



This chart shows the increase in the costs of various city staff elements over the period from 2004 to 2007. The data is taken from the city's Statements of Financial Information for the indicated years. The BC Cost of Living data is from a BC Statistics Report. The "City Managers" category is made up of the salaries of the City Manager and the Deputy City Manager. In the Statement of Financial Information there is no separate breakout for all management staff.

In the Chart one can see the rapid, perhaps astonishing, rise in the total amounts paid to the top echelons of Nanaimo's civil service during this period. It is assumed that this is made up of increases in both salaries to existing staff and in the number of personnel at this salary level. Equally astonishing is the small increase in the total amount paid to those making less than \$75,000 per year. This is undoubtedly the result of a reduction in the number of staff directly paid by the city and a corresponding growth in the number of staff and services which are contracted by the city.

This reliance on contracted staff and services should make budgeting for the 2009-2013 period easier to manage, else why did we move to outsourcing?

Why do these increases in cost seem so unbalanced? Why should Nanaimo tax increases continue to widely outpace the BC Cost of Living Index? City Council should be forthcoming about what seem to be some major structural changes at City Hall and to tell us why these changes do not seem to be reflected in lower property tax increases.

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