Minutes

Council Compensation Committee
Committee of the Council of
The Corporation of the City of Brampton

Tuesday, July 21, 2015

Members Present: Philip Varickanickal – Chair (See Item E 1)
Jessica Phinn – Vice-Chair (See Item E 1)
Lynn Dobson
Joy Gordon-Adams
Frank Lodhar

Staff Present: Peter Honeyborne, Executive Director, Finance, Treasurer
Shirley Gannon, Director, Treasury Services
Debra King, Manager, Compensation and Benefits
Earl Evans, Deputy City Clerk
Shauna Danton, Legislative Coordinator

For inquiries about this agenda, or to make arrangements for accessibility accommodations for persons attending (some advance notice may be required), please contact: S. Danton
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Note: Some meeting information may also be available in alternate formats, upon request.
The meeting was called to order at 6:02 p.m., and adjourned at 8:06 p.m.

After due consideration of the matters placed before this Committee, the members beg leave to present its report as follows:

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Philip Varickanickal, Chair
A. **Approval of Agenda**

The following motion was considered:

CCC005-2015  That the agenda for the Council Compensation Committee Meeting of July 21, 2015, be approved as amended as follows:

To add:

- **E 3. Committee discussion re: Placement of Committee Minutes**

  Carried

Re:  **Item D 2** - Staff noted that the correct title of the presentation is *Retirement Pensions – Retirement Allowance and OMERS*.

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

C. **Previous Minutes**

1. **Minutes of the Meeting held on July 6, 2015**.

   The subject minutes were included on the agenda for information.

   Committee clarified the following:

   **Re: Item E 1 – Committee Orientation**
   - In the absence of a job description, Committee will not conduct an evaluation of the Mayor and Councillors’ current workload

   **Re: Item F – Public Question Period**
   - Staff outlined the process for publication of the previous Committee minutes

D. **Delegations / Presentations**

1. **Presentation by Shirley Gannon, dated July 21, 2015, re: Council 1/3 Tax Exemption**
Shirley Gannon, Director, Treasury Services, referenced the presentation included in the printed agenda and provided a brief background on the subject matter.

Committee consideration of the matter included:

- Oversight procedures regarding expense policies
- Inclusion of car allowance and taxable benefits in the 1/3 tax exemption
- Elimination of the 1/3 tax exemption and its implications
- Request for yearly compensation information, including municipal comparators and benchmarking information in order to make fair and informed decisions

In response to questions from Committee, staff provided details on the current situation, affected earnings and deductions, compensation calculations, and the available options and results with respect to eliminating the 1/3 tax exemption. Staff confirmed that compensation comparators will be provided at the next meeting.

The following motion was considered:

CCC006-2015 That the presentation by Shirley Gannon, Director, Treasury Services, dated July 21, 2015, to the Council Compensation Committee Meeting of July 21, 2015, re: Council 1/3 Tax Exemption be received.

Carried


Shirley Gannon, Director, Treasury Services, referenced the presentation included in the printed agenda and provided a brief background on the subject matter.

In response to questions from Committee, staff provided clarification on OMERS enrollment and the formula for contributions for City and Regional Councillors.

Committee consideration of the matter included the contribution rate, years of service, and dual OMERS membership for regional councillors.

The following motion was considered:
CCC007-2015  That the presentation by Shirley Gannon, Director, Treasury Services, dated July 21, 2015, to the Council Compensation Committee Meeting of July 21, 2015, re: Retirement Pensions – Retirement Allowance and OMERS be received.

Carried


Shirley Gannon, Director, Treasury Services, referenced the presentation included in the printed agenda and noted that Committee was not required to make a recommendation on the matter. The presentation was provided for information only.

The following motion was considered:

CCC008-2015  That the presentation by Shirley Gannon, Director, Treasury Services, dated July 21, 2015, to the Council Compensation Committee Meeting of July 21, 2015, re: Insurance Coverage – Liability and Errors & Omissions be received.

Carried

D 4.  Presentation by Debra King, dated July 21, 2015, re: Benefits at a Glance

Debra King, Manager, Compensation and Benefits, referenced the presentation included in the printed agenda and provided a brief background on the subject matter.

In response to questions from Committee, staff provided details on the benefits calculations and roll-over policies. Confirmation was provided that the Mayor and Councillors’ current benefits package is comparable to city staff.

The following motion was considered:

CCC009-2015  That the presentation by Debra King, Manager, Compensation and Benefits, dated July 21, 2015, to the Council Compensation Committee Meeting of July 21, 2015, re: Benefits at a Glance be received.

Carried
E. Discussion / Business Items

E 1. Committee discussion re: Appointment of Chair and Vice Chair

Note: deferred from the July 6, 2015, meeting, pursuant to Recommendation CCC002-2015

Earl Evans, Deputy City Clerk, explained the process for the election of a Chair and Vice-Chair and called for nominations for the positions. Philip Varickanickal put forward his name for Chair, and Jessica Phinn put forward her name for Vice-Chair. No other Members expressed interest for the positions.

The following motion was considered:

CCC010-2015 That Philip Varickanickal be appointed Chair, and Jessica Phinn be appointed Vice-Chair of the Council Compensation Committee, for the term ending November 30, 2018, or until successors are appointed.

Carried

E 2. Committee discussion re: Scheduling of Next Two Committee Meetings

Committee consideration of the matter included consensus that the next two meetings be scheduled for August 20, 2015, at 6:00 p.m., and September 10, 2015, at 6:00 p.m.

The following motion was considered:

CCC011-2015 That the next two Council Compensation Committee meetings be scheduled for Thursday, August 20, 2015, at 6:00 p.m., and Thursday, September 10, 2015, at 6:00 p.m.

Carried

E 3. Committee discussion re: Placement of Committee Minutes

In response to questions from Committee, staff clarified the following:

- Minutes of the previous Council Compensation Committee were submitted to Council for approval with the final report
- Minutes from this Committee’s previous meetings are included in the agenda as Item C – Previous Minutes, and are listed for
information only; Committee members and the public may access the minutes through the City’s Web Portal

- After Council approval, all Committee minutes are posted on the City’s Web Portal under their respective minutes page

Committee consideration of the matter included:

- Suggestion to seek Council approval of the minutes on an on-going basis rather than all at once with the final report to Council
- Posting Committee minutes on the City’s Web Portal following Council approval

The following motion was considered:

CCC012-2015 That the minutes of the Council Compensation Committee be forwarded for Council for approval following every meeting.

Carried

F. **Public Question Period**

In response to questions from George Startup, Brampton resident, staff provided clarification with respect to the current calculation of benefits coverage, and agenda and minute publication.

G. **Adjournment**

CCC013-2015 That the Council Compensation Committee do now adjourn to meet again on Thursday, August 20, 2015, at 6:00 p.m.

Carried