

## REPORT

### Council

**Meeting Date: July 12, 2022**

---

**FROM:** Human Resources Department

**DATE:** June 28, 2022

**SUBJECT:** 2023 Remuneration for Elected Officials

**LOCATION:** Town-wide

**WARD:** Town-wide

Page 1

---

#### **RECOMMENDATION:**

1. That the Mayor's stipend be adjusted \$595 effective January 1, 2023.
2. That the Councillors' stipend remain unchanged.

#### **KEY FACTS:**

The following are key points for consideration with respect to this report:

- Procedure C-GEN-005-001 Council Remuneration, Allowances, Benefits, Expenses, Conferences and Seminars requires that a review be conducted in each election year to establish remuneration for the mayor and members of council, effective January 1 of the year following the election.

#### **BACKGROUND:**

In accordance with the procedure, Human Resources conducted a survey of comparative municipalities to determine the 75<sup>th</sup> percentile of remuneration rates for the mayor and councillors.

#### **COMMENT/OPTIONS:**

Human Resources completed a review of the comparator group of municipalities to validate if the identified municipalities continue to be relevant. The criteria used is: population size; government tier/level; part of GTA / growth area. In a review of population, St. Catherine's and Cambridge were replaced with more suitable comparators of Markham and Barrie.

Table 1(a)  
Survey Comparator Municipalities  
2018 Population

Municipality	Population
Whitby	128,377
Cambridge (Removed)	129,920
St. Catharines (Removed)	133,113
Oshawa	159,458
Burlington	183,314
Richmond Hill	195,022
<b>Oakville</b>	<b>201,200</b>
Windsor	217,188
Kitchener	233,222
Vaughan	306,233
<b>Average</b>	<b>188,705</b>

Table 1 (b)  
Revised Comparator Municipalities  
2021 Population

Municipality	Population
Whitby	145,108
Barrie (New)	153,169
Oshawa	181,440
Burlington	193,533
Richmond Hill	209,295
<b>Oakville</b>	<b>215,710</b>
Windsor	230,329
Kitchener	270,475
Vaughan	333,692
Markham (New)	348,443
<b>Average</b>	<b>228,119</b>

### *Mayor's Stipend*

The survey results based on 2021 rates for the position of mayor are shown in Table 2. The current stipend for the mayor requires a slight adjustment of \$595 to meet the 2021 75th percentile of \$135,548.

Table 2  
Surveyed Municipalities – 2021 Mayor's Stipend

Municipality	Stipend
Markham	\$121,119
Kitchener	\$127,341
City of Windsor	\$202,129
Whitby	\$124,251
Oshawa	\$129,910
Barrie	\$127,184
Burlington	\$135,548
<b>Oakville</b>	<b>\$134,953</b>
Richmond Hill	\$135,241
Vaughan	\$135,823
<i>average</i>	<i>\$137,616</i>
<i>median</i>	<i>\$129,910</i>
<b>75<sup>th</sup>ile</b>	<b>\$135,548</b>

*Councillors' Stipend*

The 2021 survey results for the position of councillor are shown in Table 3, segmented by full time and part time status. The current stipend for councillors continues to exceed the 2021 75th percentile comparators who are considered to be part time.

Table 3  
Surveyed Municipalities – 2021 Councillors' Stipend

<b>Municipality</b>	<b>Status</b>	<b>Stipend</b>
Burlington	F/T	\$59,148
Richmond Hill	F/T	\$84,233
Vaughan	F/T	\$84,730
Markham	F/T	\$57,733
Windsor	P/T	\$47,814
Barrie	P/T	\$41,294
Whitby	P/T	\$44,004
Oshawa	P/T	\$52,977
Kitchener	P/T	\$66,762
<b>Oakville</b>	<b>P/T</b>	<b>\$53,964</b>
<i>average</i>	<i>P/T</i>	<i>\$50,570</i>
<i>median</i>	<i>P/T</i>	<i>\$47,814</i>
<b>75%ile</b>	<i>P/T</i>	<b>\$52,977</b>

**CONSIDERATIONS:****(A) PUBLIC**

N/A

**(B) FINANCIAL**

Sufficient funding will be provided in the 2023 budget to continue to support existing stipends for the Mayor and Councillors with the increases in non-election year equal to the increase of the market adjustment to be received by non-union employees of the Town.

**(C) IMPACT ON OTHER DEPARTMENTS & USERS**

N/A

**(D) CORPORATE STRATEGIC GOALS**

This report addresses the corporate strategic goal(s) to:

- Accountable Government

**(E) CLIMATE CHANGE/ACTION**

N/A

Prepared and Recommended by:  
Susan Ashmore, Director, Human Resources

Submitted by:  
Nancy Sully, Commissioner, Corporate Services