



REPORT TO: MAYOR AND COUNCIL
FROM: Barbara Fralick
Manager of Human Resources
DATE: October 5, 2009
SUBJECT: Council Remuneration Review

RECOMMENDATION:

THAT the report from the Manager of Human Resources regarding Council Remuneration Review be received; and
THAT an Ad Hoc Committee comprised of at least one former Council member be struck to review Council Remuneration including both the level and method of compensation as well as the one-third tax free allowance; and finally
THAT the Ad Hoc Committee be directed to review and make recommendations to Council for the Council Term commencing December 1, 2010.

Background

An Ad Hoc Committee is struck in the final year of each Council term to review the level and method of compensation and make recommendations for the incoming Council. As part of this review, the Committee looks at the rates and method of remuneration paid by comparative municipalities in Simcoe County.

In particular, the Committee is to look at the merits of the continuation of an annual salary versus an honoraria plus per diem as well as the continuation of cost of living increases for Council similar to those provided to municipal staff. It should also be noted that in 2008 Springwater Council adopted a new policy to adjust the Township's mileage rate every July 1st based on the current rate of the Canadian Revenue Agency and therefore, mileage rates will not be part of this review. The new rate, on that basis, effective July 1, 2009 is 55.5 cents per kilometre.

The previous Ad Hoc Committee in 2005 was comprised of former Council members severing in recent terms, former Mayor Helen Coutts and former Councillors George Todd and Harold Parker. This group of three collectively brought to the table recent Council service, public sector experience, experience in community service, and financial / business savvy.

The mandate of this Committee will be to review the level of compensation and the method of compensation. This will include whether Council should continue to receive an annual salary, a salary plus limited per diems for special meetings or an honorarium with per diems for all meetings. In addition, the review will consider the continuation of the one third tax free allowance which must be reviewed each Council term. The Ad Hoc Committee will address whether Council should continue to receive an annual cost of living and whether this would be based on a formula or the amount set for staff.

Summary / Options

The proposed timeline for the Council Remuneration review is:

October 2009	Research and Compiling of Comparative Data
November 2009	Ad Hoc Committee meetings (2-3) to review and make recommendations
December 2009	Recommendations to Budget Meeting on December 14 th
January 2010	Public Meeting to present proposed rates on January 18 th Passage of By-law on February 1 st

Budget Implications

The by-law is intended to apply for the upcoming Council Term only; it will take effect on December 1, 2010. The Council Remuneration rates will be provided to all persons running for municipal office as part of the Candidates Guide.

Future Focus Consideration

The above initiative supports Council's Future Focus strategic priority theme of:

- *sustainable infrastructure, prudent financial planning*
- *professional communication and issue management*

Submitted by:

Approved by:

Barbara Fralick
Manager of Human Resources

Winanne Grant, B.A., A.M.C.T.
Chief Administrative Officer