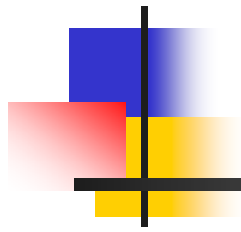


Citizen Committee on Council Remuneration



Primary Tasks

- To make recommendations on a fair and equitable rate of remuneration for the Mayor and Members of Council for the three-year term from December 1st, 2003 to November 30th, 2006
- To recommend an appropriate method for adjusting remuneration for subsequent terms
- To review the appropriateness of benefits



Committee Members

- Lorne Clodge, Chair
- Helen Murray, Vice-Chair
- Rahul Bhardwaj
- Drew Gerrard
- Wilbert Lai
- Frank Vetere
- Deb Weller

Staff Support:

- Suzanne Sonoda
- Chris Raynor



Research

- Interview with Member of Richmond Hill Compensation Review Committee
- Questionnaires and Interviews with Markham Members of Council
- Part-time VS. Full-time commitment
- Comparison of compensation in other municipalities/regions
- Service cost per capita
- Markham's growth rate
- Growth of salaries (1997-2004)
- Previous compensation studies
- Consumer Price Index



Findings/Conclusions

- The job of a Councillor is far in excess of the current part-time commitment
- Relevant comparators are in York Region: Richmond Hill and Vaughan
- Markham Council is proactive – and is the main driver in York Region
- Markham has input (through its regional representation) but no direct control over salary increases provided by the Region of York
- Under the old system, Council was indirectly approving their own salaries
- Current percentage ratio between a Local Councillor and Regional Councillor: 57.25%



Salary

The Citizen Committee has determined that an increase in salary is warranted on the following basis:

- To recognize the increasing complexity and demands of a Councillor's job caused by the growth rate of Markham and related infrastructure changes
- To recognize that the job of a Councillor is far in excess of the current part-time commitment
- To retain and attract high level candidates with compensation that is in line with similar municipalities in the Region
- To establish a consistent and ongoing relationship between the Local Councillor and the Regional Councillor's compensation, as well as the Deputy Mayor and Mayor



Salary

The Citizen Committee used the following process to establish a consistent formula for determining Council salaries in the future.

- Increase Local Councillor salary (including the municipal portion of the Regional Councillor salary) to the average of Markham, Richmond Hill, and Vaughan.
- Future increases to the Regional Councillor salary will be solely determined by the reimbursed portion from the Region of York.
- Adjust the salaries of the Local Councillors, the Deputy Mayor, and the Mayor to reflect the following percentages of the adjusted total salary for the Regional Councillor:
 - Local Councillor: 60%
 - Deputy Mayor: 106%
 - Mayor: 145%



Severance Pay & Benefits

Severance Pay

The Citizen Committee recommends that the current severance pay provisions be increased to that provided by the Region of York.

Benefits

The Citizen Committee recommends that the benefits remain unchanged.



Recommendations

- THAT effective December 1st, 2004, the base municipal salary for all Regional Councillors be increased to \$57,736 per annum (adjusted total salary is reflective of \$57,736 (municipal) and \$40,963 (regional) for a total of \$98,700 - currently \$95,831);
- AND THAT effective December 1st, 2004, the base salary for Local Councillors be increased to 60% of the adjusted total salary of a Regional Councillor to a total of \$59,220 (currently \$54,867);
- AND THAT effective December 1st, 2004, the base salary for the Deputy Mayor be increased to 106% of the adjusted total salary of a Regional Councillor, to a total of \$104,622 (currently \$101,323);
- AND THAT effective December 1st, 2004, the base salary for the Mayor be increased to 145% of the adjusted total salary of a Regional Councillor, to a total of \$143,115 (currently \$138,047);



Recommendations

- AND THAT the salaries for Councillors, the Deputy Mayor, and the Mayor be adjusted on an ongoing basis as per the percentages above;
- AND THAT all Members of Council no longer receive the yearly increases provided to Non-Union staff (historically those negotiated by CUPE);
- AND THAT no single annual salary increase exceed 5% without a compensation review;
- AND THAT severance pay for Town of Markham Members of Council be increased to: one month for every year of continuous service up to twelve months, prorated for part years of service, and 3/52 of the annual remuneration of the member for every year of continuous service in excess of twelve years, prorated for part years of service to a maximum of eighteen months' remuneration;
- AND FURTHER THAT all other benefits for Town of Markham Members of Council remain unchanged.



Other Considerations

The Citizen Committee also recommends that the following items be reviewed at a later date:

- # of support staff allocated to each Councillor
- # of Councillors and wards – a review should be conducted to determine the appropriate number of wards and Councillors required to govern the Town of Markham