

Request for Decision United Townships of Head, Clara & Maria Council

Type of Decision									
Meeting Date	Thursday, January 16, 2020				Report Date	Tuesday, January 7, 2020			
Decision Required	X	Yes		No	Priority	X	High		Low
Direction	X	Information Only			Type of Meeting	X	Open		Closed
Report #16/01/20/1101- Council Remuneration									

SUBJECT: Review of Council Remuneration

RECOMMENDATION:

That Council pass By-Law # 2020-01 being a by-law to provide for the payment of remuneration to members of council while carrying out their duties on behalf of the municipality.

BACKGROUND/EXECUTIVE SUMMARY:

Report # 21/11/19/1203 was presented to Council on December 19th, 2019 and was deferred to the January 2020 meeting of Council to revise some of the content and ensure all members of Council were present for discussion.

Some issues identified with the current by-law includes the complexity of the schedule used to calculate council remuneration and that a gap exists in honorarium wages for members of Council in Head, Clara and Maria compared to similar municipalities. The draft by-law includes a simplified method of calculating rates, with an increase in annual compensation for members of Council.

Staff was also asked to inquire about a quote for Extended Health and Dental benefits. The monthly cost per Councillor for benefits is \$212.85 for a total of \$1064.25 for all five members of Council per month.

AMCTO created a report titled "Municipal Council Compensation in Ontario" dated March 2018 which discusses compensation review. The most common practise that municipalities follow (74%) is to survey the compensation paid by neighbouring municipalities. This was the method used to review honorarium and per diem rates. In reviewing neighbouring municipalities provision of benefits package to members of Council, none of the municipalities used in the original report to compare compensation (Wollaston, Papineau-Cameron and Calvin Townships) offer access to or provision of benefits. For that reason, and concerns identified at the previous meeting of Council, the by-law proposes that members of Council have access to benefits coverage as outlined in the "Insurance Benefits Policy" as their own cost. Council may choose to modify that.

OPTIONS:

Adopt By-Law 2020-01 as is or as amended; or
Maintain the current Council remuneration By- Law, 2016-04.

FINANCIAL CONSIDERATIONS/BUDGET IMPACT:

Increasing honorariums will result in an additional approximate annual cost of \$11,047.
The cost of Extended Health and Dental benefits will amount to \$12,771 annually.

OTHERS CONSULTED:

<https://www.amcto.com/getattachment/a9e4b504-21c2-4378-bfab-ef4e1eb001c2/>.aspx

Approved and Recommended by the Clerk

Crystal Fischer,
Clerk-Treasurer