

**THE REGIONAL MUNICIPALITY OF NIAGARA
CITIZEN COMMITTEE ON COUNCIL REMUNERATION
MINUTES**

**CCCR 2-2019
Tuesday, September 17, 2019
Campbell East (CE) 103
Niagara Region Headquarters, Campbell East
1815 Sir Isaac Brock Way, Thorold**

Committee: B. Haig , S. Hill, M. Pinder (Committee Chair)

Staff: K. Angrilli, Manager, Total Rewards, F. Meffe, Acting Director,
Human Resources, A.-M. Norio, Regional Clerk

1. CALL TO ORDER

Margo Pinder, Committee Chair, called the meeting to order at 2:00 p.m.

2. DISCLOSURES OF PECUNIARY INTEREST

There were no disclosures of pecuniary interest.

3. ITEMS FOR DISCUSSION

Committee members discussed Correspondence Items CCCR-C 3-2019 and CCCR-C 4-2019 to better understand how these items could be utilized to determine a fair, transparent and simple methodology for council remuneration increases.

Committee summarized their discussions as follows:

- consider no longer including the Conference Board of Canada non union policy line percentages as part of the methodology
- consider tying the increase to non-union staff increases
- consider tying the increase to the core consumer price index (CPI)
- ensure any methodology includes consideration of both CPI and economic indicators in the Niagara Region
- consider a cap on the amount
- consider use of a rolling weighted average of unionized staff increases
- consider a methodology that includes alignment with non-union increases blended with the Conference Board of Canada non union policy line percentages

Moved by B. Haig
Seconded by S. Hill

That the following items **BE RECEIVED** for information:

CCCR-C 3-2019
2008-2019 Wage Increase History - Niagara Region Union and Non-Union
Employee Groups

CCCR-C 4-2019
Niagara Region Council Annual Salary Formula Details 2008 - 2019

Carried

Committee Information Request(s):

Provide a copy of the non-union compensation policy.

Provide the income growth information the City of St. Catharines uses for their
Councillor remuneration methodology.

3.3 CCCR-C 5-2019

Town of Banff - Council Remuneration Review Committee Report

Due to time constraints, this item will be added to the agenda for the
meeting being held on Friday, October 4, 2019.

4. **CONSENT ITEMS FOR INFORMATION**

4.1 CCCR 1-2019

Minutes - Citizen Committee on Council Remuneration
Thursday, September 5, 2019

Moved by S. Hill
Seconded by B. Haig

That Minutes CCCR 1-2019, being the minutes of the Citizen Committee
on Council Remuneration meeting held on Thursday, September 5, 2019,
BE RECEIVED for information.

Carried

6. NEXT MEETING

The next meeting will be held on Friday, October 4, 2019 at 2:00 p.m. in Room CE 103, Regional Headquarters.

7. ADJOURNMENT

There being no further business, the meeting adjourned at 3:57 p.m.

Margo Pinder
Committee Chair

Ann-Marie Norio
Regional Clerk