



COUNCIL REMUNERATION

Time For *Fair* Pay

WHY?

- **Underpaid**
 - Below minimum wage
 - CRA tax change
- **Level the playing field**
 - *Fairness*
- **Attract**
 - Better mix of working and retired people
 - More younger people
- **Encourage and retain**
 - Qualified candidates
 - Top talent
 - Best and brightest

FULL-TIME OR PART-TIME

- **AMTCO survey – Municipalities 10,000 – 24,999 population:**
 - 98% have a part-time Head of Council
 - 100% have part-time Members of Council
- **Ad Hoc Committee found survey statistics of current Council unreliable**
 - Small sample sizes
 - Vulnerable to confounding, non-standardized responses

AD HOC COMMITTEE

- Compensation closely related to size of municipality
- Used median salary of 19 comparatively sized municipalities
- Excluded Municipality of Port Hope
- No adjustment to reflect CRA removal of 1/3 tax free
- Reimbursement for delegate's partner be discontinued
- Town benefits to new PSB members be discontinued
- Recommended increase:
 - Mayor \$3,220 (9.3%)
 - Deputy Mayor \$828 (3.8%)
 - Councillors \$600 (3.4%)

CTA OBSERVATIONS

- Running a complex, multi-million dollar corporation
 - \$48 million in total revenues (2016 Audited Financial Statements)
 - 292 employees (full-time, part-time and seasonal)
- Spread between council positions is unjustifiable
 - Deputy Mayor's salary is 63% of Mayor
 - Councillor's salary is 50% of Mayor
- Quality decision making = value for money
- End the old paradigm. Set a new paradigm of fairness and equity
- A fresh and unique approach

TOP EARNERS VS. COUNCIL

Position	#	\$		
		Range	Total	Avg.
Senior Town Staff	9	127,256 – 158,296	1,299,483	144,387
Protection Services Staff (\$100K +)	34	100,168 – 188,851	3,883,279	114,214
Mayor + DM + Councillors	7	17,528 – 34,720	142,621	20,374

HOURLY RATE – BASED ON 25 HOURS WEEKLY

Position	Current	Ad Hoc Committee
Mayor	26.70	29.18
Deputy Mayor	16.81	17.45
Councillor	13.24	13.94



Minimum Wage \$14.00

Average Hourly Wage in Ontario \$27.56

CTA RECOMMENDATIONS

Position	Salary	\$/Hr. (Based on 25 Hours)
Mayor	48,100	37.00
Deputy Mayor (90%)	43,290	33.30
Councillor (80%)	38,480	29.60

- Mayor's salary based on Port Hope's Mayor
- Mayor's salary used as baseline

CTA RECOMMENDATIONS (CONT'D.)

- Provide all members of council with:
 - Office space at Victoria Hall
 - Tools to do the job (e.g. cell phone, laptop)
- Home office alternative:
 - 50% of internet expenses
 - Provide CRA form T2200
- Hire full-time council constituency assistant shared by Deputy Mayor and Councillors
 - Constituency inquiries
 - Information requests
 - Scheduling
- Reimbursement for delegate's partner be discontinued

MAYOR - COMPARISON

Position	Current	Ad Hoc Recommendation	CTA Proposal
Mayor	34,720	37,940	48,100
Police Services Board Member	4,945	5,167	10,966
Police Services Board Chair	6,183	6,459	13,709
Sub-Total	39,665 – 40,903	43,107 – 44,399	53,267 – 61,809
Holdco Chair	6,200	6,200	6,200
HKPR Health Unit	228	228	228
County Councillor*	9,843	9,678	9,678
County Warden*	38,347	36,727	36,727
Total*	55,708 – 85,678	58,985 – 87,554	69,145 – 104,964

* Revised. In addition to annual rate, add \$100 per diem

DEPUTY MAYOR - COMPARISON

Position	Current	Ad Hoc Recommendation	CTA Proposal
Deputy Mayor	21,851	22,679	43,290

COUNCILLOR - COMPARISON

Position	Current	Ad Hoc Recommendation	CTA Proposal
Councillor	17,528	18,128	38,480
Police Services Board Member (1)	4,945	5,167	10,966
Police Services Board Chair (1)	6,183	6,459	13,709
Sub-Total	17,528 – 23,711	18,128 – 24,587	38,480 – 52,189
GRCA Member	440	440	440
GRCA Chair	2,470	2,470	2,470
Total	17,210 – 26,181	18,128 – 27,057	38,480 – 54,659

CONCLUSION

- Low Council salaries are a barrier to participation
- An unreasonable amount of volunteerism is expected of Council members
- Salaries should reflect the level of responsibility, leadership, and skills required for the role
- The Town of Cobourg can easily afford to pay Council members *fairly*
- Successive politicians have been afraid of a public backlash, leaving salaries virtually exploitative
- The CTA urges Council *and the public* to recognize the need to pay Council members *fairly* given the importance of the job our elected officials do for our community
- A significant salary increase will provide good value for taxpayers.

GOVERNANCE

- **Good governance is not free**
 - Staff are not asked to volunteer their time
 - Elected officials at the federal and provincial level are well-compensated
- **Succession planning**
 - Growing demands for an informed local government
 - Regulations
 - Broad scope of issues faced by a community
- **Being paid with public money is an awkward conversation to have with taxpayers**
 - It's a must have discussion

CHOICE

- Delay a decision (paralysis by more analysis)
- Status Quo (minor tweaks)
- *Do what is fair, right and just in the eyes of ordinary people (pay council what it's worth)*

This is a legacy decision