Minute No. 189
Report – Governance Committee of Council – February 8, 2024

Item No. 2 Post-employment Benefits for Councillors' Staff

COUNCIL DECISION:

Council concurred in the recommendation of the Governance Committee of Council and adopted the following:

1. That the Councillors' Ward Allowance (CWA) Fund Policy be amended as follows:

    A. Delete Section 5.4 regarding Councillors' Assistants in its entirety and replace with the new Section 5.4, attached as Attachment A.

    B. Delete Appendix D – Councillors' Assistant Agreement and Code of Conduct for Councillors' Assistants and Special Project Personnel and replace with the new Appendix D, attached as Attached B.

    C. To allow contractor services as an eligible expense under the 'Staffing' category.

2. That the Proper Officers of the City be authorized to do all things necessary to implement the intent of the foregoing.

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DECISION MAKING HISTORY:

Moved by Councillor Eadie,

That the recommendation of the Governance Committee of Council be adopted by consent.

Carried

Councillor Wyatt was absent from the vote on the above motion.

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On February 13, 2024, the Executive Policy Committee concurred in the recommendation of the Governance Committee of Council and submitted the matter to Council.

COMMITTEE RECOMMENDATION:

On February 8, 2024, the Governance Committee of Council passed the following motion:

WHEREAS the Councillors' Ward Allowance (CWA) Fund Policy allows Councillors to hire staff to assist with the operation of their office;

AND WHEREAS some Councillors have expressed a desire to provide their staff with a title other than "Councillor's Assistant" as prescribed in the (CWA);

AND WHEREAS on October 21, 2020, the Public Service advised that in comparison to other major Canadian cities, the City of Winnipeg was the only one that does not provide a pension or post employment benefits for Councillors' office staff;

AND WHEREAS the Chief Financial Officer has advised that a Group Registered Retirement Savings Plan with equal employee and employer contribution rates of between 3% to 6% of the employee's annual salary, could be quickly established;

AND WHEREAS the budget currently includes annual funding ($5,288 per ward included in the preliminary 2024 budget) for the sole purpose of off-setting the costs of the employer contribution to a post-employment benefit and therefore, no additional budget is required;

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DECISION MAKING HISTORY (continued):

COMMITTEE RECOMMENDATION (continued):

THEREFORE BE IT RESOLVED that the Governance Committee of Council recommend to Council:

1. That the Councillors' Ward Allowance (CWA) Fund Policy be amended as follows:

    A. Delete Section 5.4 regarding Councillors' Assistants in its entirety and replace with the new Section 5.4, attached as Attachment A.

    B. Delete Appendix D – Councillors' Assistant Agreement and Code of Conduct for Councillors' Assistants and Special Project Personnel and replace with the new Appendix D, attached as Attached B.

    C. To allow contractor services as an eligible expense under the 'Staffing' category.

2. That the Proper Officers of the City be authorized to do all things necessary to implement the intent of the foregoing.

and submitted the matter to the Executive Policy Committee and Council.