



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

MINUTES

Date: July 22, 2025
Time: 4:30 P.M.
Location: Council Chamber, City Hall

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

Regrets: Councillor Beatty

Staff Present: Karmen Krueger - Director of Corporate Services, Tatiana Dafoe - City Clerk, Victoria Trotter - Council Committee Coordinator, Miranda Franken - Council Clerk Secretary

Also present: Members of the public

1. Call to Order

The Chair called the meeting to Order.

Councillor Beatty provided regrets for this meeting.

Land Acknowledgment

Moment of Silent Reflection

Respectful Conduct 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 disclosures of pecuniary interest were made by a Member at the July 22, 2025, Finance and Labour Relations Sub-committee meeting.

3. Delegations

3.1 ADDED - Request for Delegation by Paul Brown

Motion by Councillor Burbach

THAT Paul Brown be heard.

Carried

Paul Brown, referring to a PowerPoint presentation, spoke to Sub-committee to provide a follow up on the April 16, 2025, "Discover the Future of Homecare Symposium". Highlights of the presentation included:

- the City of Stratford having provided seed funding, matched by sponsorship support;
- the symposium having generated widespread awareness of homecare in the healthcare system;
- an overview of the symposium agenda and speakers was provided;
- an overview of the financials was provided with a copy being provided to the Treasurer;
- the contribution from the volunteers having brought costs down;
- they recommended a second symposium be held in spring 2026;
- Canadian Standards Association (CSA) Group research moving towards homecare with dementia research to come;

- regarding dementia research, consideration for construction and adaptation for accessible residential dwellings to support mental health and well being supports in home care; and
- there being a societal shift regarding affordability of health care through homecare and aging at home.

Regarding funding for a 2026 symposium, a Member noted the community grants program should be considered with information being available on the City's website including criteria for compliance.

4. Report of the Chief Administrative Officer

4.1 Policy Update – Expressions of Sympathy (FIN25-016)

Staff Recommendation: THAT Policy A.1.9 be amended to reflect the proposed changes in Attachment 2 to this Report (FIN25-016).

Motion by Councillor McCabe

Sub-committee Recommendation: THAT Policy A.1.9 be amended to reflect the proposed changes in Attachment 2 to this Report (FIN25-016).

Carried

4.2 Long Service Award Policy Updates (FIN25-020)

Staff Recommendation: THAT the revised Long Service Award Policy H.1.7 attached to Report FIN25-020 be approved.

Motion by Councillor Burbach

Sub-committee Recommendation: THAT the revised Long Service Award Policy H.1.7 attached to Report FIN25-020 be approved.

Carried

A Member asked if there is acknowledgement for more than 25 years of service. The Director of Corporate Services noted milestones after 25 years being infrequent with recognition of additional years being at time of retirement.

4.3 Policy Update - Flags at City Hall Policy (FIN25-021)

Staff Recommendation: THAT the Lowering Flags at City Hall Policy A.1.7 be rescinded and replaced with the Flags at City Hall Policy A.1.7 attached to Report FIN25-021.

Motion by Councillor Nijjar

Sub-committee Recommendation: THAT the Lowering Flags at City Hall Policy A.1.7 be rescinded and replaced with the Flags at City Hall Policy A.1.7 attached to Report FIN25-021.

Carried

5. Report of the Clerk

5.1 Composition and Size of Council for the 2026-2030 Term (FIN25-025)

Staff Recommendation: THAT direction be provided if City Council is interested in initiating notice of intent to change the composition of City Council in time for the 2026 municipal election and that City Council identify the proposed change(s) to the composition and/or size of Council.

Sub-committee Discussion: A member noted that the current compensation for Council and the part time position present barriers for younger or lower income residents from participating on Council. The member suggested the size of council be reduced to 9 members: 1 Mayor and 8 Councillors. It was further recommended that the compensation in the budget remain at its current level and be divided among the 8 councillors.

Motion by Councillor Burbach

Sub-committee Recommendation: THAT City Council initiate the notice of intent process to change the composition of City Council to 9 members (8 Councillors and a Mayor) in time for the 2026 municipal election.

Members discuss the motion. Highlights of the discussion included:

- a Member spoke in support of the motion;

- a Member noted Council being functional with the current composition allowing for meetings to go forward when there are Member regrets;
- it was asked if there would be a high amount of savings with a reduced composition;
- a Member asked how the composition is typically changed;
- the City Clerk noted typically municipalities undertake a review to look at at-large or ward election systems and how much representation there would be per number of councillors with these findings presented to Council;
- Council can change the composition in keeping with the requirements of the Municipal Act;
- a Member asked if a review of Council's composition and remuneration was completed prior to the 2022 election;
- the Director of Corporate Services noted Council opted for an internal review and market check against comparative municipalities with the remuneration having been set based on that review;
- Council being required to review remuneration once per term with composition of Council being separate; and
- discussion regarding population size and growth of the residential base touching on proposed changes to the meeting structure.

The Chair called the question.

Carried

5.2 Appointment of Deputy Mayor (FIN25-023)

Staff Recommendation: THAT direction be given to the City Clerk on the process for selecting a Deputy Mayor for the City commencing with the 2026-2030 term of office.

Sub-committee Discussion: Members of Sub-committee and staff discussed the report. Highlights included the following:

- a Member noted appointments in Open session being awkward with previous appointments for Deputy Mayor having been in Closed Session but no longer being permitted;
- a Member suggested a rotation of 4 Council Members as Deputy Mayor with appointments still being made by Council;
- alternatively, the councillors with the highest number of votes could be appointed as Deputy Mayor with the top two appointees to split the term; and
- a Member commented that a rotation would allow more opportunity for fulsome participation in Council.

Motion by Councillor Burbach

Sub-committee Recommendation: THAT direction be given to the City Clerk to develop a policy outlining a process for selecting a Deputy Mayor by rotation, with a maximum of four (4) Councillors permitted to serve in the role per term, and commencing with the 2026-2030 term of office.

Carried

5.3 2026 Municipal and School Board Election Alternative Voting Methods (FIN25-024)

Staff Recommendation: THAT the use of internet and telephone voting in the 2026 municipal and school board election be approved;

AND THAT free transit on election day be approved to support access and remove barriers to voting for the 2026 municipal and school board election;

AND THAT the Clerk be directed to prepare a by-law authorizing the use of internet and telephone voting in the 2026 municipal and school board election.

Motion by Councillor Burbach

Sub-committee Recommendation: THAT the use of internet and telephone voting in the 2026 municipal and school board election be approved;

AND THAT free transit on election day be approved to support access and remove barriers to voting for the 2026 municipal and school board election;

AND THAT the Clerk be directed to prepare a by-law authorizing the use of internet and telephone voting in the 2026 municipal and school board election.

Carried

Sub-committee Discussion: Members of Sub-committee and staff discussed the report. Highlights included the following:

- a Member asked how many people used telephone voting in the 2022 election;
- the City Clerk advised this information would be provided to Sub-committee;
- the City Clerk noted members of the public not having access to computers and preferring the option to vote by phone; and
- a scent free polling station with masks not being included in the recommendation as the Municipal Elections Act provides authority to the Clerk to set up enhancements needed to address barriers.

6. Report of the Council Committee Coordinator

6.1 Advisory Committee Renumeration (FIN25-026)

Staff Recommendation: THAT remuneration be paid to each member of Heritage Stratford, Accessibility Advisory Committee and Committee of Adjustment in the amount of \$125.00 per meeting for each Committee meeting attended and \$50.00 per meeting for Heritage Stratford site plan review meetings, Heritage Stratford permit review meetings and Accessibility Advisory Committee site plan review meetings commencing January 1, 2026;

AND THAT Policy C.3.1 Council Appointed Advisory Committees be updated to reflect the changes to remuneration.

Motion by Councillor Nijjar

Sub-committee Recommendation: THAT remuneration be paid to each member of Heritage Stratford, Accessibility Advisory Committee and Committee of Adjustment in the amount of \$125.00 per meeting for each Committee meeting attended and \$50.00 per meeting for Heritage Stratford site plan review meetings, Heritage Stratford permit review meetings and Accessibility Advisory Committee site plan review meetings commencing January 1, 2026;

AND THAT Policy C.3.1 Council Appointed Advisory Committees be updated to reflect the changes to remuneration.

Carried

7. Advisory Committee/Outside Board Minutes

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

- Stratfords of the World (Ontario) Advisory Committee Minutes of November 28, 2024

8. Next Sub-committee Meeting

The next Finance and Labour Relations Sub-committee meeting is September 16, 2025 at 4:30 p.m. in the Council Chamber, City Hall.

9. Adjournment

Motion by Councillor Burbach

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

Carried

Meeting Start Time: 4:30 P.M.

Meeting End Time: 5:03 P.M.