

From: [Dorothy Tomiuk \(MIRANET\)](#)
Sent: Friday, January 27, 2012 12:33 PM
To: [Hazel McCallion \(Mayor\)](#)
Cc: [Carol Horvat \(Mayor's Office\)](#) ; [Chris Mackie \(CCPCRA\)](#)
Subject: Re: City Budget

January 27, 2012

Mayor Hazel McCallion
 City of Mississauga

Dear Madam Mayor:

We appreciate your action in delaying the approval of the 2012 City Budget to allow further consideration of the recommendations contained in our [deputation](#) delivered to Budget Committee on Wednesday, January 25.

Further to your request (*below*) received yesterday “regarding the staff members that [we] feel are overpaid”, we are not prepared to comment on individual positions, since we are not fully aware of their responsibilities, their departmental budget, the number of staff reporting to them or their record of merit increases. It would be highly unfair to select individuals for scrutiny, and that is not our intention.

However, for comparative purposes and as just one example, we refer to the following relevant information concerning the Ontario Public Service pay scales for management salaries.

Classification	Levels	Range (\$)
Senior Management Group	SMG1	93,050 - 106,350
	SMG2	115,000 - 131,450
	SMG3	146,700 - 167,650
	SMG4	169,100 - 188,950

SMG1 is Manager, SMG2 is Director, SMG3 is VP and SMG4 is Executive VP.

Based upon the 2010 Sunshine List, it appears that Managers at City Hall are paid in a salary range of approximately \$105,000 - \$137,000. These salaries are well into the Director level pay scale for the Provincial Government (and at the upper end of the scale) and appear to be overpaid by approximately \$30,000.

The 20 Directors at City Hall were paid between \$148,842 and \$176,515. These salaries fall into the SMG3 and SMG4 categories and appear to be overpaid.

The four City Commissioners’ salaries reported at \$186,385 fall into the SMG4 Executive VP provincial pay scale, which appears to be appropriate.

The debate concerning the proposed staff position to head the Living Green program at a suggested salary and benefit package of approximately \$168,000 highlights the issue in a very timely way. We question a Director being appointed to supervise a team of four others. We suggest you require the Director of Human Resources to justify the proposed level for this LGMP position.

As a rule of thumb, we would expect a director to supervise the work of five managers, each of whom would supervise at least another five individuals. We would note that our deputation also touched on the issues of productivity and the absolute numbers of employees on the City's payroll, and not just the pay ranges.

As taxpayers observing escalating City tax increases of 5.8%, 7.4% and 9.7% (projected) over a three year period (2011, 2012, 2013), with debt assumed beginning 2012, these questions must be asked. In view of the fact that 69% of the City's gross operating budget pertains to staff salaries and wages, we have suggested that this would be a significant area of examination for cost savings.

We would like to see a full spectrum salary analysis down to the supervisory level. What percentage of City staff, for instance, have salaries hovering just under the \$100,000 threshold and therefore are not reported on the Sunshine list? At what levels of responsibility? How many City staff have the title of Manager? We believe this information should be made public.

In our deputation we recommended freezing the pay levels for City staff in 2012 as an action that can be practically taken within the timeframe established for approval of the 2012 Budget.

Sincerely,

Dorothy Tomiuk, Spokesperson
Chris Mackie, Municipal Finance Committee



Mississauga Residents' Associations Network
www.miranet.ca