



## MUNICIPALITY OF **West Elgin**

### Staff Report

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**Report To:** Council Meeting  
**From:** Magda Badura, CAO/Treasurer  
**Date:** 2020-06-11  
**Report:** 2020-15  
**Subject:** Council Remuneration Analysis

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#### **Recommendation:**

That West Elgin Council hereby receives the report from M. Badura, CAO/Treasurer for information only; and That Council directs staff to\_\_\_\_\_.

#### **Purpose:**

On May 28, 2020 council meeting a last minute item was added to the agenda as there was a need to discuss council's compensation. Some Councillors felt that this year they have been contributing beyond their compensation package, due to the fact that they are paid per meeting only and there has been a lot of meetings cancelled due to the pandemic. It was Council's direction to staff to bring report to the next council meeting with comparisons of Council's compensation between 2018-2020.

#### **Background:**

West Elgin's By-Law 2020-03 set rates of remuneration for Members of Council for the calendar year of 2020. Each council member is being paid for attendance at regular and special meeting of council in accordance with Remuneration By-Law. In addition to remuneration, Municipality of West Elgin provide employment benefits, telecommunications equipment (ipads) and reimbursement of other relevant business expenses (mileage, meals, conferences & seminars, etc.)

The role of our local councillor is expanding. Councillors sit on working groups and committees and they are more accessible and expected to be more responsive than in the past. The growth of technology and expansion of social media allows members of the public to contact their representatives through a variety of channels at whatever time is most convenient to them. For many councillors the job has become 24/7, even if they are only compensated as a part-time employee. It was clearly indicated that balancing personal responsibilities and professional commitments is a challenge to some of the Council members.

Evidently, the primary motivation for most local politicians who seek positions on West Elgin council is to serve the community. As you are well aware the services are expanding and becoming more complex, the sources of municipal revenue have not changed significantly. According to AMO research, in order to maintain current service levels municipalities will have to increase property taxes by 4.51% every year for the next ten years just to preserve the status quo (AMO, 2015).

It should be in the best interest of our Municipality to ensure we can attract competent politicians and public servants to our community.

**Financial Implications:**

2020 Compensation is consistent and comparative with 2018 and 2019 Actuals. Please note 2019 compensation consist of extra Council meetings and training, as the majority of Council were new to these roles. This was budgeted for in 2019, however 2020 these extras were not budgeted for and we are currently right on budget for Council compensation.

**Report Approval Details**

Document Title:	2020 Council Remuneration.docx
Attachments:	- Council's Compensation Analysis.pdf
Final Approval Date:	Jun 9, 2020

This report and all of its attachments were approved and signed as outlined below:

Jana Nethercott