

Dear Mayor and Councillors:

November 12, 2018

Re: Staffing decisions for Councillor's offices

The new reality of a 25-councillor world presents an unprecedented governance challenge. Each Councillor will still have to attend to meetings and engage on City-wide issues, but now must represent the needs of many more constituents, averaging 110,000 residents per ward.

How Councillors can effectively shoulder this increased constituency load alone is unclear. What is clear is that without the allocation of additional resources, they will be unable to maintain the level of representation they currently provide, and which constituents have quite rightly come to expect. This will serve only to impair the effective operation of the City. Such a result is neither an acceptable nor necessary outcome.

One way to mitigate this imbalance between the legitimate expectations of constituents as to the level of service they receive and the ability of Councillors to deliver that service is to ensure adequate capacity in their offices. Councillors' staff are often the first point of contact with constituents. They effectively handle the calls and concerns directed to the Councillor, thus improving the overall effectiveness and efficiency of the Councillors' work.

With wards doubled in size, at a minimum staff levels should be doubled. This would simply maintain a level playing field by continuing unchanged the prior budget appropriation for Councillor staff.

In addition, where wards have exceptional levels of planning and development, we further urge you to allow for additional staffing in recognition of the importance of those files and the work demand they represent.

It is imperative that the result of the change to the City's governance model not result in an erosion of representation or a deterioration in the overall effectiveness in the governance of the City.

We trust that you will act accordingly. See below the list of Resident Association signators.

Yours truly,



David Harrison, chair

Henry Wiercinski

Annex Residents' Association



Gail Misra, chair

Sue Dexter

Harbord Village Residents' Association