



Township of Georgian Bluffs

Council Remuneration Committee Minutes

September 24, 2021, 10:00 a.m.
Virtual

Members Present: Member Ann Dumyn (Chair)
 Member Ann Schneider (Vice-Chair)
 Member Luc Zandvliet

Staff Present: Brittany Drury, Clerk
 Carly Craig, Deputy Clerk
 Kassandra Rocca, Director of Finance / Treasurer

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1. Call to Order

Chair Dumyn called the meeting to order at 10:06 p.m.

2. Land Acknowledgement Statement

Chair Dumyn opened the meeting with the land acknowledgement statement.

3. Approval of Agenda/Additions to the Agenda

Discussion about Council interviews was added to New Business as item 11.2.

Moved By: Chair Ann Dumyn

Seconded By: Member Ann Schneider

That the agenda be approved as amended.

Approved.

4. Declaration of Pecuniary Interest

None declared.

5. Minutes of Previous Meetings

5.1 September 2, 2021

Moved By: Member Ann Schneider

Seconded By: Member Luc Zandvliet

**That the minutes from the September 2, 2021 of the Council
Remuneration Committee meeting be approved.**

Approved.

6. Delegations

Nil.

7. Correspondence

7.1 Council Committee Representation

Received for information.

8. Staff Reports

Nil.

9. Public Question Period

The Clerk noted that no public questions for consideration of the Committee had been submitted.

10. Unfinished Business

10.1 2021 Council Salary Data

As requested by the Committee, the spreadsheet was updated to include annual operating budget information for each municipality, and links to 2020 remuneration reports for.

The Committee selected the Municipality of Grey Highlands, the Municipality of Meaford, the Municipality of West Grey, and the Town of South Bruce Peninsula as comparators for their remuneration review.

The Clerk noted that they would provide a detailed comparator document containing only the selected municipalities, with full budgets to be included on the next meeting agenda.

11. New Business

11.1 2018 Council Remuneration Survey Responses

The Committee received the 2018 Council Remuneration Survey responses for information purposes.

11.2 Council Interviews

The Clerk noted that staff would provide a summary report with common themes from the interviews to be included on the next meeting agenda.

The Committee commented that some of the concerns posed by Councillors were outside of the scope of the committee and were items for Council itself to address.

The Committee had a general discussion about the issues raised in the interviews, common themes they identified included:

- Issues with attendance
 - Flat rate vs. current structure, or a different structure to penalize missed meetings.
- Assignment of committees and events to represent Council
- Variation of amount of time and effort

The Committee also discussed specific scenarios to revisit in the policy, including the need to clarify guidelines for what may be expensed vs what is included in base pay.

12. Notice of Motion

None.

13. Closed Session

Nil.

14. Date of Next Regular Meeting/Adjournment

The Committee will meet again on October 8, 2021 at 10:00 a.m.

Moved By: Member Ann Schneider

Seconded By: Member Luc Zandvliet

That the meeting be adjourned at 11:05 a.m.

Approved.

Mayor, Dwight Burley

Clerk, Brittany Drury