

Council Remuneration History and Methodology

Citizen Committee on Council Remuneration (CCCR)

September 5, 2019

Agenda

- CCCR Goals and Purpose
- Background
- Current State
- Key Dates

CCCR Goals and Purpose

1. Review the current council approved methodology used for annual council remuneration increases
2. Review the current external comparator group of municipalities and make recommendation on whether to maintain existing comparator group or to make amendments to existing group
3. Review external comparator regional and local municipal council remuneration methodology and rates, and make recommendation for future methodology on base compensation for Regional Councillors (excluding Regional Chair)
4. Prepare final report with recommendations to CSC and Regional Council for approval

Background

2003 Citizen Committee

- Formed at the request of Council to develop base salary recommendation and to develop a formula for annual adjustment
- Also reviewed the 1/3 tax free portion and whether to retain

Outcome: Option B

- Continue to adjust base salary annually
=12 month average Core CPI + Conference Board annual policy line
for non union employees for Ontario
- Committee Chair honoraria/stipend - \$12,000 total (\$2,000 per chair)
- Retain 1/3 tax free portion

Background

2012 Citizen Committee

- Formed at the request of Council to review base pay remuneration and annual increase methodology
- Also reviewed the 1/3 tax free portion and whether to retain

Outcome:

- Several recommendations were made by the CCCR
- The report was received for information only and therefore the CCCR recommendations were not approved

Annual Increase History

Regional Council & Regional Chair	
Annual Remuneration Increase	
2008	4.68%
2009	4.11%
2010	3.23%
2011	0.00%
2012	0.00%
2013	0.00%
2014	3.00%
2015	2.93%
2016	3.50%
2017	3.30%
2018	2.60%

Current State: Annual Increase Formula

Item and Source	%
12 month average Core CPI	1.4%
Conference Board of Canada: Annual Policy Line for non union employees	1.5%
Total	2.9%

Annual increases are effective December 1st of each calendar year

This example illustrates the December 1, 2018 increase for 2019, which is deferred.

Current State: Annual Salaries

Position	Salary
Regional Councillor – December 1, 2014	\$29,183.56
Regional Councillor – December 1, 2015	\$30,204.98
Regional Councillor – December 1, 2016	\$31,201.75
Regional Councillor – December 1, 2017	\$32,019.99
Regional Councillor – January 1, 2019	\$37,472.99
Committee Chair	\$2,000.00

Key Dates

CCCR Meeting Dates:

- September 17 2:00 p.m.
 - September 30 2:00 p.m.
 - October 16 9:30 a.m.
 - October 28 2:00 p.m.
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- Report and Recommendations Due – October 28, 2019
 - Corporate Services Committee – November 6, 2019
 - Regional Council Meeting – November 14, 2019