



**Meeting Date:** September 20, 2023

**Submitted by:** James Hutson, Municipal Clerk

**Report No:** CLK-10-2023

**Subject:** Council Compensation Review Follow-up Report

---

**Recommendation:**

THAT Report CLK-10-2023, re: Council Compensation Review Follow-up be received;

AND THAT Council approve the recommended increase to the remuneration for council members as follows:

Mayor \$37,544.92

Deputy Mayor \$29,649.42

Ward Councillor \$25,703.43

AND FURTHER THAT the recommended remuneration be effective January 1, 2024, and include the annual cost of living adjustment approved as per resolution 2023-232.

**Purpose:**

The purpose of this report is to provide a follow-up to Report CLK-08-2023 regarding the council compensation review based on direction of Council.

**Background:**

At the September 6, 2023 meeting, Council considered a report with respect to a review of current council compensation. This report contained an overview of current member remuneration, a comparison with Middlesex County municipalities as well as other municipalities of a similar population to that of Middlesex Centre.

One of the recommended remuneration options contained in this report provided for an annual flat rate increase of \$2,500.00 per member. Based on the discussion and subsequent direction, Council resolved to refer the matter back to staff so that further analysis could be conducted to determine what an increase based on a proportional

percentage of the \$2,500.00 increase to Ward Councillor salaries would amount to for the role of Deputy Mayor and Mayor.

**Analysis:**

Report CLK-08-2023 provided the council salaries as based on the 2022 remuneration report, including any benefits paid to members. In order to effectively calculate any proposed increase to remuneration in 2024, the current 2023 remuneration rates are shown below and will be used as the basis for any calculations to follow. These rates do not include any benefits paid:

Mayor	\$33,894.49
Deputy Mayor	\$26,766.65
Ward Councillor	\$23,203.43

At the September 6, 2023 meeting, members expressed a desire that any increase to remuneration be done in a proportionate manner, as opposed to applying a blanket increase to the annual remuneration paid to members. As identified during the meeting, this balanced approach would maintain the relative separation between the salaries of the Ward Councillors, the Deputy Mayor and the Mayor as opposed to narrowing this gap.

Based on the direction provided by Council, staff have calculated the percentage increase to the annual remuneration of a Ward Councillors based on a 2,500.00 increase moving the base salary from \$23,203.43 to \$25,703.43 This equates to a total percentage increase of 10.77%.

Subsequently, staff applied this 10.77% percentage increase to the Deputy Mayor and Mayor salary, which amounted to an increase of \$3,650.43 and \$2,882.77 respectively to each role.

As a result of these calculations, the revised rates would be as follows:

Mayor	\$37,544.92
Deputy Mayor	\$29,649.42
Ward Councillor	\$25,703.43

For comparator purposes, these revised rates are reflected in the comparator chart found below:

<b>Municipality</b>	<b>Population</b> (2016 Census)	<b>Mayor</b>	<b>Deputy Mayor</b>	<b>Councillor</b>
*Russell Township	16,520	\$57,518.76	N/A	\$24,815.44
*Clarence-Rockland	24,512	\$54,662.40	N/A	\$31,252.00
Orangeville	28,900	\$53,473.03	\$31,829.19	\$28,773.57
*Town of Essex	20,427	\$46,989.00	\$34,374.00	\$27,030.00
*Springwater	19,059	\$46,857.98	\$35,130.42	\$27,912.30
*Pelham	17,110	\$39,858.00	\$18,268.00	\$18,268.00
<b>Middlesex Centre</b> <b>(Proposed)</b>	<b>17,262</b>	<b>\$37,544.92</b>	<b>\$29,649.42</b>	<b>\$25,703.43</b>
North Perth	13,130	\$36,299.76	\$22,941.24	\$20,883.36
<b>Middlesex Centre</b> <b>(Current)</b>	<b>17,262</b>	\$33,894.49	\$26,766.65	\$23,203.49
<b>AVERAGE</b>	<b>19,615</b>	<b>\$46,405.47</b>	<b>\$28,109.44</b>	<b>\$25,196.52</b>

*Note: Listed in order of highest to lowest – Mayor’s Salary.*

Based on the above chart, the proposed revised remuneration for Middlesex Centre members would fall below the average for the Mayor and Deputy Mayor, but is similar to comparators such as Pelham and North Perth.

As detailed report CLK-08-2023, members are able to access additional benefits as part of their total compensation offerings. These benefits are available on an opt-in basis and require that members share a portion (50%) of the expenses. As these are optional benefits requiring a contribution, it should be made clear that not all members may choose to access the offerings.

Finally, the above calculations do not factor in an annual cost of living increase. At the September 6, 2023 meeting, Council considered Report CAO-26-2023 and approved an annual cost of living increase of 2.5% for staff which is also applicable to members of

Council via resolution 2023-232. This increase would be added to the approved member remuneration rates as of January 2024.

**Financial Implications:**

The overall impact of applying the recommended increase would amount to approximately \$19,033.20.

**Strategic Plan:**

This matter aligns with following strategic priorities:

- Balanced Growth

Ensuring adequate and appropriate compensation for elected representatives ensure the municipalities remuneration rates are consistent with those across the Province.

**Attachments:**

Appendix A1 - Report from September 6, 2023 - CLK-08-2023