Dec 10, 2021 EPC Meeting
Delegate – Kelly Ryback
Item 2 – Councillors' Office Resources

2020 Cross Jurisdictional Results					
City	**Office Budget**	**Staff Budget**	**Staff Pension**	**Per Capita**	**Average Ward Size**
Ottawa	$266,565		Yes	$6.36	41,922
Manitoba MLA	$89,923	$52,416	Yes	$5.81	23,869
Toronto	$51,005	$482,000	Yes	$4.88	109,263
Calgary	$280,900		City RRSP contributions up to 7.5% of base salary	$3.22	87,314
Edmonton	$176,984		Yes	$2.36	74,954
Winnipeg	$84,924		No	$1.66	51,126
Vancouver**	$47,522	$30,000	Yes	$1.23	63,149

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Just like other jurisdictions . . .
One of My 4 Pet Peeves from the Council Chambers

-Winnipeg cannot be like other jurisdictions – income levels, quantity of head offices and businesses, home values, poverty level and quantity of vulnerable persons

-Be like Toronto – Cut the quantity of wards in half, double the ward allowance and top up each one by $150K with the savings in councillor compensation

-Be like Calgary & Edmonton – cut the wards by a quarter, increase allowance by 50%, with a $75K top up -they don't pay million$$$ in provincial sales tax each year like Winnipeg

It's Not Comparable

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The 'Executive Assistant'

-The Role – communication with residents, councillor schedule, event planning and execution, administration tasks, research, assistance with presentations – it's a clerk/entry level position

$ Proposed Compensation? $

Comparable Compensations and Roles

-Corporate Admin Assistant - $45K-$55K
-Provincial MLA Assistant - $52,416 (the Benchmark)
-Unionized Leadhand Clerk - $60K
  -responsible for daily department clerk operations, service levels, daily scheduling, coaching, escalations, assist leader, SME
-Frontline Leader - $75K-$85K
  -up to30 staff, multi-million $$ revenue objectives, $1-$2Million operating budget, performance objectives, ODAS

Is it even a full time position?
But there's so many long meetings, agenda items, and messages !!!

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The Ask is $45K per Ward - $675 K plus benefits/pension for EA (?)

How Have Councillors Spent So Far (Nov '20-Oct '21) ? (Pt 1)

Councillor	Assistant	Benefits	Telephone	Community Office	Legal
Orlikow	$ 62,089	$ 2,562	$ 2,177		
Chambers	$ 56,550	$ 1,074	$ 1,352	$ 20,362	
Klein	$ 32,640		$ 588		
Gilroy	$ 63,829	$ 2,216	$ 2,469		
Schreyer	$ 63,803	$ 736	$ 2,611		
Rollins	$ 68,404		$ 2,259		
Eadie	$ 67,662	$ 2,574	$ 1,831		
Browaty	$ 57,944	$ 1,039	$ 2,093		
Sharma	$ 51,020	$ 2,699	$ 3,252	$ 33,098	
Santos	$ 71,666		$ 2,907		$ 685
Allard	$ 74,628	$ 1,130	$ 2,436		
Gillingham	$ 59,628	$ 2,406	$ 2,088		
Mayes	$ 48,331	$ 2,439	$ 973		
Nason	$ 45,197	$ 492	$ 1,557		
Lukes	$ 60,339	$ 840	$ 1,329	$ 19,612	

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The Ask is $45K per Ward - $675 K plus benefits/pension for EA (?)

How Have Councillors Spent So Far (Nov '20-Oct '21) ? (Pt 2)

Councillor	Office Equipment	Office Supplies/ Postage/ Print	Ward/ Contributions	Subscriptions /Web/SW	Advertising	Non Pro Services	Lunches/E vents
Orlikow	$ 354	$ 1,466	$ 400	$ 374	$ 3,983	$ 647	
Chambers	$ 3,682	$ 879		$ 801	$ 7,226	$ 250	$ 2,084
Klein	$ 1,475	$ 13,523	$ 500	$ 1,411	$ 14,848	$ 2,287	$ 1,085
Gilroy	$ 183	$ 2,378	$ 1,304	$ 672	$ 10,720	$ 5,142	
Schreyer	$ 1,404	$ 469			$ 10,064	$ 800	
Rollins		$ 401	$ 17,070	$ 2,596	$ 9,729	$ 1,736	
Eadie	$ 1,267	$ 1,102	$ 7,520		$ 1,600		$ 300
Browaty	$ 3,455	$ 1,012	$ 2,141	$ 1,807	$ 11,179	$ 1,883	$ 2,900
Sharma	$ 2,405	$ 1,311	$ 277	$ 615	$ 892		$ 1,285
Santos	$ 184	$ 4,292	$ 884	$ 104	$ 1,170	$ 430	$ 115
Allard	$ 1,514	$ 194	$ 406	$ 752	$ 2,326	$ 89	$ 337
Gillingham	$ 353	$ 6,199	$ 7,494	$ 1,729	$ 11,676	$ 1,099	$ 997
Mayes	$ 407	$ 8,846	$ 11,001	$ 381	$ 8,876	$ 875	$ 935
Nason	$ 1,915	$ 1,568	$ 2,718	$ 3,416	$ 11,331		$ 1,185
Lukes		$ 1,105	$ 1,776	$ 1,695	$ 300	$ 3,205	$ 137

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Where Should We Go From Here ?

-Defeat this motion and to be re-visited after the 2022 Election

-Improved understanding of Pandemic Status, Impact, and Projections

-Million$$$ are going out to the wards (tri-government funding-Pandemic Recovery)

-CAO to evaluate Councillor expenses and provide Expense Item caps, clear job description and candidate prerequisites

If Carried with Increased Compensation ?

-How were the EA's selected ? – competition/referral/family or friends, are they qualified and how are they performing?

-All EA's should be terminated, jobs should be posted, HR to set the process and involved in the candidate selection – the job and compensation/benefits becomes more than most people understood. Should seek the best candidates for the role

I know what I'm doing with the info and the vote outcome