



City of Barrie

70 Collier Street (Box 400)
Barrie, ON L4M 4T5

Minutes - Final Council Compensation Review Committee

Tuesday, June 6, 2017

6:30 PM

Huronian Room "B"

For consideration by General Committee on June 12, 2017

The meeting was called to order by Jay Dolan, Chair at 6:43 p.m. The following were in attendance for the meeting:

Present: 4 - J. Dolan
S. Kinsella
T. Roberts
A. Wiggins

Absent: 1 - B. Langman

STAFF:

City Clerk/Director of Legislative and Court Services, D. McAlpine
Deputy City Clerk, W. Cooke
Manager of Compensation and Benefits, B. Dewolfsmith.

The Council Compensation Review Committee met and reports as follows:

SECTION "A"

**FINALIZE COMMITTEE RECOMMENDATIONS AND REPORT
CONCERNING COMPENSATION FOR THE 2018-2022 TERM OF
COUNCIL**

D. McAlpine, City Clerk/Director of Legislative and Court Services reviewed the amendments to the draft Committee Report approved by the Committee on May 31, 2017 and suggested changes received after that meeting.

The Committee members discussed examples of the economic adjustment based on unemployment figures from 2010 to 2016 and the significant fluctuation in the amounts. The Committee members discussed options for boundaries/caps to any increases or decreases to be applied to the proposed adjustment. The Committee determined upper and lower limits to be included in the Committee's recommendation.

The Council Compensation Review Committee met and recommends adoption of the following recommendation(s):

SECTION "B"

REPORT OF THE COUNCIL COMPENSATION REVIEW COMMITTEE

That the following recommendations contained within the Council Compensation Review Committee Report CCRC001-17 attached as Appendix "A" to the Report of the Council Compensation Review Committee dated June 6, 2017, be adopted:

1. That the following recommendations with respect to the 2018 to 2022 Council compensation matters, be adopted:
 - a) That the base rate of compensation for the Mayor remain at the current rate of \$93,729.05 per annum (plus any applicable annual economic adjustments for 2018 and effective January 1, 2019);
 - b) That effective January 1, 2019 the base rate of compensation for Members of Council be increased to \$33,814 per annum (plus any applicable economic adjustments for 2018 and effective January 1, 2019);
 - c) That the annual economic adjustment effective January 1, 2019 be calculated based on the annual economic adjustment provided to non-union staff in accordance with motion 15-G-242;
 - d) That effective January 1, 2020, the formula utilized to calculate any economic adjustment to the base rate of compensation for the Mayor and Councillors be the sum of (i) and (ii) as follows:
 - i) the annual economic adjustment provided to non-union staff;
 - ii) an indicator of the economic health of the citizens of Barrie, based on the rise or fall of the unemployment rate in the Barrie area relative to Ontario in the preceding year, calculated using the following formula:
 $Ay = (B(y-2) - O(y-2)) - (B(y-1) - O(y-1))$

Where:

A = "Level of employment" factor to be applied as a modifier to the annual economic adjustment (%);

y = Year where base compensation adjustment will be applied;

B = Unemployment rate for Barrie Census Metropolitan Area (CMA) in October (%).

O = Unemployment rate for Ontario in October (%).

Subject to lower and upper boundaries for the sum of (i) and (ii) of -0.75% and +2.25% respectively.

and as further illustrated in Appendix "A" to the Council Compensation Review Committee Report CCRC001-17;

- e) That notwithstanding the above, City Council may authorize a lesser increase for the annual economic adjustment applied to the compensation of the Mayor and members of City Council, subsequent to finalization of the non-union economic adjustment; and
- f) That upon the Federal government's elimination of the one-third tax free allowance on remuneration paid to the elected Members of Council and its local boards, the base rate of compensation be adjusted for members of Council to ensure that the same net compensation amount (take home compensation) is received and should the regulations permit, the adjustment be made over more than one year.

This matter was recommended (Section "B") to General Committee for consideration of adoption at its meeting to be held on 6/12/2017.

The meeting adjourned at 7:56 p.m.

CHAIRMAN