, Executive Director, Finance & Enterprise/Chief Financial Officer; Dr. J. Laird, Executive Director, Planning, Building, Engineering and Environment; Mr. D. McCaughan, Executive Director Operations, Transit & Emergency Services; Mr. D. Godwaldt, General Manager Human Resources; Ms. T. Agnello, Deputy Clerk; and Ms. J. Sweeney, Council Committee Coordinator

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**Call to Order (6:00 p.m.)**

Chair Hofland called the meeting to order.

**Disclosure of Pecuniary Interest and General Nature Thereof**

There were no disclosures.

**Compensation Information Workshop**

Mr. M. Amorosi, Executive Director, Corporate & Human Resources provided introductory comments and advised that the public are using the Municipal Financial Information Reports (FIR) which the Province has advised does not provide an accurate comparison. He outlined the compensation principles and the percentage they form of the operating costs.

Mr. D. Godwaldt, General Manager of Human Resources, provided public sector and private sector comparison trends for wages, inflation, economic increases for the various bargaining units. He also provided information on the uncontrollable and controllable benefits. He outlined the impacts to overtime. He also outlined the council and staff proposed actions in the various areas.

Mr. Amorosi, provided a brief history on OMERS and Council and proposed staff action. He summarized the City's compensation costs.

Mr. Godwaldt provided a summary of the staff actions recommendations relating to compensation.

There was various questions and discussions on the delisting of OHIP paid services to private plans; the re-tendering of benefits; NUME progression pay program; overtime costs; and staff actions.

1. Moved by Councillor Laidlaw  
Seconded by Mayor Farbridge

That the April 23, 2013 report entitled "Compensation Information", be received.

*VOTING IN FAVOUR: Mayor Farbridge, Councillors Hofland and Laidlaw (3)*

*VOTING AGAINST: (0)*

CARRIED

**Adjournment** (7:35 p.m.)

7. Moved by Councillor Laidlaw  
Seconded by Mayor Farbridge

That the April 23, 2013 meeting of the Corporate Administration, Finance and Enterprise Committee be adjourned.

CARRIED

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Tina Agnello – Deputy Clerk