Thursday, January 14, 2016

**Members:**
Philip Varickanickal *(Chair)*
Jessica Phinn *(Vice-Chair)*
Lynn Dobson
Joy Gordon-Adams
Frank Lodhar

**Staff Present:**
P. Fay, City Clerk, Corporate Services
S. Gannon, Director, Treasury Services, Corporate Services
D. King, Manager, Compensation and Benefits, Corporate Services
S. Danton, Legislative Coordinator, Corporate Services
The meeting was called to order at 6:14 p.m., and adjourned at 7:28 p.m.

1. **Approval of the Agenda**

The following motion was considered:

CCC001-2016 That the agenda for the Council Compensation Committee Meeting of January 14, 2016, be approved as printed and circulated.

Carried

2. **Declarations of Interest under the Municipal Conflict of Interest Act** - nil

3. **Previous Minutes**

3.1. **Minutes - Council Compensation Committee - November 12, 2015**

The minutes were considered by Corporate Services Committee on December 2, 2015, and the recommendations were approved by Council on December 9, 2015. The minutes were included on the agenda for information only.

In response to questions from Committee, staff outlined the process for approval of Committee Minutes.

4. **Delegations / Presentations** - nil

5. **Discussion / Business Items**

5.1. Report from D. King, Manager, Compensation and Benefits, Corporate Services, dated January 14, 2016, re: **Benefit Policy Change Overview** (File BC.x)

Debra King, Manager, Compensation and Benefits, Corporate Services, referenced the material provided in the printed agenda and noted the required time needed to recommend contract adjustments.

In response to questions from Committee, staff provided details on the following:

- The opportunity for complex or simple health benefit contract adjustments for the Mayor and Councillors should the Committee recommend such changes
- Council adopted resolutions regarding the Mayor and Councillors’ salaries
Benefits increases, rollovers, unused amounts, indexing formula, and renewals
Health care spending account and terms of eligibility
Pension and retirement benefits terms of eligibility
Status of benefits and pensions for current and past members of Council

Confirmation was provided that the past discussion papers will be collated into one document and will include a table that outlines salary, vehicle allowance, benefits (active, pre-65, and post-65), and severance. The document will include municipal comparators, participants in each category, annual expenditures, and will assist Committee in recommending if the current provisions are adequate, inadequate, or over adequate.

Committee consideration of the matter included suggestions that another two meetings are required to allow for a review of the information and to develop final recommendations for Council consideration.

5.2 Discussion item re: Mandate of the Committee

In response to questions from Committee, staff outlined the expectations of the Committee and confirmed that a review of the Councillors’ roles and responsibilities is not within the purview of the mandate. Staff will ensure that the City’s web portal correctly identifies the Committee mandate, as set out in the Council-approved Committee terms of reference.

6. Public Question Period - nil

7. Adjournment

Committee consideration of the matter included consensus to meet again on Thursday, March 31, 2016, at 6:00 p.m., and Thursday, April 14, 2016, at 6:00 p.m.

CCC002-2016 That the Council Compensation Committee do now adjourn to meet again on Thursday, March 31, 2016, at 6:00 p.m.

Carried