



## **The Corporation of the City of Stratford Finance and Labour Relations Sub-committee MINUTES**

Date: October 22, 2024  
Time: 4:30 P.M.  
Location: Council Chamber, City Hall

Sub-committee Present: Councillor Hunter - Chair Presiding, Councillor McCabe - Vice Chair, Councillor Beatty, Councillor Burbach, Councillor Nijjar

Staff Present: Karmen Krueger - Director of Corporate Services, Tatiana Dafoe - City Clerk, Dave Bush - Director of Human Resources, Miranda Franken - Council Clerk Secretary

### **1. Call to Order**

The Chair called the meeting to Order.

Land Acknowledgment

Moment of Silent Reflection

Respectful Workplace Policy Statement

### **2. Disclosure of Pecuniary Interest and the General Nature Thereof**

The *Municipal Conflict of Interest Act* requires any member of Council declaring a pecuniary interest and the general nature thereof, where the interest of a member of Council has not been disclosed by reason of the member's absence from the meeting, to disclose the interest at the first open meeting attended by the member of Council and otherwise comply with the *Act*.

#### Name, Item and General Nature of Pecuniary Interest

No declarations of pecuniary interest were made by a Member at the October 22, 2024 Finance and Labour Relations Sub-committee meeting.

### **3. Delegations**

None scheduled.

### **4. Report of the Director of Corporate Services**

#### **4.1 Council Remuneration Review (FIN24-032)**

**Staff Recommendation:** THAT the Director of Corporate Services be authorized to proceed with the Council Remuneration Review as further outlined in Option 1 in this report;

AND THAT upon receipt and approval of the final remuneration report by Council, the Clerk be directed to prepare a new Council Remuneration By-law to reflect the recommended process for and final recommendations arising from the Council Remuneration Review, and to repeal By-law 20-98.

**Sub-committee Discussion:** A Member of Sub-committee noted the following:

- at the October 2024 AMO Workshop Forum, discussion was held regarding healthy democracy and how municipalities can attract varying demographics to municipal involvement and Council; and
- Council being full or part time work as well and the remuneration amount being important to removing barriers for lower income individuals to participate.

Motion by Councillor McCabe

**Sub-committee Recommendation: THAT the Director of Corporate Services be authorized to proceed with the Council Remuneration Review as further outlined in Option 1 in this report (FIN24-032);**

**AND THAT upon receipt and approval of the final remuneration report by Council, the Clerk be directed to prepare a new Council Remuneration By-law to reflect the recommended process for and final recommendations arising from the Council Remuneration Review, and to repeal By-law 20-98.**

**Carried**

#### **4.2 New Multi-Residential Property Subclass (FIN24-031)**

**Staff Recommendation:** THAT the Report titled, "New Multi-Residential Property Subclass" (FIN24-031), be received for information.

**Sub-committee Discussion:** Members of Sub-committee and the Director of Corporate Services discussed the report. Highlights of the discussion included:

- the new legislation being concerning as Stratford would have three multi-residential property classes, with the new class being of a different tax class than existing multi-residential classes;
- this being a complex topic making it challenging for municipalities to fund housing as provincial changes like this are funded by the municipality;
- the provision of provincially mandated services at current funding levels being challenging and this being a further reduction providing an additional challenge;
- staff noting this legislation could be used as a tool to achieve local housing goals if, after further review, this was identified as the preferred method;
- under this legislation a property development would meet the criteria by providing a certain number of affordable rental units and this not being under Council control; and
- this legislation having been released in the Summer 2024 and staff looking to larger municipalities as reference to approach this prior to setting the Stratford 2025 tax rates.

Motion by Councillor McCabe

**Sub-committee Recommendation: THAT the Report titled, "New Multi-Residential Property Subclass" (FIN24-031), be received for information.**

**Carried**

## **5. Advisory Committee/Outside Board Minutes**

No Advisory Committee/Outside Board minutes were provided to Sub-committee.

**6. Next Sub-committee Meeting**

The next Finance and Labour Relations Sub-committee meeting is November 19, 2024 at 4:30 p.m. in the Council Chamber, City Hall.

**7. Adjournment**

Motion by Councillor Beatty

**Sub-committee Decision: THAT the Finance and Labour Relations Sub-committee meeting adjourn.**

**Carried**

Meeting Start Time: 4:30 P.M.

Meeting End Time: 4:38 P.M.