

Councillor Gyles enquired if the Committee had considered a "City Day" event for all residents to attend. Ms. Kalenchuk responded that the Millennium celebrations will be family-oriented and open to the public. She advised that the Committee is working with Square One, the Living Arts Centre, Sega City and the local hotels to ensure that there will be a venue of interest to all the residents in Mississauga.

Ms. Kalenchuk introduced members of the Millennium Committee who were present in the audience and acknowledged Susan Amring and Sandra Desrochers, Communications, for their efforts regarding the celebrations. Sandra Desrochers provided an overview of the Millennium website.

Councillor Prentice suggested that the Millennium Committee contact the Economic Development Office for a list of all new businesses to ensure that they are aware of the Millennium celebrations and how they can become involved.

MG.11

(b) Council Members Remuneration Report

Lynda Townsend, Chair of the Citizens' Committee established to review Council members remuneration advised that she, along with Frank Paznar and Dick Withey, and with the assistance of the City's Human Resources staff and William M. Mercer Consultants, prepared a report on salaries, benefits, severance packages and pensions for the Mayor and Members of Council. Ms. Townsend advised that based on the information received from previous reports and historical documentation, a survey was conducted of other municipalities in Ontario and major cities in Canada to obtain comparable data on compensation, councillor/resident representation ratios and support staff ratios. With respect to pensions, the City retained William M. Mercer as a consultant to advise of the various pension options available. Ms. Townsend advised that the report had been divided into four categories: salaries, benefits, severance and pension. She advised that the report concluded that Mississauga Councillors represent five times as many residents on average as other municipalities in Ontario.

The Mayor's salary is the second lowest in Canada and the lowest per capita in Ontario. She advised that the staff support for Mississauga was compared to other municipalities and it was evident that the City of Mississauga is operated very efficiently in terms of staff support and that there is no down loading from Council to staff. Ms. Townsend advised that Regional salaries, the one-third tax free provision and no salary increases received by the Mayor and Councillors from 1991 to 1997 was taken into consideration when preparing the following recommendations:

Salaries:

1. Salaries should be subject to an automatic annual increase reflective of an appropriate cost of living index.
2. We take the position that the councillors are underpaid in view of the number of residents that they represent. Although outside our mandate, we recommend that an examination be undertaken of the possibility of adding wards to reduce the number of residents per councillor to a more manageable number. If such a step is deemed not to be acceptable then it is our position that consideration should be given to increasing the salary for councillors a minimum of .10 cents per resident averaged (.10 x 544,382 divided by 9 - \$6,048) to more closely match the responsibilities to those of other municipal elected officials in other similar municipalities. This adjustment would be for the City salary only. Our mandate does not include adjustment to salaries given by the Region.
3. A minimum \$7,500 increase in the Mayor's salary to bring it to a standard that would match other municipalities.

Benefits:

1. The addition of a \$10,000 death benefit payable to the estate of the Mayor or Councillor where such member of council dies during the term of office.

Severance:

1. A severance allowance is payable upon retirement, defeat, resignation or death of a member of council, provided the said retirement is not for the purpose of assuming a position as an elected official in provincial or federal parliament or is the result of involuntary removal from office other than defeat. The allowance shall be calculated at one month's base salary for each year of service subject to a maximum of 12 months base salary, payable in a lump sum.
2. Where qualified to receive a severance allowance, the member would also be entitled to benefits as defined under the benefits section of this report with one month of benefit for each year of service.
3. Where qualified to receive a severance allowance, the member would be entitled to receive an allowance for appropriate counselling, either to re-establish him/herself in a business or public career or to prepare themselves for retirement to a maximum allowable cost of \$6,000. It is understood that in the event that the member of council does not avail him/herself of the counselling that the funds will not otherwise be allocated to the said member.

Pensions:

Members of Council contribute to a pension plan under an OMERS plan at the City of Mississauga and the Region of Peel. The Committee came to the conclusion with the assistance of a consultant that the pension presently available to the Members of Council deserved a full and detailed review. The contribution levels were artificially restricted by the manner in which the members were remunerated and this limited the amount which was ultimately available to the members on retirement. Ms. Townsend advised that the Committee had considered several options and recommended:

1. That the Councillors receive a fair pension and that it is appropriate to examine all options available and for Council to determine the most appropriate plan in light of personal circumstances, the impact such a change will have on all contributors to the plan, including the employer, and the need to consider the steps being taken at the Region.

2. That we advise members of Council of the work done to date by the consultant to the City so that they may make further enquiries as they see fit.

Mayor McCallion concurred with the report and its recommendations and agreed that the pensions should be dealt with separately. The Mayor advised that under the Municipal Act, elected officials at the municipal level are bound by the one-third tax free allowance which greatly impacts their pensions. She suggested that the Province of Ontario be requested to amend the Municipal Act to allow the one-third tax free provision to be eliminated for Mississauga elected officials, taking into consideration that their positions are full time.

Councillor Gyles enquired if the population base used to calculate the Councillors' salary increase reflects the current population in existence and will it be adjusted to reflect increased population. He also questioned the qualifier regarding adding wards to reduce the number of residents per ward prior to an increase being approved for Councillors stating that such a change would require an amendment to the Region of Peel Act and that this is not something that would happen in the near future.

Ms. Townsend advised that it was the intention of the Committee to ensure that an examination of the ward issue was initiated; however, it was not the Committee's intent that the salary increase should be delayed until that time.

Councillor Prentice advised that she would move the motion and would suggest that a preamble be added to the motion to indicate that the Citizens Task Force was established by the Mayor and that Council was approving the recommendations of the Task Force. Councillor Prentice agreed that the Task Force recommendation should be amended to approve the increase in Councillors' salary immediately with the provision that an examination be undertaken to review the addition of wards to reduce the number of residents per Councillor.

Councillor Iannicca suggested that the Mayor's salary be increased by \$15,000 per year rather than the recommended \$7,500 per year.

The following motion, moved by Councillor Prentice, seconded by Councillor Mahoney, was voted on by recorded vote and carried:

Whereas the Mayor established a Citizens Task Force to examine salary and benefits for the Mayor and Members of Council;

And whereas the following items are recommendations of the appointed Citizens Task Force;

Now therefore be it resolved that the following salary and benefit changes for the Mayor and Members of Council be implemented effective January 1, 1999:

1. That the current annual salary for the Mayor of \$63,757 be increased by \$15,000 to a new salary of \$78,757;
2. That the salary for Councillors be increased from \$37,302 by \$6,380 to \$43,682.
3. That effective January 1 of each year the base salary of Councillors shall be adjusted to reflect the population in existence on that date. Such adjustment shall be based on the increased population from the previous year multiplied by 10 cents per capita and divided by the number of Councillors.
4. That salaries for the Mayor and Members of Council be subject to an automatic annual increase reflective of the cost of living increase awarded to non-union City staff;
5. That a \$10,000 death benefit be payable to the estate of the Mayor or Councillor where such member of council dies during the term of office;
6. That a severance allowance be payable upon retirement, defeat, resignation or death of a member of council, provided the said retirement is not for the purpose of assuming a position as an elected official in provincial or federal parliament or is the result of involuntary removal from office other than defeat. The allowance shall be calculated at one month's base salary for each year of service subject to a maximum of 12 months base salary, payable in a lump sum;
7. That where qualified to receive a severance allowance, members of council would be entitled to benefits as defined under the benefits section of the Citizen's Report on Salaries, Benefits, Severance Packages and Pensions with one month of health and life benefits coverage, excluding long term disability, for each year of service;

8. That where qualified to receive a severance allowance, members of council would be entitled to receive an allowance for appropriate counselling, either to re-establish him/herself in a business or public career or to prepare themselves for retirement to a maximum allowable cost of \$6,000. In the event that the member of council does not avail him/herself of the counselling, the funds will not otherwise be allocated;
9. That an examination of all pension options available be conducted, and Council determine the most appropriate plan in light of personal circumstances, the impact such a change will have on all contributors to the plan, including the employer, and the need to consider the steps being taken at the Region.
10. That an examination be undertaken of the possibility of establishing additional wards to reduce the number of residents per Councillor to a more manageable number.

<u>Recorded Vote</u>	<u>Yes</u>	<u>No</u>
Mayor	X	
Ward 1	X	
Ward 2	X	
Ward 3	X	
Ward 4	X	
Ward 5	X	
Ward 6	X	
Ward 7	X	
Ward 8	X	
Ward 9	X	

Resolution 70-99

HR.07

The following motion, moved by Councillor Iannicca, seconded by Councillor Mahoney, was voted on and carried:

Whereas the proposed amendments to the *Municipal Act* have not been dealt with by the Provincial Government, and

Whereas the proposed changes to the *Municipal Act* included the deletion of the 1/3 tax free allowance for elected officials, and

Whereas the Council of the City of Mississauga represents both City and Regional business, and

Whereas other municipalities have these responsibilities shared among local and regional Councillors

Therefore be it resolved that the Provincial Government be asked to amend the *Municipal Act* immediately to allow the 1/3 tax free provision to be eliminated for the City of Mississauga elected officials.

Resolution 78-99

LA.07.MUN

(c) Living Arts Centre - Strategic Business Plan

Mr. Dan Donaldson, CEO, Living Arts Centre, along with David Irwin, Chair, Board of Directors and Gerry Townsend, Vice-President, Business Affairs Committee made a presentation with respect to the Living Arts Centre Strategic and Operating Plan 1999 to 2002 which was endorsed by the Living Arts Centre Board of Directors on March 5, 1999.

Mr. Donaldson advised of the following New Mission Statement for the Living Arts Centre and he reviewed the strategic direction and business plans for the many facets of the arts at the LAC.

"To be the community focal point for entertaining and enriching experiences in the living arts."

Mr. Townsend reviewed the business plan projections for the three years ending August 31, 2002 pointing out that with a new Mission Statement and Strategic Plan, the deficit in 1999 will be reduced dramatically by 2002.

Mr. Irwin reviewed the next steps in the plan expected by the end of the fiscal year and requested Council's consideration to approval of the \$1.7M contained in the City's 1999 budget, release of this amount to be negotiated between LAC and City Finance based on cash-flow requirements.