

Re: Mitigating Measures: Staffing (page 5 of Report 2020-34)

“management of staff vacation time”

- What does this mean and what are the anticipated savings?

“staff redeployment to critical and essential service areas”

- How is this a savings if all permanent staff continue to be paid? Does it mean that laid-off workers will not be recalled and what are the anticipated savings?

While NTAG recognizes that certain essential staff are necessary to maintain municipal services 100% of the time, other essential staff hours should be reduced, and non-essential staff should not continue to be paid at full salary and benefits.

NTAG suggests that non-essential staff, if not redeployed, be encouraged to volunteer in the community, and if unable to do so, should have their salaries reduced to match the pay that many in the private sector have been receiving from the Canada Emergency Response Benefit.

NTAG strongly suggests that The Mayor, Senior Management and all Members of Council take a voluntary 20% pay reduction as a symbolic gesture considering that many citizens and businesses are experiencing loss or reduction of income due to the pandemic and subsequent negative effects on our economy. This reduction should be reviewed in one year and any re-instatement be based on a return to break even non deficit economic performance by the Town.

NTAG strongly feels that property taxpayers should not be shouldering a deficit and potential significant tax hike in 2021 and beyond due, in part, to the Town’s unwillingness to realistically manage staffing costs during the pandemic.