

From: S Lee

Sent: Monday, October 20, 2025 1:46 PM

To: Clerks Richmondhill <clerks@richmondhill.ca>

Subject: Regarding staff report SRCFS.25.031 – Council Compensation

Mayor and Members of Council,

Regarding staff report SRCFS.25.031 – Council Compensation, I respectfully oppose the recommendation to eliminate the Council Compensation Review Committee and to approve automatic salary increases for Members of Council.

While administrative efficiency is important, public accountability is even more so. The Council Compensation Review Committee exists to ensure transparency and independent citizen input into how elected officials are compensated. Removing this process and tying Council pay to staff increases, without public review, creates a perception of self-interest and undermines public trust.

It's worth noting that Council always retains the authority to accept or reject the Committee's recommendations. The process does not bind Council, it simply ensures that compensation discussions are informed by independent, citizen-based advice. Therefore, eliminating the committee serves no real purpose other than removing an important layer of transparency.

Council additionally has a responsibility of vision and leadership that requires a different set of skills than administration. While staff focus on efficiency and operations, Council's role is to uphold governance standards, accountability, and the confidence of residents. Delegating decisions about your own compensation solely to administrative mechanisms blurs that line and diminishes the leadership responsibility entrusted to Council.

Council's primary duty is stewardship of taxpayer funds. Approving automatic annual raises for yourselves, while many residents and small businesses struggle with affordability, sends the wrong message about priorities and accountability.

If the workload to support the Committee is considered excessive, Council could instead streamline the process or adjust its frequency rather than abolish it altogether. Public participation and oversight must not be treated as "onerous", they are essential to good governance.

I urge Council to retain a citizen-based review process for compensation and demonstrate transparency and respect for the taxpayers of Richmond Hill.

Thank you for your consideration.

Sincerely,

Sigmund Lee

20 Hamills Crescent