

Council Compensation Review Committee

Committee Name and Composition

The Committee shall be referred to as the “Council Compensation Review Committee” and composed of five (5) members. The composition of the Committee shall ideally be comprised of at least:

- One Member with financial experience and educational background; and
- One Member with municipal experience and educational background; and
- Three residents from the Community at-large.

Terms of Reference

To undertake a review of the current level of remuneration/compensation paid to the Mayor and Members of Council, and benefits, including but not limited to:

- health benefits,
- taxation issues (T-2200),
- 1/3 tax-free allowance elimination, and
- the provision of equipment and staffing resources.

The Committee shall make recommendations regarding any proposed changes effective January 1, 2019 for the new term of Council.

The Committee shall submit a final report by the end of July, 2019 outlining any proposed changes to the level of remuneration/compensation and benefits appropriate to the positions of Mayor, Deputy Mayor and Councillor for the new term of office effective January 1, 2019.

After the Committee provides its final report to Council by the end of July of 2019, it shall have met its mandate and be disbanded.

Scope and Nature of the Review

The review shall:

- examine the current work-load and level of responsibility and commitment required of the Mayor and Members of Council;
- determine the adequacy of the current compensations and benefits;
- undertake a review of other peer municipalities, for the purpose of establishing a viable comparative measure; and
- seek feedback and public input as appropriate.

Budget and Administrative Support

The Director Corporate Services & Clerk shall provide administrative support and be responsible for associated costs related to supporting the Council Compensation Review Committee, including a third-party consultant. Funding shall be provided within the 2019 Budget and the Clerk is authorized to direct the allocation of the 2019 Budget and personnel to support the work of the Committee.

The Director Financial Services & Treasurer shall provide support related to the financial impacts and costing of remuneration alternatives.