



CITY OF KINGSTON  
CITIZEN COMMITTEE TO REVIEW COUNCIL REMUNERATION  
MEETING NO. 8-2009  
Thursday, October 8<sup>th</sup>, 2009 at 3:00 p.m.  
Loyalist Room, City Hall  
MINUTES

**MEMBERS PRESENT**

Ms. Dianna Bristol (late 3:24 p.m.)  
Jim Docherty  
Mr. Cam Jay  
Ms. Kathleen Moulton  
Mr. Kurt Schobel  
Mr. George Sutherland  
Mr. Nick Waterfield (Chair)  
Mr. Clarence Willms

**STAFF PRESENT**

Ms. Jannette Amini, Committee Clerk  
Mr. John Bolognone, Deputy City Clerk  
Ms. Pat Burns, Director, Human Resources & Organization  
Development  
Ms. Carolyn Downs, City Clerk

**ALSO PRESENT**

Mr. Howard Stone

**MEMBER ABSENT**

THIS IS NOT A VERBATIM REPORT

**MEETING TO ORDER**

Mr. Waterfield welcomed everyone and called the meeting to order.

**APPROVAL OF AGENDA**

Moved by: Mr. Jay  
Seconded by: Mr. Willms

**THAT** the agenda be approved as presented.

**CARRIED**

**CONFIRMATION OF MINUTES**

Moved by: Mr. Sutherland  
Seconded by: Ms. Moulton

**THAT** the Minutes of the Citizens Committee To Review Council Remuneration Meeting No. 07-2009 held Thursday, September 24<sup>th</sup>, 2009 be amended to correct spelling errors and the minutes as amended by confirmed.

**CARRIED**

**DISCLOSURE OF PECUNIARY INTEREST**

Mr. Jim Docherty noted to the Committee that since the last meeting, he has entered into a contract with the City of Kingston for the development of a web portal that would assist new immigrants in Kingston. He noted that he feels this may be a conflict of interest for him and if so, he would abstain from voting as he would hate to put at risk what this Committee is doing. He asked the Committee members for their thoughts on this matter. Mr. Sutherland stated that it is up to the individual to declare if they have a conflict. It is not a Committee decision. Mr. Bolognone reiterated these comments that it is up to the individual to declare any conflict and staff are not in a position to advice on the matter. Mr. Waterfield reaffirmed that it is up to the individual; however he noted that when Council appointed this Committee, it specifically chose certain sectors of the community to provide input and representation and Mr. Docherty was chosen to represent the non-profit sector. Mr. Docherty noted that he does not believe that he has a pecuniary interest; however was concerned over how it might be perceived by the public. Given the comments made however; he stated that he would not declare any pecuniary interests.

### **BREIFINGS**

Mr. Bolognone noted that he and Mr. Waterfield have been working on a draft report to Council that will be circulated to the Committee next week. This meeting is for the Committee to come up with the recommendation for that report.

### **BUSINESS**

#### **Next Steps – Round Table Discussion**

#### **Councillors Salaries**

Mr. Schobel felt that the numbers on the spread sheet show the calculations of how the Committee came to these numbers. The Committee now needs to pick which number it would like to recommend and justify it. Since it was he who completed the spreadsheet used by the Committee, he would prefer that another member make the recommendation.

Mr. Sutherland asked if any new numbers were available with respect to being indexed to the rate of inflation, as talked about at the previous meeting. Mr. Schobel noted that this discussion centered on using the Canada Census Data; however staff had advised that when the City of Kingston evaluates staff positions, it is done through comparison with the City's comparator municipalities and it would be preferable to maintain this practice. The Census data is simply there as corroborative information but would not be used when determining a figure.

Mr. Willms noted that the figures provided by him at the last meeting identified average pay per councillor which was not included in Mr. Schobel's data. He made comments around the census data that inflation may be factored in; however the Committee decided not to use that data when determining a figure. Mr. Schobel added that the comments provided by staff at the last meeting were that the City uses job comparators when determining compensation.

Mr. Sutherland stated that he felt the figure for Councillors wages should be around \$27,000 to \$27,500. Mr. Willms concurs with this figure and noted that this is the easiest information to provide when justifying how the Committee came to this figure. The average is the simplest method of choice as people understand what this means. Mr. Jay agrees with the comments of Mr. Willms and noted that this is excellent back up information, as he would prefer to have ample supporting documents. Ms. Moulton also agrees with basing the salaries on the average. Mr. Docherty also feels that using the average makes sense as people understand this; however by the time that this new salary is

put in place, the average may have changed. Mr. Schobel also agrees with using the average salary. Mr. Waterfield noted that the numbers are all so close that he could go either way and has no issues if the Committee feels that the average salary would be the root to go. Ms. Bristol also agrees with the average.

Moved by: Mr. Jay  
Seconded by: Mr. Willms

**THAT** effective December 1, 2010, the Councillors' salary be set at Twenty Seven Thousand, Five Hundred Dollars (\$27,500)

**CARRIED**

### Mayors Salary

Mr. Docherty stated that the salary of the Mayor should also be based on the average salary. He realizes that by doing this, Kingston may not be able to attract high quality candidates because of the low salary; however we all make lifestyle decisions and this is someone choosing or volunteering to do this. Kingston may lose some good potential candidates; however this should not be the reason for establishing a salary. Ms. Moulton agrees with using the same methodology as what was used for councillors and she is satisfied with the \$85,000 figure. Mr. Jay stated that he feels that this Committee cannot justify anything differently than basing the Mayor's salary on the average. As such, he is also satisfied with the average. Mr. Willms concurs with these comments that the Committee should use the same methodology as what was used when determining Councillors salaries. Mr. Sutherland feels that \$85,000 would be average. Ms. Bristol, noting her email that was distributed to members of the Committee earlier, stated that she did not feel that the role of the Mayor is the same as the role of Councillor; however she did note that Kingston's current Mayor brings to the table what he brings and not everyone may do that. As such, she also agrees that the Mayor's salary should be based on the average. Mr. Schobel questioned why the Committee is choosing to round up the Mayor's salary to the nearest 1000<sup>th</sup> clarifying that the information spread sheet should show that the salary of the Mayor of Thunder Bay is \$80,000 which makes the median of the comparator municipalities \$84,389. Mr. Docherty stated that this amount is insignificant given the amount of hours put in by the Mayor and it seems that the Committee is being a bit tight fisted to round it down. He stated that he would like to have seen that figure go higher. He noted that he has had the experience of 3 Mayors in which two put a lot of work into the job and the other one did not. Ms. Moulton agrees that this figure should be rounded up to \$84,500. Mr. Waterfield agrees that the job of Mayor has huge demands with the number of institutions and government agencies located in Kingston so it's not just the average mayoral job; however he understands that the Committee has to sell this to the public.

Moved by: Ms. Bristol  
Seconded by: Mr. Docherty

**THAT** effective December 1, 2010, the Mayor's salary be set at Eighty Four Thousand, Five Hundred Dollars (\$84,500)

**CARRIED**

Moved by: Mr. Sutherland  
Seconded by: Mr. Docherty

THAT 2010 Consumer Price Index [CPI] be added to the Mayors and Councillors salaries effect December 1, 2010.

**CARRIED**

### Phasing in

Ms. Bristol stated that she is happy to see the increases; however feels that a 46% salary increase for councillors and a 13% salary increase for the Mayor will not go over well with the public. Mr. Schobel asked if in 2010 that wage will be adjusted by the CPI. Mr. Bolognone noted that the City's existing By-law 99-169 already provides a CPI adjustment for Council remuneration and car allowance. Mr. Schobel noted the longer the phase in; the longer there will be a gap in the wages of Kingston City Council and that of its comparator municipalities. He suggested a phase in over a 4 year period as the wage increase will be a 46% increase and this Committee is supposed to be protecting the public's interest. Mr. Docherty agrees with the 4 year phase in for councillors wages as this represents a 46% increase; however the increase for the Mayors salary is only 13% and he feels that it would make more sense to phase the increases in over 2 years. Ms. Moulton agrees that the increases should be phased in as these recommendations will not be well received and councillors are aware of public perception. She feels that there should be a 4 year phase in for both the Mayor and Council. Ms. Bristol noted that this is an adjustment and not a raise. Mr. Schobel stated that any economic adjustment is a raise. Mr. Jay noted that even with a 4 year phase in, Council hasn't had any adjustments for at least 4 years. Mr. Schobel clarified that this adjustment does not come into effect until the next Council and it may not necessarily be the same people. Mr. Jay agrees with phasing in. Mr. Sutherland also agrees with phasing this in over 4 years. Mr. Waterfield stated that he is not in favour of phasing in any increases. This Committee has heard that these people work very hard and look at what they make hourly. This committee was to come up with a reasonable wage for Council. If council wishes to phase the increase in then that is their decision; however with respect to public opinion, you either take the hit right at the beginning or you take the hit every year with an 11% increase. This is not a lot of money for Kingston and whether you budget an 11% increase for 4 years or a 46% increase in one year, there is going to be flack. Mr. Docherty agrees with Mr. Waterfields philosophy as it is not this Committees job to be political. He also agrees that if council wishes to phase in the increase over a number of years, that's there prerogative. Mr. Jay agrees that council has the ability to phase these increases in on their own terms and as such, it should be their decision. Mr. Sutherland noted that the Committee could put in its recommendation that if council may wish to phase in these increases. Mr. Schobel stated that this Committee should either recommend that the increases be phase in or not and in doing so, this Committee has lost nothing as it has carried out what it was charged to do. Ms. Bristol noted that there is a fine line between playing politics and being practical and agrees with Mr. Sutherland. Mr. Schobel noted that if this becomes a secondary recommendation, then it will become a political issue. He feels that we should give Council the figures of what this Committee came up with and let them decide how to implement it. Mr. Willms agrees that this is not politically charged. He noted that he represents the Health Care sector and they are seeing budget constraints and he wouldn't recommend a 46% increase in that sector so from his point of view, this is not a political issue. Mr. Sutherland noted that the reality is no matter where you work, a 46% increase is hard to swallow and this type of increase wouldn't fly in our own workplaces. Mr. Waterfield disagrees, noting that in the circumstances of pay equity, pay equity will force the increases. We believe that we have based this recommendation on Kingston's comparator groups and as such, are more of a pay equity issue. Mr. Jay noted that as a Committee it is important that we give this report our best effort. If we feel we need to suggest phasing in, then we say so but we need to give them that option. Mr. Schobel asked if this Committees mandate included providing suggestions on how to implement any increases or was it just to determine the salary. Ms. Moulton noted that the mandate states nothing about implementation.

Ms. Downs suggested that there are ways around this. If it is the desire of the Committee to let Council know that this was considered but was not included as part of the recommendation, the consideration of phase in could be included in the WHEREAS clauses. She asked if the Committee had given any consideration to the Chair presenting the report to Council and if so, then this could be addressed in his preamble. Mr. Docherty agrees that the issue of phasing in could be noted in the preamble; however it is not in our mandate. Mr. Sutherland noted that if we decide to include phasing in as part of the report, he would like to see a vote on the matter. Mr. Schobel noted that there is agreement that phasing in makes sense; however it is not in our mandate to do that. Mr. Bolognone noted that phasing in will be part of the Committees findings and it could be put in that Council may wish to consider phasing in as a statement in the recommendation. Ms. Bristol asked what would happen if Council chose to phase this in over 10 years. Mr. Bolognone noted that this is their choice. Ms. Burns noted that this Committees mandate was to establish a percentile or level of remuneration.

Moved by: Mr. Sutherland  
Seconded by: Mr. Jay

THAT the wording "being understood that Council may wish to phase in the increase by the end of its next term" be added to the motions for councillors and mayors salaries.

**CARRIED**

Mr. Sutherland stated that he would like a motion from this Committee that Council look at the workload distribution. Mr. Waterfield expressed concern in allowing this type of motion when it is not part of this Committees mandate and we are stepping where we are not supposed to be. Mr. Sutherland agrees with this; however he would like to strengthen this recommendation. Ms. Bristol noted that the fact that not everyone decided to respond to the surveys was unprofessional and insulting to this committee. Mr. Docherty agrees and felt that all members of Council should have responded to the surveys. Some Councillors believe that there are inequities; however that does not mean that there are inequities. There is evidence that some councillors believe that there is inequity in the amount of work being carried out. Mr. Schobel noted that with respect to workload, we do not have a minimum standard of work for what we are paying and we would like to see a minimum standard of work defined. Mr. Docherty felt that there should be a baseline expectation. Mr. Jay felt that this could be the job of another Committee if we plant the seed. Mr. Sutherland pointed out that we are talking about the same thing that there should be a minimum standard established and this needs to be addressed. Mr. Schobel agrees that this should be addressed in the report and not through a motion. Ms. Bristol pointed out that the Committees recommendations are based on an assumption that there is a certain level of involvement. Mr. Docherty feels that the minimum standard of work would be up to the elector.

Mr. Bolognone cautioned that the Committee focus on its mandate and not allow the report to take an alternate route.

**COMMUNICATIONS/DOCUMENTS**

Information provided by Mr. Howard Stone was distributed.

**OTHER BUSINESS**

None.

**DATE OF NEXT MEETING**

The next meeting will be held on Tuesday, October 20<sup>th</sup>, 2009 at 12:00 p.m. in the Loyalist Room at City Hall.

**ADJOURNMENT**

Moved by: Mr. Schobel

Seconded by: Mr. Jay

**THAT** the meeting do so adjourn at 4:45 p.m.

**CARRIED**