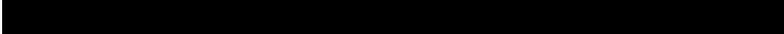


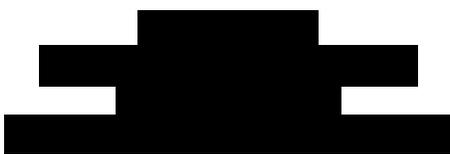
Request to Mayor Vanderkruys and Councillor Walker for information submitted through Councillor Paterson

Sent:  April 26, 2017 4:27 PM

From: 

To: Councillor Thom Paterson tpaterson@clearview.ca





Councillor Paterson by Email to tpaterson@clearview.ca

Dear Sir,

Pursuant to the tentative verbal agreement of 25 April 2013 for all of my future requests for information to be passed through you for delivery to the parties named in a request, please pass this request which was originally readied for transmission two days ago to:

Mayor Vanderkruys and Councillor Walker

cc

Pending Ombudsman complaint file in case of no response or an incomplete response from BOTH Mayor Vanderkruys and Councillor Walker.

Please note that as I stated on the 25th, any responses to communications posed to staff or council members MAY be published on either/both www.clearviewtownship.com and www.creemore.ca as a community engagement process. As I have also advised you with my delivery of a very roughly drafted "taxpayer bill of rights" I expect that I will receive answers from both addressees to each and every numbered question.



25 April 2017

Gentlemen,

It is my understanding from the response from councillor Davidson that you are the two council members responsible for "developing", "negotiating" or "setting" pay increases for Clearview Staff for the current term.

Q1 - What were the grounds for increasing the salary and benefits of CAO Sage by 22.95% between 2015 and 2016?

The current CAO lacks even the most basic qualifications found in similar CAO's in other Townships of equivalent size and populations to Clearview, so giving him that sort of increase must have some pretty good reasons, please provide those reasons.

Previously the public has been told that the reason for the extremely high salaries being paid by Clearview is to remain "competitive" with other jurisdictions. Obviously the massive increases (**2015 - 26.8% since 2011**) that Clearview taxpayers have seen over the past 5 years have **ENSURED** that other jurisdictions have the opportunity to spiral their wage rates higher and higher.

Q2 - Why has Mayor Vanderkruys not recused himself from the pay increase process, since the fact that he is also an employee (bureaucrat) of another municipal jurisdiction (Barrie) the extremely high increases he is endorsing for Clearview have a follow-on effect on his potential salary and benefits because of the previously stated "competition" parameter.

Q3 - What were the grounds for increasing the salary and benefits of Fire Chief Sewell by 15.35% between 2015 and 2016?

Recent newspaper articles on a number of fires in Springwater have stated that Mr Shewell is also the "Interim Fire Chief" for Springwater Township. I am concerned that the taxpayers of Clearview may not be receiving the level of service that they are paying for if Mr Shewell is spending a substantial amount of his time fighting the Springwater fires as referenced in the local newspapers.

Q4 - Is there is any agreement between Springwater and Clearview that clearly spells out the relationship, costing and time allocation between what it appears are the equivalent of two full-time jobs? (Please provide a copy)

Q3 - In light of the "full-time" status and commensurate pay levels being accorded Mr Shewell by Clearview, where might I find the releases from Clearview/Springwater that clearly identify that Mr Shewell has the "permission" of the councils of both municipalities to act as both a FIRE CHIEF and an Interim FIRE CHIEF at the same time?

I know of other cases where another Clearview staff member (Wynia) have received written permission from the CAO (not council) to "moonlight" in addition to their full time commitments to the community of Clearview, so there may well be such an agreement in place for Mr Shewell. **If so please provide the vote by council that approved this "dual role".**

Q4 - Are Clearview taxpayers paying for the full-time services of Mr Shewell with Springwater being charged back by Clearview for his services as "Interim Fire Chief"?

Q5 - If so, on what basis are the taxpayers of Clearview being recompensed for Springwater's utilization of Mr Shewells services? Hourly? Per occasion? By some other formulae?

Q6 - If not, is Springwater paying Mr Shewell directly for his services with Clearview taxpayers not being recompensed and if so at what rate, for what periods of time and under what working conditions?

Q7 - In this scenario is Mr Shewell billing Springwater under his own or a company name and if so what is the registered name, tax status and contact information for that company?

The averaged cost of the benefits package for Clearview staff for 2015 was 28% (from FIR data 2011-2015). At numerous budget meetings the public has been told that benefits are 33% and if one takes out the number of "casual/seasonal employees" (56) as not receiving any benefits package or at best a very much reduced level of benefits from full-time employees, it would appear that the benefits package for full-time staff (62) may be as high as 60% of their salaries and increasing at a greater rate than salaries each year.

- From 2011-2015 the cost for wages increased 22.4%
- From 2011-2015 the cost for benefits increased 45.7%

So it looks as though substantial increases in effective income levels for full-time staff took the form of benefits rather than salaries.

Q8 - Are the benefits costs as stated in the FIR reports (for 2015 = \$1,486,276.00) attributable ONLY to full-time workers?

Q9 - If not what is the percentage rate for benefits for full-time versus part-time employees.

Thank you,

[Redacted]

[Redacted]

[Redacted]