

# **NANAIMO RATEPAYERS ASSOCIATION**

***‘PROGRAMS AND SERVICES REVIEW’  
April 13th - 2015***

**ADVISORY TO CITY COUNCIL  
CITY OF NANAIMO**

# NANAIMO RATEPAYERS ASSOCIATION

## *Why a 'Programs and Services' review?*

- Government has **exclusive responsibility** for provision of services.
- Government **sets costs** for services
- Residents have **no alternative** service options.

in order to ensure 'value for service' it is imperative that an **independent audit** be done periodically.



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## Why a 'Programs and Services' review?



- The business of the City must be **well defined** and **limited**.
- The City must not **burden future generations**



**Limited resources** = providing programs and services **vital to the community**.

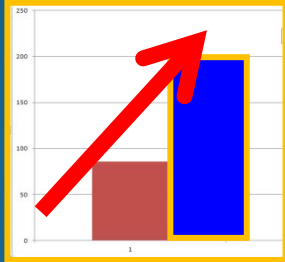


- Services must be delivered with a **customer centered** approach.
- Periodic core reviews are **necessary** and **positive**.
- Core service reviews ensure what is delivered is of the **highest value** to the community.

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## *What should be considered?*

1. Everything should be on the table. **No sacred cows.**
2. Question both **services** and **levels** in every department,
3. Staffing levels and salaries should more closely reflect those in the private sector.



4. Paying a substantial premium **over private sector wages** imposes an unfair tax burden on others. On what basis can higher costs be justified?



*Is a **significant** wage & benefit premium really fair to taxpayers?*

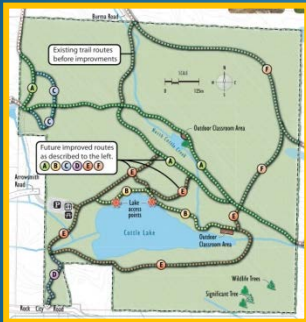


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## *What should be considered?*

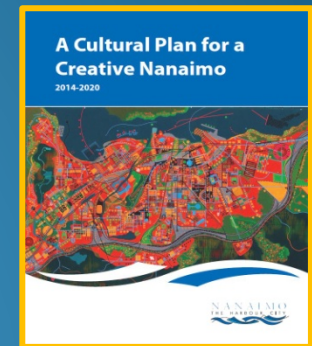
5. **Asset management** - all major assets should be reviewed for operating efficiencies and to determine value to taxpayers

- VICC disposition (sale) should be considered.



6. **Arts and Culture** - Review policy and budget.  
*Fix annual maximum limits*

7. **Parkland Acquisition:** Review policy and budget.  
*Fix annual maximum limits*



8. **Revenue side** - Review opportunities for increased fees for service as well as potential for increased revenue from senior governments.



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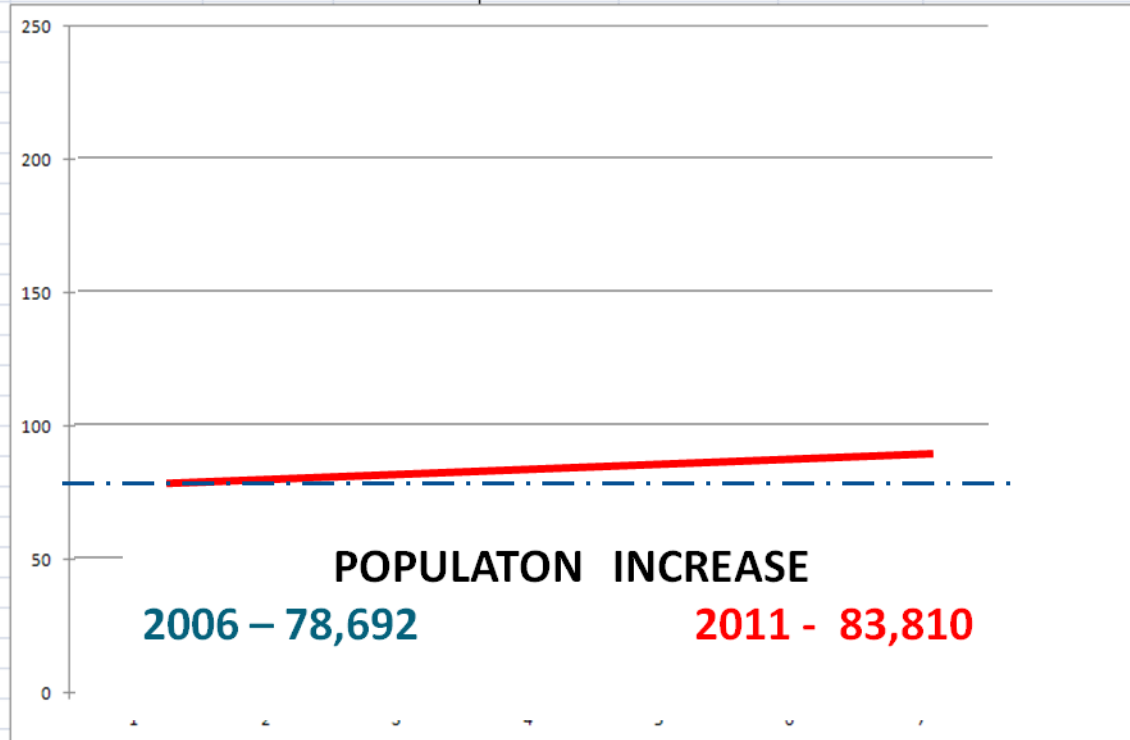
*WHY IS A REVIEW SO CRITICAL?*

**Economic Sustainability**

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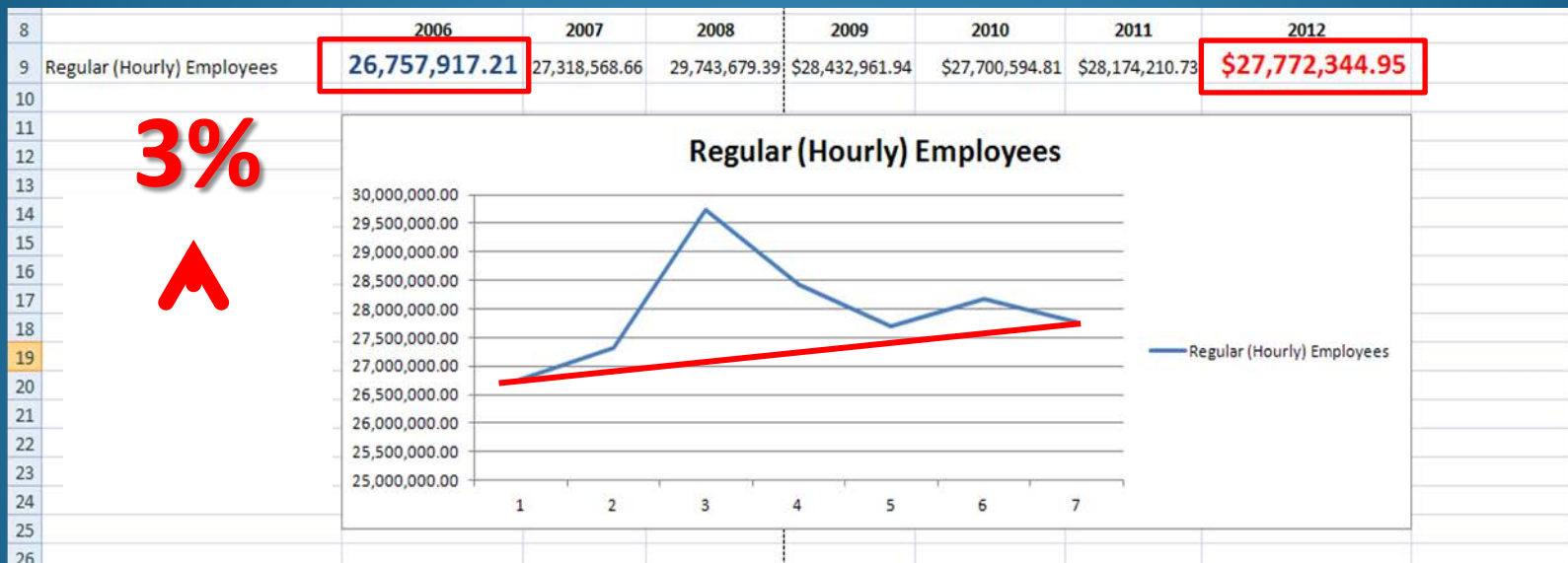
Population has been relatively static, increasing by just **1.3% annually**.

6.5%



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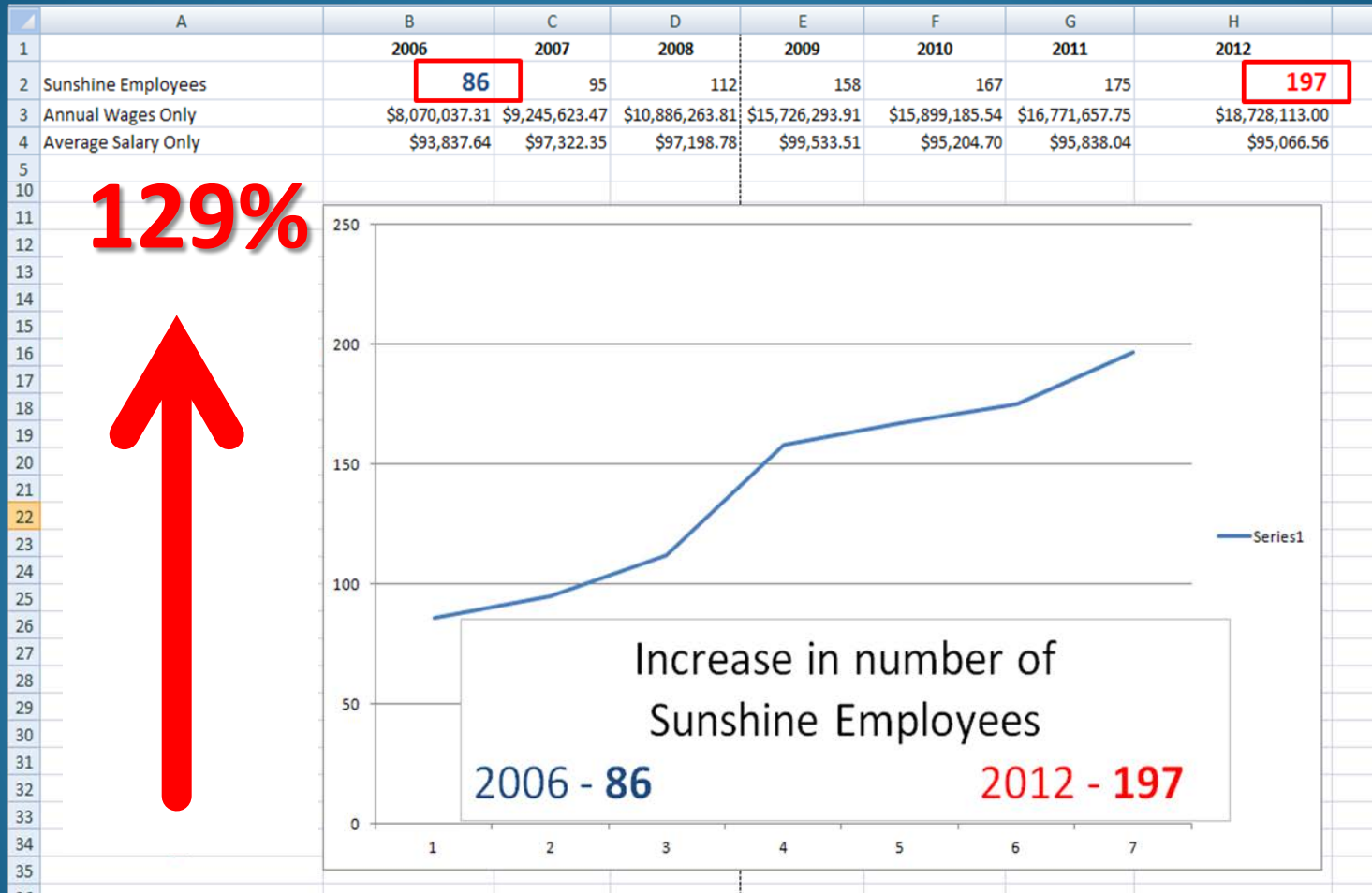
**Wage Costs:** for non-salaried CUPE staff have remained stable over the last 5 years.





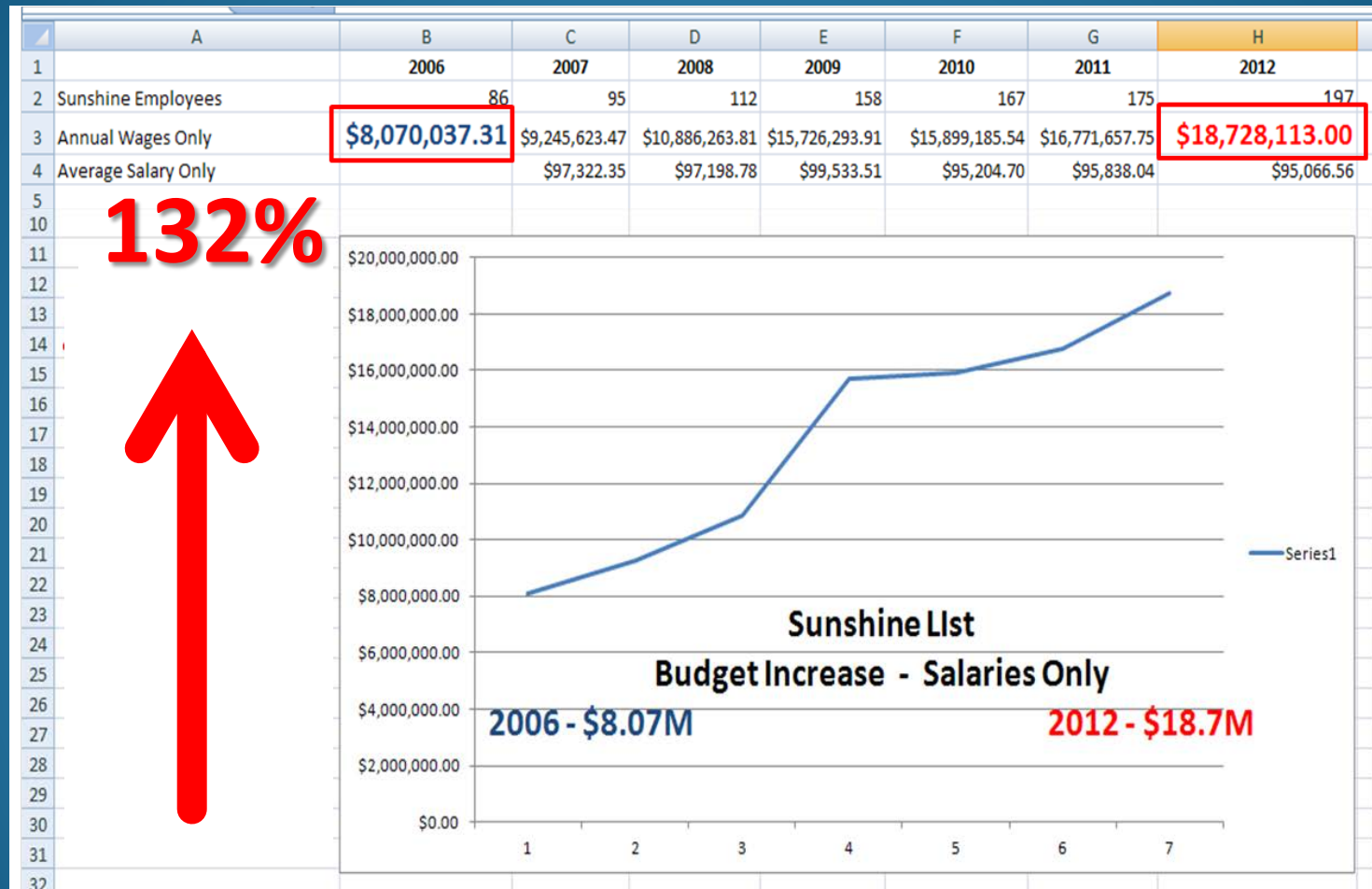
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The number of employees >\$75K has increased at nearly 20X greater than the growth of population.



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**Budget Costs:** growth in >\$75K employees costs taxpayers an **ADDITIONAL \$10 Million** annually.



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## WHAT DO THESE STATISTICS TELL US?

- **POPULATION BASE:** Is growing slowly - **1.3% annually**
- **HOURLY WAGE COSTS:** (CUPE) remain relatively static
- **SALARIED STAFF:** (Sunshine List) Is growing rapidly  
2006 - **1 per 915 pop.**      2011 - **1 per 479 pop.**
- **'SUNSHINE LIST'** refers to > \$75K, but actual average is  
**\$95,066** not including benefits.

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## WHAT SHOULD WE BE ASKING?

**Why were so many high salary positions created over the last five years and how many are truly 'essential'?**

Can we reduce/eliminate unnecessary or redundant jobs across departments through attrition and re-assignment?

**Modern construction and safety practices result in fewer serious structural fires.**

At an average of nearly \$90,000 per employee, does it make sense to have 4 employees and a \$500,000 piece of equipment attending accident and medical distress calls better handled by paramedic personnel?

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## WHAT SHOULD WE BE ASKING?

Why do we have 17 Captains, each earning on average, \$101,000?  
Is a Captain necessary for every 2.4 firefighters?

### GENERAL RANK INSIGNIA - FIRE DEPARTMENTS

1

Chief



2

Chief or Deputy Chief



4

Deputy or Assistant Chief



17

Captain



9

Lieutenant



41

Firefighter





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## Accept NO excuses! - Examples.....

***“...Holding or reducing wages is a “race to the bottom”***

Municipal wages are as much as ***38% higher*** than non-governmental wages

***“..Attracting good employees requires paying good money.”***

There is no evidence government workers have special or unique skills or provide additional value, warranting significantly higher wages.

***“...We’re doing as well as other municipal districts.”***

Comparative statistics can be used to define ‘best practice’ but ***must not be used as an excuse*** for not making difficult but necessary decisions in protecting taxpayers.

On behalf of the members of the

**NANAIMO RATEPAYERS ASSOCIATION**

*Thank you for your time  
And attention*