



Staff Report

Administration – Town Clerk

Report To: COW_Finance_Admin_Fire_Community_Services
Meeting Date: August 26, 2024
Report Number: FAF.24.099
Title: Update to Council Compensation and Expense Bylaw
Prepared by: Corrina Giles, Town Clerk

A. Recommendations

THAT Council receive Staff Report FAF.24.098, entitled “Update to Council Compensation and Expense Bylaw”;

AND THAT Council enacts the attached By-law to Establish a Compensation and Expense Policy for the Mayor and Members of Council, as attached to Staff Report FAF.24.098

B. Overview

This report provides Council with the draft bylaw to be enacted to effect the changes to the Council Compensation, further to consideration of Staff Report FAF.24.091 at the July 15, 2024 Council Meeting

C. Background

At the July 15, 2024 Council Meeting, Council considered the recommendations from the July 10, 2024 Special Committee of the Whole meeting. As it relates to staff report, [“FAF.24.091 Market and Pay Equity Review for Non-Union Staff and Council”](#), Council provided the following direction regarding Council compensation:

Moved by: Councillor McKinlay
Seconded by: Councillor Hope

THAT, with respect to Staff Report FAF.24.091, entitled “Market and Pay Equity Review for Non-Union Staff and Council” Council approves the implementation of a pay policy for Council at P60 effective January 1, 2025 (with a differential of 15% between the three roles on Council), based on the data and analysis provided in the consultant’s report and presentation and as noted below:

Mayor	\$53,068
Deputy Mayor	\$45,108
Councillor	\$38,342

AND THAT Council direct staff to apply annual economic adjustments equal to that provided to non-union staff;

AND THAT Council direct staff to conduct an external market review once per term of Council to assess comparability of base remuneration and other practices and maintain external equity;

AND THAT Council direct staff to consider an additional administrative support staff to support six Councillors (in addition to recently approved .5 FTE to support the Mayor through the organization structure review)

The motion is Carried

Council is now required to repeal the current By-law 2020-18 that sets out the Mayor and Council compensation and enact a new by-law with the updated remuneration.

D. Analysis

In response to the above direction, Council is required to repeal By-law 2020-18 “Being a Bylaw to establish a Compensation and Expense Policy for the Mayor and Members of Council” and replace it with a new bylaw. Attachment 1 to this staff report is By-law 2020-18. Attachment 2 to this staff report is the draft By-law to be considered for enactment by Council. The draft bylaw provides that the Council compensation will be effective January 1, 2025.

As directed, staff will conduct an external market review once per term of Council to assess comparability of base remuneration and other practices and maintain external equity.

Through the 2025 draft budget, Staff will also consider additional administrative support staff to support six Councillors, in addition to the approved .5 FTE that was approved in the 2024 Budget to support the Mayor.

E. Strategic Priorities

1. Communication and Engagement

We will enhance communications and engagement between Town Staff, Town residents and stakeholders

2. Organizational Excellence

We will continually seek out ways to improve the internal organization of Town Staff and the management of Town assets.

3. Community

We will protect and enhance the community feel and the character of the Town, while ensuring the responsible use of resources and restoration of nature.

4. Quality of Life

We will foster a high quality of life for full-time and part-time residents of all ages and stages, while welcoming visitors.

F. Environmental Impacts

None

G. Financial Impacts

The financial impacts of the new Council Compensation By-law were identified in staff report FAF.24.091, and considered by Council at the July 15, 2024 Council Meeting.

H. In Consultation With

Sarah Traynor, Manager of Human Resources

Shawn Everitt, Chief Administrative Officer

I. Public Engagement

The topic of this Staff Report has not been the subject of a Public Meeting and/or a Public Information Centre as neither a Public Meeting nor a Public Information Centre are required. However, any comments regarding this report should be submitted to Corrina Giles, Town Clerk townclerk@thebluemountains.ca .

J. Attached

1. Attachment 1 By-law 2020-18 Being a Bylaw to Establish a Compensation and Expense Policy for the Mayor and Members of Council
2. Attachment 2 Draft By-law to Establish a Compensation and Expense Policy for the Mayor and Members of Council

Respectfully submitted,

Corrina Giles
Town Clerk

For more information, please contact:
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Report Approval Details

Document Title:	FAF.24.098 Update to Council Compensation and Expense By-law .docx
Attachments:	- Attachment 1 - 2020-18 By-law to Establish a Compensation and Expense Policy for the Mayor and Members of Council.pdf - Attachment 2 - Draft Council Compensation By-law.docx
Final Approval Date:	Jul 24, 2024

This report and all of its attachments were approved and signed as outlined below:

No Signature found

Sarah Traynor - Jul 24, 2024 - 8:52 AM

Shawn Everitt - Jul 24, 2024 - 10:16 AM