

STAFF REPORT

Department: Administration

Date: March 5, 2024

Item: Council Remuneration

Recommendation: Be It Resolved That: The Corporate Services Committee recommend to Council that Council remuneration be increased by 4.0% effective January 1, 2024.

Background:

At the February 7, 2024 Corporates Services Committee Meeting, a motion to increase Council remuneration as written above was deferred for staff to prepare information regarding comparator municipalities for Council remuneration.

The Council Remuneration Policy reads as follows:

At Council's discretion, an annual increase to Council's base compensation using either a 12-month Consumer Price Index (CPI) increase (December 12-month rate) or the annual adjustment provided to non-union staff whichever is less, to be effective January 1st of each year.

Analysis:

As per the collective agreement on January 1st, 2024, an increase for CUPE 534 of 4% was processed. The same was approved by the Corporate Services Committee and Council in February for non-union salaries as per the Salary Administration Policy.

Per Statistics Canada, the Consumer Price Index (CPI) rose 3.4% on a year-over-year basis in December 2023.

As requested by the Corporate Services Committee, a review was conducted to determine how Council remuneration for the Town compared to other municipalities of similar size. Comparators from Northern Ontario were surveyed. The Town's current remuneration level for Council are comparable or minimally higher than average based on population alone. Other municipalities have reported doing a more fulsome review of their Council remuneration in the next few years.



Existing Policy: H09-01468 Salary Administration Policy

Strategic Goal: Excellence in Government

Financial Commitment: N/A

Budgeted: Yes No

Implementation: Retro-active to January 1st, 2024

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Department Manager:

CAO/Clerk: Joseph Burke

Approval of Recommendation: Yes No

Comments: