



THE CORPORATION OF THE UNITED TOWNSHIPS OF HEAD, CLARA & MARIA

BY-LAW NUMBER 2016-04

BEING a by-law to set honoraria and compensation for members of council.

WHEREAS under the *Municipal Act*, S.O. 2001, c. 25 and amendments, s. 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 WHEREAS Council recognizes that compensation should be weighted to Council member performance and that performance is equivalent to attendance at and participation during Council and Committee meetings;

AND WHEREAS it is agreed that 16 is the regular number of meetings per year equalling 12 regular council meetings and 4 public or special meetings;

AND WHEREAS Council deems it appropriate that honorariums be paid for Council members for the 2014 – 2018 term and that honorariums reflect the annual Cost Of Living Adjustment increase awarded to employees each year;

AND WHEREAS Council acknowledges that compensating members for attendance at meetings outside regular Council meetings might benefit the municipality through increased representation in outside organizations;

AND WHEREAS compensating Council members for Council approved training and/or conventions will result in members being more knowledgeable in municipal governance and better able to conduct municipal business in a professional and effective manner;

NOW THEREFORE the Council of the United Townships of Head, Clara & Maria hereby enacts as follows:

1. DEFINITIONS

- a. “Municipality” shall mean the United Townships of Head, Clara & Maria.
- b. “Council Meetings” will include all regularly scheduled, special and emergency meetings of Council of the United Townships of Head, Clara & Maria;
 - i. and will include joint-council meetings of the municipality, the Town of Deep River, the Town of Laurentian Hills and the Municipalite Rapides Des Joachims or any combination thereof;
 - ii. and will exclude all other outside or municipal committee or association meetings or training.

2. **THAT** for attendance at all committee meetings internal to municipal boundaries such as the Library Board, Recreation or sub-committee meetings (or their successors) a per meeting rate of \$32.90, (indexed) will be paid to the Council member(s) (or designate) appointed to that committee.

3. **THAT** for attendance at all committee meetings external to municipal boundaries such as the Deep River and District Hospital Physician

Recruitment committee or the Integrated Community Services Council (or their successors), in order to compensate for travel time, compensation be awarded at the regular council meeting rate of \$112 (indexed) per meeting.

4. **THAT** for attendance by a member of Council at pre-approved training courses, seminars or conventions lasting more than 3 hours; a daily rate of \$75, will be paid. There will be a maximum of 15 such paid sessions in any calendar year to be shared amongst all members for an average of 3 sessions per Council member. Council shall determine the allocation between members of Council on a case by case basis as training attendance shall be approved by Council as per the Municipal Education and Training policy.
5. **THAT** for ease of implementation, it shall be the responsibility of each Member of Council to inform the Treasurer of the number of pre-approved meetings or special events attended each quarter in order to receive compensation.
6. **THAT** should annual cost of living adjustments be awarded to Township staff for any subsequent year within this term, then a corresponding increase will automatically be added to the Councillor base rate to determine the new base rate for Councillor compensation for subsequent years become effective on January 1 following the award.
7. **THAT** all Council members receive compensation at a base rate of \$1,795 for the year 2016.
8. **THAT** the Head of Council receive additional compensation consisting of the Council member annual base rate plus 40% of that base rate (or \$718 for 2016).
9. **THAT** for the Head of Council, the additional 40% shall be paid on a quarterly basis regardless of attendance.
10. **THAT** each Council member's remaining compensation entitlement (\$1,795 for 2016) shall be divided by the regular number of meetings per year (16) and paid \$112 per meeting (indexed) up to a maximum of 16 such meetings in any calendar year.
11. **THAT** attendance for Council and internal committee meetings shall be confirmed by meeting minutes.
12. **THAT** attendance for external committee meetings is to be reported to the Treasurer by the attendee.
13. **THAT** this by-law once adopted by Council becomes effective retroactively to January 1, 2016.
14. **THAT** If any provision of this By-law is declared invalid for any reason by a court of competent jurisdiction the remainder of this By-law shall still continue in force.

READ a first and second time as by-law 2014-16 this 26th day of September 2014.

READ a third time short and passed as by-law 2016-04 this 11th day of March, 2016.

JIM GIBSON, MAYOR

MELINDA REITH, CLERK