

TOWN OF GEORGINA – Office of the CAO- Human Resources
POLICY No. #####

Subject: Council Remuneration Policy	Authority, Ref. & Sec.			
Policy Classification:	Pages: 3	Year 2024	Month 10	Day 09
Recommended/Approved by: Head of Human Resources/ Chief Administrative Officer	Contact Position for Inf. Human Resources Department			

POLICY STATEMENT:

The Town of Georgina believes that it is important to provide a process for determining Council remuneration in order to ensure clarity, equity and consistency in practice.

APPLICATION:

Members of the Town of Georgina’s Council: Mayor, Regional Councillor and Councillors.

PURPOSE:

This policy will outline the process for determining Council remuneration.

The aim of this policy is to ensure that Council receives remuneration that is fair and equitable for conducting their responsibilities on behalf of the Town of Georgina and is in line with council remuneration of other municipal comparators.

DEFINITIONS:

Council: Our elected officials serving the Town of Georgina in the roles of Mayor, Regional Councillor, and Ward Councillors.

BACKGROUND:

Employment Relationship

An employer/employee relationship does not exist with respect to the Town and its elected officials. There are no pre-determined hours of work for an elected official and their role cannot be defined as full-time or part-time, but instead is better described as a constant or continual role of governance, requiring elected officials to attend many daily and after-hour meetings and events, participate in special projects, fulfill committee responsibilities, and be available to their constituents upon request. Such duties require members to travel throughout their wards, the municipality, and even the province in completion of their responsibilities to the Town.

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Responsibility to Establish Council Remuneration

The Province of Ontario has mandated that municipal councils be responsible for establishing their own level of compensation.

Municipal Act, 2001 – Section 283: Remuneration and Expenses

Implicit in Section 283 and the Municipal Act, 2001 as a whole is the power to fix remuneration for the members of its Council. Section 283 (1) provides that a municipality may pay any part of the remuneration and expenses of the members of any local board of the municipality and of the officers and employees of the local board.

Under Section 283 (2), a municipality may pay the expenses of its council or a local board of the municipality and the officers of the municipality or local board if those expenses are incurred in their capacity as members, officers or employees. Such payments may be on an actual incurred basis or in lieu of expenses actually incurred. The Town reimburses expenses in accordance with Section 283 (2).

Remuneration and expenses shall be disclosed annually in accordance with the Municipal Act, 2001.

PROCEDURE FOR DETERMINING REMUNERATION:

1. Once per term, during the last six months of Council's elected term, Human Resources shall engage the services of an external compensation consultant to review Council compensation based on the following criteria:
 - a. Salary for the following term of Council shall be set at the greater of the current approved salary or the 50th percentile of the current salaries within the approved comparator group.
 - b. Vehicle allowances for the following term of Council shall be set at the greater of the current approved vehicle allowance or the 50th percentile of the current vehicle allowances within the approved comparator group.
 - c. Board and Committee honoraria for the following term of Council shall be set at the greater of the current approved honoraria or the 50th percentile of the current honoraria within the approved comparator group.
 - d. The Mayor position shall be compared to Mayor positions within the Comparator group, the Regional Councillor position shall be compared to Regional Councillor positions within the comparator

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group, and Councillor positions shall be compared to Councillor positions within the comparator group.

2. The approved comparator group includes Caledon, East Gwillimbury, Halton Hills, King, Newmarket, Bradford West Gwillimbury, Whitchurch Stouffville, Innisfil, New Tecumseth, Orillia, Vaughan, Markham and Richmond Hill.
3. In an effort to avoid large increases in council remuneration at the beginning of each council term, Council shall receive annual remuneration increases that are in line with those of our non-union staff for fairness, equity and keeping in line with changes in cost-of-living expenses.
4. All Members of Council shall be entitled to the following benefits, with the Employer portion of benefit premiums to be paid by the Town:
 - a. Life Insurance
 - b. Accidental Death and Dismemberment
 - c. Extended Health
 - d. Dental
 - e. OMERS
5. Regional Council remuneration for the Mayor and Regional Councillor shall be paid in accordance with the Regional By-law.
6. The Chief Administrative Officer shall implement Council compensation for the following term of Council based on the results of a market review conducted in line with this Council approved policy.

CONTACTS:

Chief Administrative Officer
Human Resources Department
Legal Services Department

REFERENCES:

COUNCIL REMUNERATION BY-LAW NO. 2024 –