
To: Mayor Glover and Members of Council

From: Carrie Sykes, Director of Corporate Services

Date: February 8, 2022

Subject: Proposed Council Remuneration for 2022-2026 Term

Report Highlights

- Review and update Council remuneration for the next term of Council 2022-2026.
- Remuneration analysis of the lower tier District of Muskoka municipalities and the Townships of Algonquin Highlands, Severn, Penetanguishene, Wasaga Beach and Sequin.

Recommendation

WHEREAS the Council of the Corporation of the Township of Lake of Bays receives the staff report "Proposed Council Remuneration for 2022-2026 Term" dated February 8, 2022.

BE IT RESOLVED THAT Council approves the following changes to Council remuneration for the upcoming term of Council for 2022-2026:

- Councillors salary be increased by \$2,000 (9.79%);
- Each Councillor receive a laptop and cell phone;
- Reimbursement for expenses incurred while conducting municipal business on behalf of the Township (i.e. mileage, meals, etc.); and

FURTHER THAT staff be directed to prepare a by-law for the March 8, 2022 Council meeting to adopt the approved changes to Council remuneration and be advertised for two consecutive weeks in accordance with the Township's Accountability and Transparency policy.

Origin

Pursuant to Section 283(7) of the Municipal Act, 2001, S.O., 2001, as amended and Township of Lake of Bays By-law 2018-043, being a by-law to authorize payment of remuneration to the members of Council of the Township of Lake of Bays, said by-law shall be reviewed at a public meeting at least once during the four years corresponding to the term of office of its members after a regular election.

Analysis

Currently, members of Council receive the following expenses in addition to their salary:

- Two percent (2%) annual increase to Council salary and expenses;
- 24-hour Accident Insurance coverage for \$100,000;
- \$1,000 annually in lieu of Health and Dental benefits;
- \$1,200 the first year and \$500 annually each year thereafter for the remainder of the term of Council for Information Technology costs incurred (Local Ward Councillors only); and
- Reimbursement for expenses incurred while conducting business on behalf of the Township outside of the municipality's boundaries (i.e. mileage, meals, etc.)

Staff collected and analyzed data from other municipalities (see Appendix A – Council Remuneration Analysis). While it appears that the Mayor's and Deputy Mayor's salaries are in line with the other municipalities it is evident that the Councillor's salary is approximately 10% less than our comparable municipalities. In consultation with the CAO, the following recommendations for the next term of Council from 2022-2026 are proposed:

- Annual increase to Council salary and expenses reflective of Cost of Living Adjustment (COLA);
- Maintain the 24-hour Accident Insurance coverage for \$100,000;
- Maintain the \$1,000 cash annually in lieu of Health and Dental benefits;
- Increase Councillors base salary by \$2,000 to make them consistent with the other comparable municipalities;
- Eliminate the stipend for Information Technology costs and provide each Councillor with a laptop and cell phone.
- Reimbursement of expenses incurred while conducting business on behalf of the Township will be amended to include all business conducted (i.e. mileage, meals, etc.)

Financial Implications:

Expense	Current	Proposed
Information Technology	\$18,800	\$14,000
Mileage	<\$1,000	Approximately \$7,000

Moving from an Information Technology stipend to the provision of equipment (i.e. laptop and cell phone) will not have a substantial financial impact. The cost of setting up the equipment and performing regular maintenance will be an additional cost, however this expense should not be significant. Should Council wish to have the monthly cell phone bills covered as well, that would increase the cost annually by approximately \$6,000.

Mileage has not been submitted regularly by all Councillors during this term of Council specifically with the lockdown. Councillors switched to online meetings, considerably reducing their travel time. Therefore the current cost is not relative to a "normal" year where Councillors would be travelling to meetings, workshops and other municipal activities.

Alternatives

Option 1 – Council support the proposed amendments to Council remuneration.

Option 2 – Council support some of the proposed amendments to Council remuneration or recommend additional benefits.

Option 3 – Stay status quo. No amendments to Council remuneration.

Linkage to the Community-Based Strategic Plan

This report represents the following strategic priorities:

- Engage and communicate openly with the community;

Approvals

Prepared by:	Carrie Sykes , Dipl. M.A., CMO, AOMC Director of Corporate Services/Clerk
Financial Implications Reviewed by:	Patricia Allen , Director of Finance/Treasurer
Approved by:	Bryan Brown Chief Administrative Officer

References

- By-law 2018-043, being a by-law to authorize the payment of remuneration to the members of Council of the Township of Lake of Bays.
- Remuneration data from various municipalities within Ontario.

**Appendix A
Council Remuneration Analysis**

Details	Lake of Bays	Huntsville	Bracebridge	Gravenhurst	Muskoka Lakes	Georgian Bay	Algonquin Highlands	Severn	Penetanguishene	Wasaga Beach	Sequin
Last review	2018	2021	2018	2021	2021	2021	2021	2021	2021	2021	2021
Automatic Increase	2%	CPI	COLA	COLA	CPI	CPI Max 2%	CPI	Same as staff	COL	CPI	CPI
Mayor/Reeve											
Salary	\$48,631	\$50,790	\$46,113	\$43,300	\$46,410	\$48,520	\$32,817	\$45,231	\$39,500	\$44,642	\$38,644
Deputy Mayor/Reeve											
Salary	\$25,125	\$24,654	\$24,709	\$27,850	\$26,520	n/a	\$26,254	\$30,941	\$26,966	\$31,061	n/a
Councillors											
Salary	\$20,423	\$22,235	\$23,237	\$23,900	\$23,205	\$23,106	\$22,024	\$24,655	\$22,362	\$24,231	\$23,442
Meeting per diem											
Annual	No	\$50/\$75	Not reported	No	No	Annual Meeting Allowance \$8,259 Mayor \$4,954 Councillor	No	\$103.53 per conference, seminars, meetings (not council) in excess of 4 hours including local boards	\$60 per half day outside of council meetings	\$120 per day outside of council meetings	No

**Appendix A Continued
Council Remuneration Analysis**

Details	Lake of Bays	Huntsville	Bracebridge	Gravenhurst	Muskoka Lakes	Georgian Bay	Algonquin Highlands	Severn	Penetanguishene	Wasaga Beach	Sequin
Health Spending Account	Yes \$1,000	Yes \$1,500	No	Yes \$1,000	Yes \$4,000	Yes \$3,000	No	No	No	No	No
Dental & Health Benefits	No	No	Family \$366 Single \$160 Monthly premiums	No	Travel Insurance	No	Yes	No	Yes	Yes	No
Mileage		Not reported	Yes in excess of 5,000 km a year at CRA rates	Yes	Yes	Yes	Yes	Annual Allowance \$2,000 Mayor & Deputy Councillors \$1,000	Yes CRA rates	Yes	Yes
Phone	No	Yes	No	Mayor reimbursed	Not reported	No	Mayor & Deputy Mayor reimbursed	No	Yes	No	No
Life Insurance	Yes	No	Yes	Yes	Yes	No	Yes	No	Yes	Yes	No
Information Technology	\$1,200 local councillors + \$500 all councillors @ year thereafter each term	\$1,500 local councillors	\$1,352 each term Mayor laptop No internet reimbursement	\$1,500 local councillors + \$500 all councillors @ year thereafter each term	\$1,300 1 st year & \$600 each year thereafter Note: 2021 \$1,200 due to working from home	No	Cell phones provided	\$25/month for home internet service	Cell phone & laptop provided	Tablet provided \$50 @ month for cell/internet	No