



Corporate Policy

Council Remuneration Policy

Department: Corporate Services

Approved by Council: [DATE]
By-law No.

1. Policy Statement

The Town of Orangeville shall provide Members of Council with fair **remuneration**, for discharging their roles and responsibilities on Town Council.

2. Purpose

It is recognized that the primary reason for individuals seeking municipal public office is public service. However, it is important to ensure that appropriate and equitable compensation for time is provided to individuals who serve on the Town Council.

3. Definitions

- 3.1. **Benefits** means any additional benefits that may be available to members such as pensions, disability, medical, etc.
- 3.2. **Board** means any Board for which Council has authority to set the remuneration of its members.
- 3.3. **COLA** means cost of living adjustment
- 3.4. **Remuneration** means the amount of money paid to members to compensate them for the time required to discharge official duties.

4. Scope

This policy applies to the Mayor and Members of Council. This Policy may also apply to the **remuneration** process for members of Boards as may be required upon approval of Council.

5. Policy

- 5.1. A review of member **remuneration** shall be undertaken each term of Council in the year of, or immediately preceding, a regular municipal election.
- 5.2. The previous term of Council shall provide approval of **remuneration** for the next term of Council.
- 5.3. Council shall not make decisions on **remuneration** for their current term.
- 5.4. A review of comparator municipalities of sufficient size to provide meaningful samples shall be completed utilizing the same or similar municipalities most recently utilized for staff remuneration.
 - 5.4.1. A report shall be presented to Council providing information and recommendations on the following, as applicable:
 - Review of the current compensation structure including **remuneration, benefits and expenses**
 - Recommendations for updates to the current structure including remuneration, benefits and expenses
 - Recommendations related to annual increases (not including **COLA**)
- 5.5. Results of the review shall be presented to Council for approval to come into effect on December 1st of the year commencing a new term of Council.
 - 5.5.1. For Board or Committee member **remuneration**, if applicable, the new compensation shall come into effect on January 1st in the year immediately following the regular election for the members appointed to the Board or Committee for the new term.
- 5.6. The same rate of cost of living adjustments approved by Council in the budget for staff shall be applied to Council.