



## **The Corporation of the City of Stratford Finance and Labour Relations Committee**

### **MINUTES**

Date: Monday, January 27, 2025  
Time: 8:17 P.M.  
Location: Council Chamber, City Hall

Committee Present: Councillor Hunter - Chair Presiding, Councillor McCabe - Vice Chair, Mayor Ritsma, Councillor Beatty, Councillor Biehn, Councillor Briscoe, Councillor Burbach, Councillor Henderson, Councillor Nijjar, Councillor Sebben, Councillor Wordofa

Staff Present: Joan Thomson - Chief Administrative Officer, Tatiana Dafoe - City Clerk, Tim Wolfe - Director of Community Services, Karmen Krueger - Director of Corporate Services, Kim McElroy - Director of Social Services, Adam Betteridge - Director of Building and Planning Services, Dave Bush - Director of Human Resources, Chris Van Bargaen - Deputy Fire Chief, Audrey Pascual - Deputy Clerk, Nancy Roulston – Manager of Engineering

Also Present: Members of the Public and Media

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

The Chair called the Meeting to Order.

#### **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

There were no disclosures of pecuniary interest made by a member at the January 27, 2025, Finance and Labour Relations Committee meeting.

**3. Sub-committee Minutes**

It was noted that the January 21, 2025, Sub-committee Meeting was cancelled.

**4. Delegations**

None scheduled

**5. Report of the Director of Corporate Services**

**5.1 Council Remuneration Review and Recommendations (FIN25-005)**

**Motion by** Mayor Ritsma

**Seconded by** Councillor Nijjar

THAT the Council Remuneration increase be deferred to 2026.

**Committee Discussion:** Members of Council and staff held a discussion with respect to the motion. Highlights included:

- there being support for delaying the increase for this year but a caution that the remuneration may affect potential candidates who can fill the role;
- a consideration to approve an increase in the remuneration but leaving the per diem meetings rates the same;
- there being concerns about how a prolonged deferral of the remuneration increase may result in a significant one in the future;
- there being a 3% increase included in the draft 2025 budget and the deferral potentially reducing the budget by approximately \$9,000; and
- how remuneration can attract people to serve on Council and how it can help increase representation in Council particularly for people who may rely on the remuneration to take on the role.

The Chair called the question on the motion.

**Defeated**

**Motion by** Councillor Beatty

**Seconded by** Councillor Henderson

**Committee Decision: THAT Council authorize a 2025 base remuneration for the Mayor of \$86,800.16, Deputy Mayor of \$24,333.75 and Councillors of \$22,390.14;**

**THAT the per diem rate for meetings with a duration of three hours or less be increased from \$60 to \$75;**

**THAT the per diem rate for meetings with a duration of more than three hours in any one day be increased from \$90 to \$150;**

**THAT Council amend the indexing from the Consumer Price Index to the internal method of following the Administrative Salary Group for any annual increases;**

**THAT the Council Remuneration By-law attached to Report FIN25-005 be adopted;**

**AND THAT By-law 20-98 be repealed.**

**Carried**

**Motion by** Councillor Burbach

**Seconded by** Councillor Henderson

**Committee Decision: THAT Council amend the indexing to follow the Consumer Price Index or the Cost-of-Living Adjustment, whichever is lower, for future annual increases.**

**Carried**

## **6. For the Information of Committee**

### **6.1 Advisory Committee/Outside Board Minutes**

The following Advisory Committee Minutes were provided for the information of Committee:

- Stratfords of the World (Ontario) Advisory Committee Minutes of August 8, 2024
- Stratfords of the World (Ontario) Advisory Committee Minutes of September 24, 2024

**7. Adjournment**

**Motion by** Councillor Burbach

**Seconded by** Councillor Nijjar

**Committee Decision: THAT the Finance and Labour Relations Committee meeting adjourn.**

**Carried**

Meeting Start Time: 8:17 P.M.

Meeting End Time: 8:29 P.M.