

# The Corporation of the Town of Tecumseh

## By-Law Number 2023-116

A By-Law to amend By-Law 2006-84 being a by-law to provide for the remuneration of Members of Council for The Corporation of the Town of Tecumseh

**Whereas** The Municipal Act, S.O. 2001, Chapter 25, as amended (Act) in Section 283, provides authority for the Council of a municipality to provide payment of remuneration to the Members of Council, and such remuneration may be determined in any manner that Council considers advisable;

**And Whereas** Section 282 of the Act provides authority, subject to the Health Insurance Act, R.S.O. 1990, Chapter. H.6. for a municipality to provide, only through contract either with an insurer licensed under the Insurance Act or with an association registered under the Prepaid Hospital and Medical Services Act R.S.O. 1990, Chapter P.21; group life, group accident insurance or group sickness insurance for Members of Council;

**And Whereas** the Council of The Corporation of the Town of Tecumseh (Council) enacted By-law No. 2006-84 on the 28th day of November, 2006;

**And Whereas** Council further amended By-law No. 2006-84 by adopting subsequent amending By-laws No. 2007-27, No. 2007-85 and No. 2019-62;

**And Whereas** the Council authorized via resolution RCM 203/23 the Director People & Culture to proceed with a Remuneration Review in conjunction with a compensation consultant and which Report CAO-PC-07 and its recommendations concerning same were received and accepted at the December 12 Regular Meeting of Council;

**And Whereas** The Corporation of the Town of Tecumseh is desirous of further amending By-law No. 2006-84 as a result thereof:

**Now Therefore the Council of The Corporation of The Town of Tecumseh enacts as follows:**

1. **That** Schedule "A" of By-law No. 2006-84 is hereby deleted in its entirety and replaced with Schedule "A" annexed hereto and forming part of this by-law.
2. **That** By-Law No. 2019-62 and any by-law inconsistent with this by-law are hereby repealed.

**Read** a first, second, third time and finally passed this 12th day of December, 2023.

---

Gary McNamara, Mayor

---

Robert Auger, Clerk

## Schedule "A"

To By-law No. 2006-84

As amended by By-law No. 2023-116

### Remuneration for Members of Council

#### Remuneration:

- A) The following annual salaries shall be paid to the Members of Council, effective January 1, 2024:
- |              |          |
|--------------|----------|
| Mayor        | \$59,496 |
| Deputy Mayor | \$35,509 |
| Councillor   | \$28,137 |
- B) Members of Council shall receive, in addition to the above annual salaries, a wage adjustment equal to the percentage wage adjustment awarded to non-union management employees of the Corporation:
- (1) The economic adjustment for the Mayor, Deputy Mayor and Councillor positions in 2024, and future years, be varied to normalize the base pay for the three positions in order to be more aligned with the comparator practice and the 65th percentile: 100% of the economic adjustment for the Mayor, Deputy Mayor, Councillors.
  - (2) That an external review of the annual salary for Members of Council be conducted once every four years during the term of Council using a Community Advisory Committee, a consultant and comparator data based on the comparator group for non-union management employees.
- C) Having withdrawn from the OMERS Pension Plan, the Members of Council shall receive, in addition to their annual salary, an amount equal to the employer's share that would have been paid by the Corporation to OMERS.
- D) The annual salary will be paid to the Members of Council in equal weekly payments.
- E) The annual salary paid to Members of Council under authority of this By-law shall be deemed to be for expenses incident to the discharge of their duties as Members of Council, including attendance at all Council and Council Committee meetings.

- F) A deduction will be made from a Member of Council's salary in the amount of \$50.00 for each meeting date of Council and/or a Council Committee not attended by the Member, save and except those meetings described in paragraph (g).
- G) Each Member will be entitled to a total of six (6) personal and vacation days in each calendar year. No deduction shall be made in accordance with paragraph (f) for the total of six (6) personal and vacation days in each calendar year.
- H) A Member's salary shall not be deducted in accordance with paragraph 1(f), when a Member is absent from a Council and/or a Council Committee meeting resulting from his/her attendance at a matter of other municipal related business.
- I) At the discretion of Council, and by resolution adopted by Council or the Council Committee, the salary deduction in paragraph 1(f) may be waived when a Member is absent from a Council and/or a Council Committee meeting as a result of illness or personal emergency.
- J) A deduction in paragraph 1(f) shall not be made from a Member's salary in the event a Member is not able to attend a special and/or public meeting of Council, a Council meeting and/or a Council Committee meeting which has been changed from its regularly scheduled meeting date, with less than five (5) days' notice to the Member.

### **Benefits**

Members of Council be given the option to enroll in health, dental and travel benefits equal to the benefits provided to non-union employees of the Corporation.

Each Member of Council shall be provided \$50,000 life insurance benefits.

### **Per Diem:**

A daily per diem will be paid to a Member when attending a conference, seminar and/or other function outside of the County of Essex, as authorized by Council in the amount of \$200.00.