

**From:** [Dorothy Tomiuk \(MIRANET\)](#)  
**Sent:** Monday, January 30, 2012 10:13 AM  
**To:** [Janice Baker \(City Manager\)](#)  
**Cc:** [Hazel McCallion \(Mayor\)](#) ; [Brenda Breault](#) ; [Patti Elliott-Spencer](#) ; [Sharon Willock](#) ; [Crystal Greer \(City Clerk\)](#) ; [Julie Lavertu \(L.C.\)](#)  
**Subject:** Re: /JANICE BAKER/ City Budget [for requested circulation to Budget Committee]

January 30, 2012

Ms. Janice Baker  
City Manager & CEO  
Mississauga

Good Morning Janice:

This is to acknowledge your prompt responses to our email sent to the Mayor on January 27, where we explained (as requested) why we consider some City salaries to be excessive.

Please note that we took no exception to the salaries of the City's legal staff, or those paid to the four City Commissioners, or to your own compensation in 2010. In our letter to the Mayor, we focused our concerns on the salaries paid to those staff whose positions are identified as Director and Manager, and in that respect your response has raised further issues.

Of the 24 positions that are listed as Director on the 2010 Sunshine list, 15 were paid compensation in excess of the salary maximum of \$149,727, as provided by the Human Resources Director. Six of the nine remaining directors were clustered just under the band maximum at \$148,842 to \$149,592. This raises the question as to what the salary band for the Director position means if it is to be consistently ignored? Who has the authority to raise salaries above the maximum for the position? Do these positions continue to receive annual increases? Has each of the salaries for the 15 positions above the band maximum been authorized by Council? If not, why not?

You have noted there are 99 managers on the City's sunshine list for 2010. In our letter to the Mayor, we questioned how many staff are in fact just under the sunshine threshold. We reiterate our question: What percentage of City staff have salaries hovering just under the \$100,000 threshold (i.e. \$90,000+)? At what levels of responsibility?

Your follow-up response (after your first e-mail on Friday) raises facts concerning management overtime that we did not know existed and cannot understand, especially given the generous compensation we have been able to view; surely time off in lieu would be a more cost-effective approach?

Further, we find your reference to Brampton being the City's competitor for staff talent to be a distraction at best. The determination of municipal salaries, at taxpayers' expense, should not be a race to the top. If some City staff migrate to positions with the City of Brampton for a higher salary, good luck to them. We doubt whether in today's market many Manager or Director level positions are sitting vacant for want of qualified applicants, and other factors besides salary determine one's job choices.

Since our deputation at Budget Committee last Wednesday we are advised that at least one position at City Hall is being filled as a contract position by a former staff person currently drawing pension. Such practice is commonly known as double dipping. We take a dim view of this practice. Both the federal and provincial governments have instigated measures to avoid staff retiring and then returning on contract. Please provide us with a list of all such current and anticipated contract positions filled by former City employees receiving a pension.

We would urge the City to undertake a thorough review of its salary and overtime practices. We suggest there is a need for a Staffing and Compensation Master Plan. We hope this will address and normalize the anomalies in the City's staffing structure. We stand by the recommendation included in our deputation that all staff salaries should be frozen for 2012 (i.e. no automatic increases), but with the exception of merit increases retained for eligible staff (i.e. those who have not already achieved the band maximum for their position).

We look forward to working with the City to encourage control of its costs and thereby achieve more reasonable annual tax increases that meet the expectations of Mississauga taxpayers. We estimate that the City Budget does not require approval until March 31, 2012, should more time need to be taken to consider actions that might reduce the escalating burden on the taxpayer in 2012 and beyond.

Sincerely,  
Dorothy Tomiuk, Spokesperson  
Chris Mackie, Municipal Finance Committee

