



STAFF REPORT

Meeting Date: May 9, 2022

Title: Council Remuneration Review - 2022

Prepared By: Allyson Euler

Department: Administration

Report Number: Administration-2022-018

Recommendation:

THAT Council review this Staff Report and advise staff if, and by how much, they would like to increase Council Remuneration beginning in January of 2023.

Background:

In 2021 Council adopted Policy MU-CO-16 regarding Council Remuneration. It states that a peer review of Council Remuneration will occur once during the term of Council and that the results of the review will be presented to Council for consideration. Should Council determine that Remuneration should change, a by-law will be presented at a future meeting.

Discussion:

On March 29, 2022 I reached out to 14 comparator municipalities (those that Blackline Consulting used in 2020 for the City's Service Delivery Review). Those municipalities are: Kapuskasing, Kirkland Lake, Smiths Falls, Elliot Lake, Fort Frances, Sioux Lookout, St. Mary's, Hearst, Espanola, Kenora, Temiskaming Shores, Cochrane, West Nipissing and Parry Sound. Of the 14, at the time of writing this report, I have received responses from 10. Smiths Falls, Elliot Lake, Cochrane and West Nipissing have not responded.

At present, **Dryden** pays its members of Council as follows:

Mayor \$22,000 annually

Councillors \$10,000 annually

The Deputy Mayor role is divided up so that 3 members of Council share that responsibility each year. They each receive an equal portion of \$13,500.

Comparator Municipalities:

Kapuskasing

Mayor \$25,319.02 in 2021/\$26,433.06 in 2022

Councillors \$10,549.59 in 2021/\$11,013.77 in 2022

Kirkland Lake

Mayor \$37,480.30 in 2021

Councillors \$13,556.40 in 2021

Fort Frances

Mayor \$26,689 starting in 2019

Councillors \$13,925 starting in 2019

Deputy Mayor \$15,655 starting in 2019

Council members receive additional increases that match the timing and increments identified in the Management/Non-Union Salary Adjustment Policy.

Sioux Lookout

Mayor \$24,338 in 2019

Councillors \$12,010 in 2019

Deputy Mayor \$13,379 in 2019

If the October to October deviation in the total (national) Consumer Price Index (CPI) for 2019, 2020, 2021 and 2022 is a negative amount, no change shall be made to the rate of remuneration paid for the subsequent year.

For 2020:

Mayor 2019 rate plus the 2019 CPI up to a maximum of 5%

Councillors 2019 rate plus the 2019 CPI up to a maximum of 5%

Deputy Mayor 2019 rate plus the 2019 CPI up to a maximum of 5%

For 2021:

Mayor 2020 rate plus the 2020 CPI up to a maximum of 5%

Councillors 2020 rate plus the 2020 CPI up to a maximum of 5%

Deputy Mayor 2020 rate plus the 2020 CPI up to a maximum of 5%

For 2022:

Mayor 2021 rate plus the 2021 CPI up to a maximum of 5%

Councillors 2021 rate plus the 2021 CPI up to a maximum of 5%

Deputy Mayor 2021 rate plus the 2021 CPI up to a maximum of 5%

St. Mary's

Mayor \$32,932.68 annually

Councillors \$15,545.22 annually

Hearst

Mayor \$24,432 annually beginning in 2020

Councillors \$11,078 annually beginning in 2020

Espanola

Mayor \$33,408.50 annually at present

Councillors \$15,980.41 annually at present

Kenora

Mayor \$40,053 for 2021

Councillors \$20,099 for 2021

Temiskaming Shores

Mayor \$30,500 annually beginning in 2019

Councillors \$14,000 annually beginning in 2019

Parry Sound

Mayor \$39,001 in 2019

Councillors \$20,257 in 2019

Each year thereafter the remuneration to members of Council increased annually by the Ontario CPI based on the previous year increases, January 1 to January 1.

For clarity:

Municipality	Mayor	Councillor
Dryden	\$22,000	\$10,000
Kapuskasing	\$26,433.06	\$11,013.77
Kirkland Lake	\$37,480.30	\$13,556.40
Fort Frances	\$26,689	\$13,925
Sioux Lookout	\$28,174.28 (using maximum CPI amount increases)	\$15,487.87 (using maximum CPI amount increases)
St. Mary's	\$32,932.68	\$15,545.22
Hearst	\$24,432	\$11,078
Espanola	\$33,408.50	\$15,980.41
Kenora	\$40,053	\$20,099
Temiskaming Shores	\$30,500	\$14,000
Parry Sound	\$41,320	\$21,462

As can be seen from this table, remuneration for Dryden's members of Council is less than is paid by the comparator municipalities. Should Council want to increase the Remuneration for the next term of Council, a by-law to make that change will be brought forward.

Financial Implications: No Financial implications for 2022.