



Town of Newmarket
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Council Remuneration Information Report

Report Number: CAO/Human Resources Information Report #2017-17
Department(s): CAO/Human Resources
Author(s): Director, Human Resources
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Purpose

The Town recently undertook a market review that included Council remuneration. Information was shared with Council relative to the whole organization at a recent in camera meeting given the recommendation of a consistent approach across all reports. The purpose of this public report is to report out on the direction provided by Council specifically related to Council remuneration.

Background

Town staff provided Council with information regarding a market review exercise that was recently completed across all line of business as well as at the Council level. The highlights of the Council report are reflected below:

- 12 comparators participated: Ajax, Aurora, Barrie, Burlington, Caledon, Halton Hills, Markham, Oshawa, Pickering, Richmond Hill, Vaughan, Whitby
- Council roles are remunerated above the policy line at present.
- Comparisons were undertaken relative to status: full time and part-time.
- From a benefits perspective it was determined that the Town's benefit provision is generally competitive with the marketplace, with one exception, severance. Other municipalities cap severance at 18 and 24 months while Newmarket caps it at 12 months.

Some principles were established to guide next steps and ensure consistency across the organization. They are:

- Ensure a fair and responsible approach
- Adjust scales, where appropriate, in a manner that is focused on achievement of the policy line.

- Maintain the integrity of the scales while adjusting for market variance, which means:
 - If the rate is above or below the line, adjust the rate over time to come back in line with market.
 - If the rate is at policy line apply the Economic Adjustment in a manner that maintains the integrity of the pay scale and supports ongoing attraction and retention.

Discussion

It was recommended that as current rates exceed the policy line that only half the economic adjustment be applied (0.85%) in order to allow the market to catch up over time. In addition, given the 1/3 tax-free option relative to Council remuneration is being eliminated as of Jan. 1, 2019, Council will have an opportunity to review options relative to how this impacts the current level of remuneration against the policy line. A report will be coming forward early in 2018 for Council to discuss options and next steps.

However, the direction from Council was that there was to be no adjustment to the rates given they are over the policy line and that a further report be provided in January relative to the 1/3 tax-free implications.

Conclusion

As directed by Council the current levels of remuneration for Council members will be maintained at the 2017 rates, which includes automobile allowance rates as well. Consideration be given to the placement against policy line during discussions on the elimination of the 1/3 tax-free status.

Business Plan and Strategic Plan Linkages

The foregoing reflects a commitment to being Well-equipped & Managed as well as Well-planned & Connected. One of the key pillars of Council's Strategic Plan is Organization Ready 2020 and the need for leadership now if this community is to be ready for the future. The use of environmental scans every three years as well as an annual check-in reflects a commitment to solid leadership and governance.

Consultation

The information contained in this report is based on the Environmental Scan by Associum Consultants and reviewed by the Strategic Leadership Team.

Human Resource Considerations

N/A.

Budget Impact

Given the direction there will be no budget impact.

Attachments

2017 Council Remuneration Rates

Contact

Director, Human Resources; Chief Administrative Officer

**Proposed
2018 Elected Officials Remuneration**

Position Title	January 1, 2017
Mayor	\$ 95,631.11
Regional Councillor	\$ 55,304.09
Councillor	\$ 49,384.79

Councillor Automobile Allowance	\$5,764.72
Regional Councillor Automobile Allowance	\$6,485.31