



Report

Subject: Council Remuneration

Department: Corporate Services

Division: Clerks

Report #: CPS-2021-067

Meeting Date: 2021-10-18

Recommendations

That report CPS-2021-067, be received;

And that an annual cost of living adjustment equivalent to the percentage increase which Town staff receives as compensation continue to apply to the remuneration for Council;

And that the existing allocation for expenses continue to be applied as per the resolutions approved by Council on November 25, 2013.

OR

That Council instruct staff to strike a Council Remuneration Review Committee in accordance with the Council Remuneration Review Process Policy.

Background and Analysis

Pursuant to the Council Remuneration Review Process By-law 2009-016 a Council Remuneration Review Committee is to be established in the year preceding a municipal election to review Council remuneration and, if necessary, recommend changes to be implemented for the next term of Council.

The Council Remuneration Review Committee recommendations were adopted in November of 2013. In 2018 Council confirmed the resolution adopted in November of 2013 regarding Council remuneration as follows:

“That the report from the Council Remuneration Review Committee, dated November 12, 2013, with respect to the 2013 Compensation Review, be received;

And that the Council salary continues to be subject to annual cost of living adjustments equivalent to the percentage increase which the Town staff receives as compensation;

And that members of Council be provided with a monthly allowance in the amount of \$180 to cover their operational expenses (\$100 for home office expenses; \$50 internet costs; \$30 cell phone costs), an increase of \$130. This allowance in whole or in part can be refused by the members of Council;

And that in the event a member of Council accepts cell phone reimbursement, the Town will have the right to publish their cell phone number on the Town website and any Town publications that include Council contact information;

And that members of Council be provided with coverage under the Workers Safety Insurance Board (WSIB);

And that members of Council be provided with a Town-purchased laptop at the beginning of their tenure;

And that in the event a member of Council prefers a laptop of his/her choice, the member will be responsible for providing support and maintenance for the laptop. The Town will reimburse the cost of one laptop per term to the value of the Town-purchased laptop. The laptop must be purchased within the first twelve months of the Council term to which the member is elected;

And that at the end of the term of Council, members be permitted to retain the laptops provided by the Town. Hard drives must be destroyed for confidentiality purposes and replaced with new hard drives containing only members' personal data. This work to be completed by the Town's Information Technology staff;

And that no change be made to the expense policy for attending events;

And that members of Council be issued a T2200 form (Declaration of Conditions of Employment) to enable them to claim expenses that are allowed in accordance with the Income Tax Act;

And that council investigate the role of the Mayor becoming full-time, and retain an outside consultant to review the increase in salary;

As such Council Remuneration has increased annually at the rate of the cost-of-living increase provided to Town staff with current Council Remuneration being set at:

Mayor	\$59,396.61
Deputy Mayor	\$30,593.23

Councillors	\$27,656.25
-------------	-------------

A copy of the 2013 Compensation Review submitted by the then Council Remuneration Review Committee is attached.

Since the 2013 Compensation Review was conducted the one-third tax free exemption for local elected officials was eliminated, effective in 2019.

Staff obtained information from the comparator municipalities utilized in the market salary analysis that is currently being undertaken and reports comparators as listed below:

Municipality	Population	Mayor Remuneration	Deputy Mayor Remuneration	Councillor Remuneration
Orangeville	28,900	\$59,396.61	\$30,593.23	\$27,656.25
Bradford West Gwillimbury	35,325	\$44,609.00	\$29,749.00	\$23,767.00
Caledon	66,502	\$112,652.22	N/A	\$45,383.51
Centre Wellington	28,191	\$45,000	N/A	\$22,500
Dufferin County	61,735	\$53,209.00 (Warden)	N/A	\$19,625.00
East Gwillimbury	23,991	\$71,832.95	N/A	\$44,968.00
Guelph	135,474	\$157,884.17	N/A	\$41,412.24
Halton Hills	61,161	\$104,311.00	N/A	\$41,501.00

King	24,512	\$65,868.00	\$33,691.00	\$31,487.00
Milton	110,128	\$119,073.00	N/A	\$41,359.00
New Tecumseth	41,439	\$50,051.19	\$34,616.99	\$26,923.57
Orillia	31,166	\$85,944.00	N/A	\$40,067.00
Whitchurch-Stouffville	45,837	\$94,800.00	N/A	\$47,031.00

Should Council direct staff to proceed with striking a Council Remuneration Review Committee staff will proceed with striking a committee seeking a maximum number of five citizen appointments.

Strategic Alignment

Orangeville Forward – Strategic Plan

Priority Area: Strong Governance

Objective: Financial responsibility, transparent and fair decision-making processes

Sustainable Neighbourhood Action Plan

Theme: Corporate and Fiscal

Strategy: Create and integrate sustainability principles into Town policies, processes and practices.

Notice Provisions

In accordance with the Town's Notice Policy this matter was published in the newspaper and advertised on the Town website on one occasion prior to the meeting and was listed on a Council agenda which was published prior to the meeting.

Financial Impact

Any financial impact associated with this report is dependent upon the direction received from Council relating to proceeding with striking a Council Remuneration Review Committee and their recommendations.

Respectfully Submitted by

Reviewed by

Andrea McKinney
General Manager, Corporate Services

Karen Landry
Town Clerk, Corporate Services

Prepared by

Tracy Macdonald
Assistant Clerk, Corporate Services

Attachment(s): 1. 2013 Compensation Review