



MUNICIPALITY OF West Elgin

Staff Report

Report To: Council Meeting

From: Magda Badura, CAO/Treasurer & Jana Nethercott, Clerk

Date: 2020-09-24

Subject: 2021 Council Remuneration

Recommendation:

That West Elgin Council hereby receives the report from Magda Badura, CAO/Treasurer & Jana Nethercott, Clerk re: 2021 Council Remuneration; and

That West Elgin Council hereby direct staff to _____.

Purpose:

As preparation for the 2021 budget staff are presenting options for Council consideration for Council remuneration.

Background:

Currently West Elgin Council's remuneration is paid on a per meeting basis, which does not compensate Councillors for the time spent dealing with other Council related inquires and complaints.

Staff compared the Council remuneration of three comparable municipalities, Dutton Dunwich, Malahide, Southwold and Southwest Middlesex, based on the last reported annual salaries, 2019. In 2019 West Elgin Council remuneration was \$71,376.44, which is consistent with the salaries of the Dutton Dunwich Council.

Switching to a salary would ensure that Council compensation is even throughout the year, even when meetings are cancelled, as they have been during COVID-19. This will also save Council in having to remember to submit a time sheet and determining the duration of meetings for the time sheet.

With set remuneration for Council will save staff time in the payroll area as well as provide a fairly stable number for the budgeting process.

If Council were to agree to switch to a salary and the closest comparable, being Dutton Dunwich remuneration in 2019 plus the Cost of Living Allowance (COLA) at 1.7% in 2020, staff developed the below proposal for 2021 salaries, regardless of COLA:

Position	2021 Proposal
Mayor	\$18,500
Deputy Mayor	\$15,500
Councillor	\$13,000

Financial Implications:

Savings in staff time with payroll and budget preparation.