



THE CORPORATION OF THE TOWN OF ORANGEVILLE

BY-LAW NUMBER 16-2009

**A BY-LAW TO ADOPT A POLICY FOR THE COUNCIL
REMUNERATION REVIEW PROCESS.**

WHEREAS the *Municipal Act, 2001, S.O. 2001, c.25*, Section 9 provides a municipality with the powers of a natural person for the purpose of exercising its authority under this or any other Act;

AND WHEREAS on February 9, 2009, Council approved the implementation of a Town policy with respect to the Council Remuneration Review Process;

BE IT THEREFORE ENACTED by the municipal council of the Corporation of the Town of Orangeville as follows:

1. THAT the Council Remuneration Review Process Policy attached hereto as Schedule "A" be adopted.
2. THAT the Policy be implemented on the day of passing.

PASSED IN OPEN COUNCIL THIS 23RD DAY OF FEBRUARY, 2009

A stylized, handwritten signature of R. Adams.

R. Adams, Mayor

A handwritten signature of Cheryl Johns.

Cheryl Johns, Clerk



THE CORPORATION OF THE TOWN OF ORANGEVILLE

COUNCIL REMUNERATION REVIEW PROCESS POLICY

Approved by Council: Feb. 9, 2009

Guiding Principles

This process is guided by the following principles:

- Potential increases in remuneration in excess of that given to non-union salaried staff take effect for the next term of Council. No Council shall make recommendations for its own remuneration.
- A publicly-appointed committee of Orangeville residents and taxpayers will review the current package and recommend changes for the next Council.
- The committee must meet publicly and its report will be considered and decided upon at public meetings of Council.

Council Remuneration Process

- Compensation packages will be available to the public.
- The existing remuneration grid will be used as the basis for future adjustments.
- The remuneration grid for members of Council will be adjusted annually in accordance with the economic adjustment approved for the Town's salary pay grid for non-union salaried staff.
- Prior to the commencement of the nomination period for a municipal election, through a public process of inviting membership, Council shall appoint a committee of Orangeville residents and taxpayers to review the current package and recommend changes.
- The total compensation package for Council shall be reviewed through a market survey of similar municipalities offering similar services.
- No member of Council will sit on this committee. All members of the committee shall declare that they do not intend to run for election in the upcoming municipal election.
- The committee must meet publicly through a transparent process subject to public scrutiny at all times.

- Potential increases in excess of that given to non-union salaried staff shall take effect for the next term of Council.
- The committee may recommend that increases over 5%, excluding economic adjustments approved for the Town's salary pay grid for non-union salaried staff, be phased in.
- The committee's report to Council will be presented and decided upon at meetings open to the public, following public notification. This process shall be completed prior to the commencement of the nomination period for a municipal election.

Transparency

- All meetings of the committee will be open to the public.
- The times and locations of the committee's meetings will be published in the local media and on the Town's website.
- All reports and documentation used for the review will be available to the public.
- A Public Information Centre/Session will be held to present the background information and draft recommendations of the committee so that public comments can be received before the committee's final recommendations are presented to Council.
- The public will be allowed opportunities at all committee meetings to address the committee.

Process for one-third tax-free remuneration

- As required by the Municipal Act, Council shall review at a public meeting in February of an election year the issue of one-third tax free remuneration and following the public meeting the mandatory by-law under the act will be presented to Council.