

INFORMATION ITEMS

Week Ending March 20, 2015

REPORTS

1. Public Sector Salary Disclosure – 2014
2. Council Remuneration Report - 2014

CORRESPONDENCE

1. None.

BOARDS & COMMITTEES

1. None.

ITEMS AVAILABLE IN THE CLERK'S OFFICE

1. Heritage Guelph Committee Member Resignation – Jessica Tivy
2. Grand River Conservation Authority 2015 Budget

INFORMATION REPORT



TO City Council

SERVICE AREA Corporate Services
Human Resources

DATE March 3, 2015

SUBJECT **Public Sector Salary Disclosure - 2014**

REPORT NUMBER CS-2015-28

EXECUTIVE SUMMARY

SUMMARY OF REPORT

This report provides information with respect to the *Public Sector Salary Disclosure Act* and reporting requirements for all organizations, including municipalities that receive public funding of a least one (1) million or ten (10) percent of their gross revenues from the Province.

KEY FINDINGS

For the City of Guelph, of the 2066 of current full and part-time employees, there were 159 employees in 2014 who earned in excess of \$100,000, an increase of 15 from 2013.

Changes from the previous year are as follows

Employee Group	2013 Totals	2014 Totals	Difference
CUPE 973	3	1	-2
CUPE 241	1	0	-1
OPSEU	1	5	4
Fire	49	68	19
NUME	90	85	-5
Total	144	159	15

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.

The numbers above include all City of Guelph employees and Library employee. Guelph Police Services report separately to the Province.

FINANCIAL IMPLICATIONS

N/A

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BACKGROUND

Not later than the 5th business day in March (March 5, 2015), municipalities and other agencies are required to make public, a written record of salary and benefits paid in the previous year in respect of employees who were paid at least \$100,000 as salary. In addition, the City has submitted the 2014 information through the Clerk's Office to the Province of Ontario as prescribed by the legislation.

Public Sector Salaries will be published on the Provincial website on or within the first two weeks of April 2015. As required by the Act, the record is also available locally for public inspection by March 31st each year.

REPORT

Since 1996, the Province of Ontario under its "*Public Sector Salary Disclosure Act*" (PSSDA) has required all organizations that receive public funding of at least one (1) million dollars or ten (10) percent 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.

This would include the following organizations meeting this criterion:

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

The purpose of the PSSDA

The purpose of the Act is to improve accountability and transparency in government by providing taxpayers the opportunities to compare performance of an organization with the compensation paid to the persons accountable to running it and how tax dollars are being spent. According to the Provinces web-site, reflecting the intent of the Act, states **"People paid \$100,000 or more a year are usually the senior employees in an organization."**

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.

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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).

CORPORATE STRATEGIC PLAN

N/A

DEPARTMENTAL CONSULTATION

N/A

COMMUNICATIONS

N/A

ATTACHMENTS

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INFORMATION REPORT



TO City Council

SERVICE AREA Corporate Services, Finance

DATE March 18, 2015

SUBJECT 2014 Council Remuneration Report

REPORT NUMBER CS-2015-21

EXECUTIVE SUMMARY

SUMMARY OF REPORT

To provide Council with information on the remuneration and expenses paid in 2014 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, 2014 in compliance with section 284 of the Municipal Act. It further provides a summary of honorarium and mileage expenses provided to Councillors and members of the public appointed to local boards.

FINANCIAL IMPLICATIONS

There are no financial implications resulting from this report.

BACKGROUND

The *Municipal Act, 2001*, Sec. 284 requires the Treasurer to file with Council a statement of total remuneration and expenses paid in the previous year to each member of Council. The statement must be filed by March 31st each year and includes each Council member's services as a member of Council or any other body. The Act also requires the Treasurer to report on payments to any members of the public appointed by the municipality to serve on local boards.

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REPORT

AUTHORIZATION OF PAYMENTS

Section 284 (2) of the Municipal Act 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 2014 were authorized by Council resolutions dated July 17, 2006 (by-law 2006-18097) and September 18, 2006 (by-law 2006-18143).

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 a Citizens Review Committee for Council Compensation. The review is completed every four years. The recommendations of the Citizen Review Committee are applied to the incoming Council's term.

In May 2010, the Citizens' Committee established remuneration for the period of 2011 through 2014. For January through to November 2014 the remuneration was:

- Mayor \$95,393
- Councillor \$31,846

In May 2014, the Citizen's Committee established remuneration for the Mayor and Council for the period 2014 through 2018. The remuneration recommends changes every four years. Starting December 1, 2014 the following remuneration was in effect:

- Mayor \$105,393
- Councillor \$ 33,433

In non-election years, the salary of the Mayor will increase by \$3,611 on December 1st for the years 2015, 2016, and 2017 as a phased in approach to migrate the Mayor's salary to the 55th percentile by the end of Council's term. 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 increase; whichever is lower effective January 1st of each year for the next term of Council.

The committee also established the Mayor be provided with a RRSP. The city matches the Mayor's contribution amount; not to exceed 3% of the taxable portion. The Mayor is to receive a car allowance of \$425 monthly; \$5,100 annually commencing December 2014.

Members of Council (excluding the Mayor) who serve as a Chair of a Standing Committee are to be provided an additional 5% of the total compensation amount paid to a Member of Council.

Benefits provided to members of Council are:

- Group Life Insurance
- Dependant Life Insurance
- Accidental Death and Dismemberment
- Extended Health Benefits including travel
- Dental Benefits
- Mileage Reimbursement
- Lodging and meals (reasonable and as outlined in the Policy on Councillor Attendance at Municipal Government Events)

Expenses for lodging, mileage, meals, etc. are reimbursed based on actual costs and supported by receipts.

- The maximum amount to be reimbursed to each Councillor for 2014 is \$3,250 (approved budget of \$39,000 divided by 12).
- The Council approved budget for the Mayor's office as related to travel, conferences, training, etc. is \$11,950. This budget also includes professional development and training expenses for employees in the Mayor's office.

Key points related to Attachment 1 include:

- The training and conference budget is approved each year for members of Council to attend conferences, municipal meetings and training sessions related to their role as members of Council along with associated costs for transportation, accommodation, meals, and hospitality (limited to meals). Each member of Council is allocated an equal share of the approved budget. Receipts must be provided for reimbursement of expenses.
- In previous years the benefit amounts were based on the approved budget. In 2014 the benefits reflect the actual amounts paid by the City of Guelph to the carrier and these amounts paid have been allocated equally based on number of months each member served on Council.
- Attachment 1 includes sundry expenses that are reimbursable expenditures related to training, conferences, mileage, meals, and accommodation.

Conferences attended in 2014:

- Making Cities Liveable (attended by Councillors Laidlaw, Burcher and Piper)
- Federation of Canadian Municipalities (FCM) Annual General Meeting (attended by Councillor Kovach)
- Federation of Canadian Municipalities (FCM) Sustainability Conference (attended by Mayor Farbridge and Councillor Burcher)
- Association of Municipalities of Ontario (AMO) (attended by Councillor Hofland and Mayor Farbridge)
- Clean 50 Conference (attended by Mayor Farbridge)
- Large Urban Mayor's Caucus of Ontario (attended by Mayor Farbridge)

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CORPORATE STRATEGIC PLAN

Reporting of Council Remuneration is in accordance with the Municipal Act, section 284 and section 2.3 of the Corporate Strategic Plan which refers to accountability, transparency and engagement.

DEPARTMENTAL CONSULTATION

The following departments were consulted in the preparation of this report:

- Clerk's Department
- Mayor's Office
- Human Resources
- Local Boards

COMMUNICATIONS

Communications Department has been made aware of the content of this report.

ATTACHMENTS

Attachment 1 – Council's Statement of Remuneration 2014

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ATTACHMENT 1: CITY OF GUELPH

**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, 2014**

Guelph City Council Member	Honorarium*	Benefits	Vehicle Allowance	Sundry Expenses	Total
ALLT, PHILIP	\$ 2,571.78	\$ 362.30	\$ -	\$ -	\$ 2,934.08
BELL, BOB	32,016.18	4,347.63	-	-	36,363.81
BILLINGS, CHRISTINE	2,571.76	362.30	-	-	2,934.06
BURCHER, LISE	29,444.43	3,985.33	-	1,180.60	34,610.36
DENNIS, TODD	29,444.43	3,985.33	-	-	33,429.76
DOWNER, CATHY	2,571.76	362.30	-	-	2,934.06
FARBRIDGE, KAREN	88,199.44	3,985.33	-	1,972.00	94,156.77
FINDLAY, IAN	29,444.43	3,985.33	-	-	33,429.76
FURFARO, VINCENZO	29,444.43	3,985.33	-	-	33,429.76
GIBSON, DANIEL	2,571.78	362.30	-	-	2,934.08
GORDON, JAMES	2,571.78	362.30	-	-	2,934.08
GUTHRIE, CAM	34,688.84	4,347.63	425.00	-	39,461.47
HOFLAND, JUNE	32,016.18	4,347.63	-	1,154.72	37,518.53
KOVACH, GLORIA	29,444.43	3,985.33	-	303.57	33,733.33
LAIDLAW, MAGGIE	29,444.43	3,985.33	-	2,389.56	35,819.32
MACKINNON, MARK	2,571.78	362.30	-	-	2,934.08
PIPER, LEANNE	32,016.18	4,347.63	-	3,063.19	39,427.00
SALISBURY, MIKE	2,571.76	362.30	-	-	2,934.06
VAN HELLEMOND, ANDY	32,016.18	4,347.63	-	-	36,363.81
WETTSTEIN, KARL	32,016.18	4,347.63	-	-	36,363.81

*1/3 of the Councillors Honorarium is tax exempt

Local Boards

Grand River Conservation Authority	Honorarium	Mileage	Conference Expenses	Total
BELL, BOB	\$ 1,656.00	\$ 306.00	\$ -	\$ 1,962.00
BRENNAN, JOHN	1,518.00	1,174.00	305.12	\$ 2,997.12
LAIDLAW, MAGGIE	1,518.00	258.50	-	\$ 1,776.50

Wellington Dufferin Guelph Public Health	Honorarium	Mileage	Sundry Expenses	Total
ABBINK, MARGARET	1,555.00	372.06	-	\$ 1,927.06
AULD, DOUG	1,575.00	534.60	-	\$ 2,109.60
BRIDGE, GEORGE	-	618.84	-	\$ 618.84
FARBRIDGE, KAREN	-	24.84	-	\$ 24.84
GREEN, JOHN	-	448.20	-	\$ 448.20
HOFLAND, JUNE	-	178.20	-	\$ 178.20
LINDSEY, DIANNE	1,405.00	181.98	-	\$ 1,586.98
LAIDLAW, MAGGIE	-	317.74	-	\$ 317.74
PERRON, KEITH	1,490.00	468.72	-	\$ 1,958.72
RAYBURN, AMANDA	2,085.00	1,269.00	-	\$ 3,354.00
RYAN, LAURA	-	1,199.88	-	\$ 1,199.88
SILVESTRO, ROSE	1,300.00	103.17	152.81	\$ 1,555.98
SULLIVAN, NANCY	1,405.00	358.56	-	\$ 1,763.56
TAYLOR, ALLEN	-	363.96	-	\$ 363.96
WHITE, CHRIS	-	325.62	-	\$ 325.62

Guelph Police Service	Honorarium	Mileage, Fares, etc.	Total
FARBRIDGE, KAREN	\$ 4,500.00	\$ 112.50	\$ 4,612.50
GIFFITHS, LEN	4,500.00	208.14	4,708.14
GILES, PAT	4,500.00	348.64	4,848.64
PIPER, LEANNE	4,500.00	112.50	4,612.50
SORBARA, JUDITH	5,500.00	789.49	6,289.49

Committee of Adjustment	Honorarium	Mileage	Total
BIRDSELL, BILL	\$ 595.00	\$ -	595.00
DOWNER, CATHY	595.00	-	595.00
FUNNELL, RAY	1,010.00	-	1,010.00
HILLEN, JEFF	610.00	-	610.00
KELLY, DONNA	500.00	-	500.00
MCNAIR, LYLE	765.00	-	765.00