



Council Compensation Review Committee Report

June 14, 2021 - Committee of the Whole

Issue/Origin



- A Council Compensation Review has not occurred since 2002.
- On April 1, 2019 Council adopted Resolution No. 21-13 requesting the formation of a Council Compensation Review Committee
- On October 8, 2020 the Committee held its first meeting.

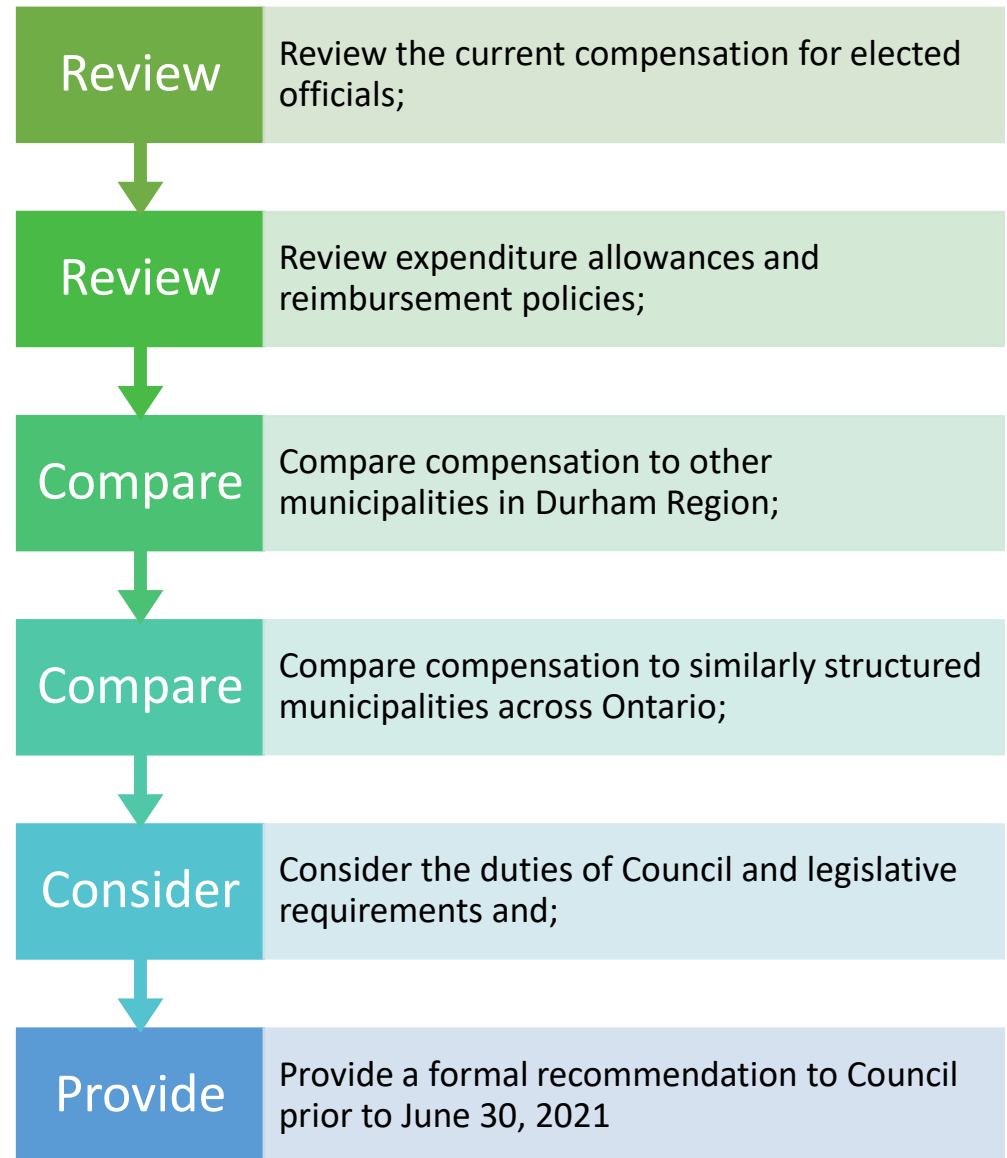
Members of the Committee

Chair – Terry Clayton: Many years served in local government as a Ward Councillor, Regional Councillor and Mayor

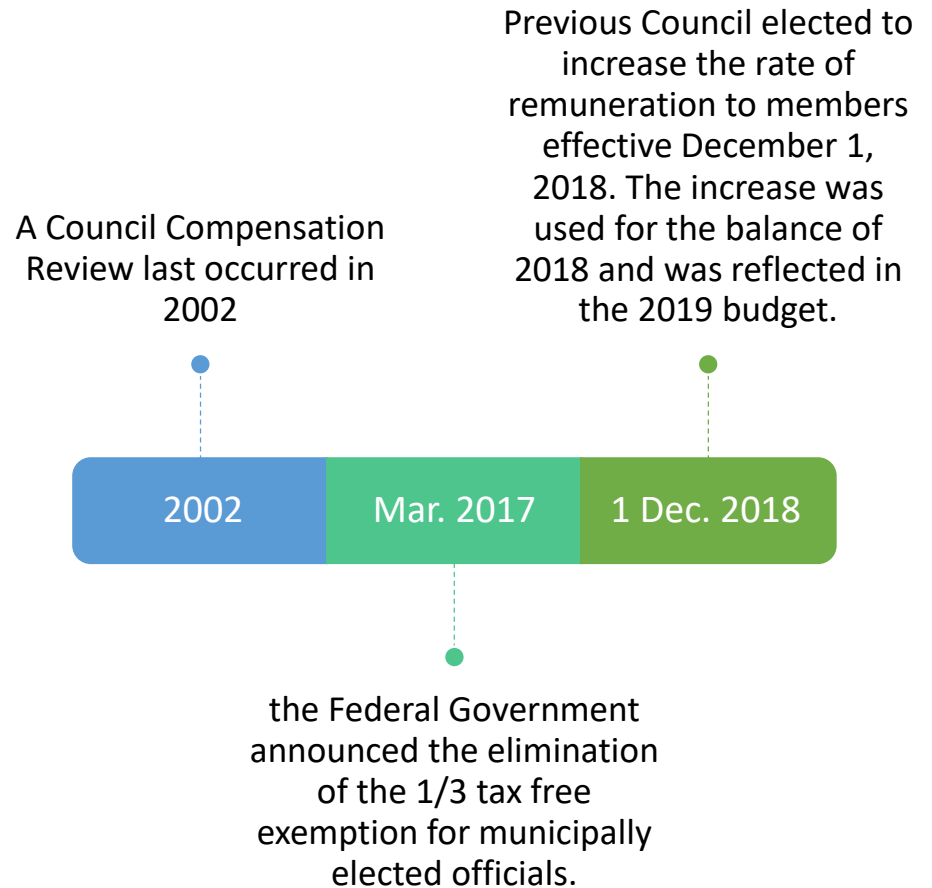
Brett Bloxam: Over 30 years worked in a municipal setting

Olga Kuzmich: A retired secondary teacher with a vast knowledge of the functions of local government

Committee's Mandate:



Background



Analysis

The following Municipalities were used as comparators:

- Scugog Township
- Uxbridge Township
- Ramara Township
- Town of Blue Mountain



Selections were made based on population size, geographical size and other similarities to Brock Township

Salary Comparisons



Municipality	Population	Mayor Salary (\$)	Reg. Councillor Salary (\$)	Ward Councillor Salary (\$)
Scugog Township	22,500	49,060.00	34,320.00	31,191.00
Uxbridge Township	21,176	42,744.62	42,744.62	42,744.62
Ramara Township	14,686	33,076.64	27,097.00	22,004.34
Town of Blue Mountain	7025	49,519.42	42,517.59	41,859.92
Brock Township	11,642	36,386.08	25,731.59	23,078.90

Remuneration/Benefits:

- The Committee reviewed the last remuneration and benefits package presented and accepted by previous Council in 2002, as well as the current salaries and benefits received by Members of Council.
- The Committee discussed the period of time since the last review and the increase of the cost of living, as well as the scope of duties now required by Members of Council.

Public Input



A public survey was conducted through “Let’s Talk Brock”



This was advertised through;

The Brock Voice
The Brock Citizen
Township Newsletter
Township website and social media channels



The survey generated 174 visits with 90 responses



Two main points became clear after reviewing the results:

1. The creation of an expense policy
2. More frequent compensation reviews

Council Interviews

Each Member of Council was interviewed by the Committee.

The following conclusions were determined;

1. Average weekly hours of duties performed:
 - 20 hours -Local Councillors (not including conferences)
 - 45 hours – Regional Councillor and Mayor
2. With the size of the wards and growing population within them, the duties of Council has increased.
3. The need for a fair wage in order to attract qualified candidates.
4. Provide clarity on expenses by developing an expense policy.
5. The need for more frequent compensation reviews.

Financial Assessment



- Base pay for Members of Council be revised annually to reflect any economic adjustment applied to staff as of January 1st of every year or as otherwise determined.
- Members of Council would receive a 4% increase for each year beginning in 2023 and ending in 2026.

Conclusion

- The Committee felt it has undertaken a thorough review and believe the recommendations reflect the nature, responsibilities and accountability associated with these positions, as well as demonstrate fiscal responsibility.
- Based on the analysis conducted and, in the attempt to attract strong, qualified candidates to local government, and to recognize anticipated growth and service requirements, the Committee concluded their mandate by making the following recommendations:

Recommendations:

1. Base pay for Members of Council is revised annually to reflect any economic adjustment applied to staff as of January 1st of every year or as otherwise determined.
2. Members of Council will receive a 4% increase for each year beginning in 2023 and ending in 2026.
3. That staff create a Council Expense Policy that will be brought to Council for approval and implementation and any current expenses will be reviewed and incorporated into the Expense Policy.
4. The creation of a Council Compensation Review Committee to occur every 8 years (2 terms) and the review to be conducted in the third year of the second term.

Recommendations Continued:

5. Mandatory training will be required for all incoming Councillors pertaining to the new expense policy as part of the Councillor training program prior to the start of their duties.
6. That all the above recommendations made, would take effect at the beginning of the new term of Council in 2023.



Questions: