



## Staff Report for Council Meeting

**Date of Meeting:** April 14, 2021

**Report Number:** SRCFS.21.022

**Department:** Corporate and Financial Services

**Division:** Office of the Clerk

**Subject:** SRCFS.21.022 – Council Compensation –  
Remuneration when a Member of Council is  
Acting Mayor for an extended period of time

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### **Purpose:**

To seek formal approval to pay a Member of Council appointed Acting Mayor for an extended period of time (greater than one month) the same salary payable to the Mayor.

### **Recommendation(s):**

- a) That the remuneration paid to Member of Council appointed as Acting Mayor for a period of time greater than one (1) month be the same as the remuneration payable to the Mayor for the duration of the appointment as Acting Mayor.
- b) That By-law 45-21, Attachment A to staff report SRCFS.21.022, be enacted to consolidate previous Council decisions in respect to the remuneration paid to Members of Council, as well as authorize remuneration for an Acting Mayor appointed for a period of time greater than one (1) month.

### **Contact Person:**

Stephen M.A. Huycke, Director, Legislative Services/City Clerk, extension 2529

David Dexter, Director of Financial Services/Treasurer, 416-528-4084

### **Report Approval:**

**Submitted by:** Sherry Adams, Commissioner of Corporate and Financial Services

**Approved by:** Mary-Anne Dempster, City Manager

All reports are electronically reviewed and/or approved by the Division Director, Treasurer (as required), City Solicitor (as required), Commissioner, and City Manager. Details of the reports approval are attached.

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### **Background:**

Under the *Municipal Act, 2001*, the City can only pay Members of Council the remuneration (salary and benefits) that has been approved by Council. Normally when an employee is placed in an acting role for an extended period of time their compensation is automatically adjusted to reflect the increased responsibilities of their new role. Council has not formally approved this practice for Members of Council appointed as Acting Mayor for an extended period of time. Due to the increased responsibility taken on by an Acting Mayor, it is recommended that Council formally authorize staff to pay Members of Council appointed Acting Mayor for a period greater than one (1) month the same salary payable to the Mayor.

### **Consolidating Council Remuneration Decisions**

As a result of Council's decision on March 26, 2018 to adopt the recommendations of the 2018-2022 Council Compensation Review Committee ("CCRC") (see extract of Council Decision attached as Attachment A) the salary paid to Members of Council's in 2021, not including the salary approved by and paid for by York Region, is as follows:

- Mayor: \$134,841.98
- Regional and Local Councillor: \$80,904.46
- Ward Councillor: \$80,904.46

Council last passed a standalone council remuneration by-law (By-law 169-06) on December 18, 2006. This by-law has effectively been amended each January 1st since 2007 because Council has adopted the recommendation of the last three Council Compensation Review Committee's to increase the salary of the Mayor and Members of Council by the same increase paid to non-union staff. Staff recommend that a consolidating by-law (Attachment "B") be enacted to clarify the current salary payable to Members of Council, effective January 1, 2021, and the rules surrounding acting pay as described above.

### **Financial/Staffing/Other Implications:**

In 2021, Regional and Local Councillor DiPaola assumed the Acting Mayor role on February 25<sup>th</sup>. Pro-rating the Mayor's annual salary from this date results in an additional remuneration impact of \$46,054.34 for the balance of 2021 (\$4,605.43 per month).

### **Relationship to Council's Strategic Priorities 2020-2022:**

Authorizing an Acting Mayor, appointed to act in place of the Mayor for a period of time greater than one month, to be paid at the same rate of pay as the Mayor aligns with the Priority of "Fiscal Responsibility" as it is a necessary expenditure to recognize the increased responsibilities of a Member of Council appointed Acting Mayor.

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### **Climate Change Considerations:**

Climate change considerations are not applicable to this staff report

### **Conclusion:**

Council is responsible for approving the remuneration (salary and benefits) paid to Mayor and Members of Council. It is a normal practice for employees appointed to an acting role to have their compensation automatically adjusted to reflect the increased responsibilities of their new role. Council has not formally approved this practice for Members of Council appointed as Acting Mayor. Due to the increased responsibilities, it is recommended that Council approve paying an Acting Mayor appointed for a period greater than one month the same salary as the Mayor.

### **Attachments:**

The following attached documents may include scanned images of appendixes, maps and photographs. All attachments have been reviewed and made accessible. If you require an alternative format please call the contact person listed in this document.

- Attachment A - Council Extract – March 26, 2018 – Report of Council Compensation Review Committee for 2018 to 2022 Term of Office
- Attachment B – Draft By-law 45-21

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### Report Approval Details

Document Title:	SRCFS.21.022 – Council Compensation – Remuneration when a Member of Council is Acting Mayor for an extended period of time.docx
Attachments:	- SRCFS.21.022 - Attachment A - Council Extract - March 26 2018 - Report of 2018-2022 CCRC.pdf - SRCFS.21.022 - Attachment B - Draft By-law 45-21.pdf
Final Approval Date:	Mar 30, 2021

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

**David Dexter - Mar 30, 2021 - 1:40 PM**

**Sherry Adams - Mar 30, 2021 - 4:09 PM**

**MaryAnne Dempster - Mar 30, 2021 - 5:02 PM**