



# Council Policy Statement

Topic:	Council Compensation	Statement #	CO-1.03
Topic:	Compensation	Covered:	Members of Council
Section:	CAO's Office	Council Adoption Date:	February 11, 2008
Effective Date:	December 1, 2010	Revision No:	Date:

## Policy Statement & Strategic Plan Linkages

The Town of Newmarket prides itself on its core values and 'being well equipped and managed'. As the Town strives to ensure fair treatment as well as fiscal accountability, this policy supports the commitment to marketplace competitiveness relative to compensation for Members of Council.

## Purpose

The Town of Newmarket will act to conduct a full market assessment on the compensation package for Members of Council the 3<sup>rd</sup> year of each 4 year term of Council to affect and maintain a policy line relative to pay of 66.67<sup>th</sup> percentile of the marketplace at a minimum.

## Procedures

1. Base pay for Members of Council is revised annually to reflect any economic adjustment applied to staff as at January 1 of every year or as otherwise determined.
2. A market comparison of Members of Council compensation shall be conducted in year 3 of each 4 year term of Council. The review may be referred to an external consultant or conducted by internal staff.
3. The market comparison review will be conducted with the 9 comparator municipalities identified for the purposes of staff salary review.
4. Base compensation schedules for Members of Council will be posted and maintained on the internal public drive.