

December 20, 2011

Councillor Cam Guthrie
Hand Delivered
City of Guelph

Dear Councillor Guthrie:

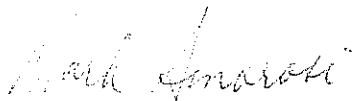
As per the recent 2012 budget deliberations with the City of Guelph Council, there was a resolution to provide a wage increase for Members of Council.

You have informed me that you do not wish to accept the approved increase during your term of council. If in the future you wish to accept any increase as approved by Council, it will be applied to your current 2010 rate.

You have been notified that this decision impacts your life insurance amount with the City of Guelph.

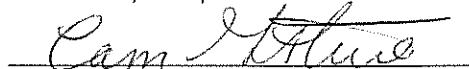
Please sign below indicating that this is your understanding and that you are in agreement with the above. If you have any questions please do not hesitate to call.

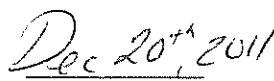
Yours truly,



Mark Amorosi,
Executive Director, Corporate and Human Resources

I, Cam Guthrie, understand the impact of my decision to refuse the approved increase for Members of Council and authorize the payroll division of Human Resources to maintain my salary and benefits at the 2010 rate.


Mr. Cam Guthrie


Date

cc: File
Payroll

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