

No. 034: COUNCIL -Council Compensation Policy

Compensation

The monetary stipend of Councillors and the Mayor shall be adjusted annually by the economic adjustment approved and applied to the salary bands for non-union Town staff. A market comparison will be conducted every four (4) years.

Market Comparison

A market comparison using comparator municipalities will be conducted every term of Council in the final year of the term. The results will be presented to Council in a report, with recommendations for compensating members of Council for the future term of Council. Such market survey and any implementation of recommendations will be conducted by staff.

Comparator Municipalities

Ajax, Caledon, Clarington, Halton Hills and Newmarket and Wellington County will be used as comparators based on population size and organizational structure. The highest percentage increase and the lowest percentage increase will be deleted. The 50th percentile of the remainder will be calculated and compared to current salaries of the Mayor and members of Council. Should these municipalities cease to be viable comparators, alternates will be assigned.

Benefit Inclusions

Extended Health coverage (including travel), Dental coverage, Accidental Death and Dismemberment (AD&D) and Life Insurance will be extended to members of Council upon the commencement of the Council term. Enrolment is optional and is subject to the terms and conditions in the Plan booklet(s).

Such benefit coverage will be subject to waiting periods, provisions of the Town's benefit carrier, eligibility requirements and plan maximums. The premium costs are paid for by the Town.

Benefit Coverage Exclusions

The following benefits will not be provided to Members of Council:

- Short Term Disability
- Long Term Disability

OMERS

Members of Council will contribute to the OMERS pension plan subject to the provisions of the plan.