

Report of the Town of Richmond Hill Council Compensation Review Committee

Term of Office: December 1, 2018 - November 14, 2022

Mandate of the Committee:

The mandate of the Committee is to produce an independent report with recommendations for the level of total compensation for the Council for the term of office following the 2018 Municipal Election.

Purpose of the Report:

The purpose of this report is to provide Council with information gathered and considered by the Council Compensation Review Committee in support of the recommendations contained in this report and presented to Council for consideration.

Recommendations:

The Council Compensation Review Committee ("the Committee") makes the following recommendations to the Town of Richmond Hill Council:

1. That increases in compensation for members of the Town of Richmond Hill Council for the 2018 to 2022 Term of Council should be aligned with increases provided to non-unionized Town Staff, including an increase of 1.75% effective January 1, 2019, with an annual cap of up to 2.25% in subsequent years (effective date of the increases - January 1, 2020 through January 1, 2022), subject to adoption of clause 2 in these recommendations.
2. That the current benefits provided to members of the Town of Richmond Hill Council be maintained with the following adjustments:
 - a) That payments to members of the Town of Richmond Hill Council under the Long-Term Disability benefit plan end on the earlier of the Member reaching 65 years of age or 5 years from when payments began.
3. A similar Committee to review and make recommendations regarding Council's compensation should be established in the year preceding the next municipal election year as was done for this review.
4. Future Committees should continue to be provided with relevant comparative compensation data (Appendix A) at the inaugural meeting, as it facilitates a more efficient and effective review process.

Committee Structure and Review Process

The Committee is composed of five citizen members who were selected by the then Acting Commissioner of Corporate and Financial Services, the Town Clerk and the Director of Human Resources. Committee members include:

Chair: Catherine Barker

Members: Allan Fang
Pat Legris
Julie Meissner
Janet Naidu

The Committee's inaugural meeting was held on July 11, 2017. Town Staff reviewed the mandate of the Committee, provided background information and responded to the Committee's questions. The Committee met on at least four occasions as a group with several electronic e-mail exchanges between July and January 2018 to review information provided by Town Staff and gathered by the Committee.

Review of Compensation

The primary focus of the Committee was centered on the overall competitiveness of the total compensation package for elected officials including the Mayor, Regional and Local Councilors, and Ward Councilors.

Guiding Principles

The Committee set the following principles to guide its decisions with respect to the compensation recommendations:

- Attracting and retaining talented, experienced and engaged candidates for Town Council positions is important for the current and future development of the Town. Compensation plays an important role in attracting and retaining talent; however, it should not be the primary motivating factor.
- The compensation package should be market competitive with surrounding municipal government practices and selected comparator municipalities.
- The compensation package should provide fair and reasonable compensation for the role and be commensurate with the level of responsibilities and accountabilities of an elected official.
- The compensation package should be aligned with the Town's objectives of fiscal responsibility.

The Committee's definition of Total Compensation focused on traditional elements including:

- Base salary - both local and regional pay,
- Car allowance, and
- Other cash and non-cash compensation (e.g. benefits, severance remuneration)

For clarity, the Committee does not consider the Constituency Allowance, Administrative Support or other Town resources to be elements of the total compensation package as they are viewed by Committee members as tools and resources to assist elected officials in fulfilling their duties.

In considering the appropriate compensation package for elected officials, it is the Committee's opinion that running a "corporation" the size of the Town of Richmond Hill requires full time effort.

As part of our due diligence, the Committee noted that any concern relating to individual employment preference or the amount of time an elected official dedicates to fulfilling their responsibilities is an electorate issue and as such, is beyond the purview of this Committee.

Context

The following information is a summary of the economic, financial and non-financial data gathered by Town Staff at the Committee's request.

For the year 2017, The Town of Richmond Hill approved an operating budget just under \$162 million and just under \$62 million in capital spending. It has nine elected officials (one Mayor, two Regional and Local Councillor and six Ward Councillors) and employs approximately 780 full-time employees. The Town's population was 195,022 based on the 2016 census.

For ease of reference, the current level of cash compensation is detailed in the chart below. Please note that all figures below are annualized to eliminate the issue of a tax-free allowance component. The tax-free component of an elected official is no longer a practice permitted in municipalities as of January 1, 2018.

	Mayor	Regional and Local Councillor	Ward Councillor
Base Pay	\$126,081	\$75,648	\$75,648
Regional Pay	56,195	56,195	n/a
Total Pay	\$182,276	\$131,843	\$75,648

Comparison with Other Municipalities

The Committee spent considerable time reviewing municipal financial information, compensation information and census data for many towns and cities in Ontario, particularly in the Greater Toronto Area. Town staff provided a very comprehensive survey that encompassed many components including municipal information, council size, population numbers, councillors remuneration, other compensation comparators, severance and municipal rankings regarding the various survey components.

The committee meetings generated vigorous discussion and debate regarding logic models and various comparators as we developed the compensation positioning for Richmond Hill. The discussions generated the consensus that supports the Committee's perspective that a more localized comparator grouping is more appropriate.

The Committee focused on four municipalities in York Region. Vaughan, Markham, Newmarket and Aurora, were deemed most relevant for our comparison with attention to Vaughan and Markham, given that the salary comparisons were very close, and the benefits package was identical except for Dependent Life Insurance being available in the City of Vaughan.

Within these five municipalities (including Richmond Hill), the Town of Richmond Hill's population, as well as operating and capital budgets, ranks third behind Markham and Vaughan.

Other municipalities considered in the review included Brampton, Mississauga, Oakville, Kitchener, and Barrie.

Elected officials participate in the same benefit program as Town Staff. Benefits include pension, life insurance, accidental death & dismemberment, disability, health, dental and sick benefits. It should be noted that the benefits for the elected members of council are 100% paid by the employer, in this case the municipality of Richmond Hill. Given that the level of benefits is comparable with those provided to elected officials in other municipalities, leveraging the benefit programs available to Town Staff is a cost-effective way to deliver benefits to elected officials.

Market Information

A primary influencer on salary increases is the Cost of Living Index (i.e. the cost of maintaining a certain standard of living), which ties to the Consumer Price Index (i.e. the price of a typical basket of goods).

Salary increase projections for the upcoming year are available to Town Staff through the salary surveys which they participate in. This information is used to

determine the appropriate salary increases proposed to Council with respect to non-unionized Town Staff.

The Town has recently completed a review of positions and salary led by the Corporate and Financial Services Department. That review was not a variable used in this report. In Appendix A, located on page 3, Other Compensation, there is a column on Salary Increase Projections from the Town staff. The forecasts are reflective of the committee's recommendations in this report, although some adjustment was made to reflect the reality of what salary increases would be, given what the Cost of Living Index is projected to be and other factors such as the 2016 Median Income of All Household Types, and the YTD Average Housing Costs in 2017. These figures are all Richmond Hill based and are available for review in Appendix A, page 1.

Appendices A and B attached to this report include the market data that guided this Committee's review and recommendations.

Historical Increases

The Committee noted that increases in the Council's cash compensation during the current term of office (to date) were appropriate in its view, aligned with salary increases provided to non-union Town Staff and fell within the recommended 3.0% annual maximum cap recommended by the previous committee.

In the rigorous discussion by Committee members over the course of its deliberations, it became very clear that although compensation is viewed as an important element in the overall offering to elected officials, it is not the primary reason why an individual pursues public office. Many of the reasons for pursuing a career in the public domain were and remain altruistic in nature.

Despite this finding, the Committee recognizes that compensation levels must be competitive in the pursuit of attracting qualified candidates. As noted earlier in this report, on page 3, the inference that should be drawn overall, is one that could be reasonably argued that the elected position to council is and should be a full-time job. The compensation level should be "competitive to other senior level government administrative positions", which would support the full-time requirement aspect.

Based on the information gathered during the review process and consistent with the prior compensation review, this Committee believes that the current compensation level of Council is appropriate. Furthermore, given that the benchmark data did not divulge any glaring discrepancies in the positioning of total compensation with our Town against the comparator groups, (see Appendix A, page 1) the Committee felt that it was reasonable to support a compensation

increase in line with the percentage increases approved and the timing for non-unionized Town Staff subject to an annual cap.

Given the current economic climate and in line with goals of fiscal responsibility, the Committee acknowledges the limitations in establishing long-range planning guidelines with respect to salaries when extensive and future market data is unknown.

Salary Recommendations

Having reviewed all of the above noted information, the Committee recommends that there be no adjustment to the base salaries provided to the members of Council. It is also recommended that the salaries paid to Member of Council be increased by the same percentage provided to non-union administrative staff beginning on January 1, 2019, with a maximum annual cap of 2.25%. It should be noted that the Committee considered many other options for the salary which are highlighted in Appendix C

Benefit Recommendations

For the reasons discussed above, the Committee generally considers the non-salary benefit package provided to Members of Council to be appropriate. However, The Committee has made a recommendation in respect to the Long-Term Disability Benefit ("LTD") as part of this review that is noted on the first page of this report.

To review, the Committee's recommendation is as follows:

- 2. That the current benefits provided to members of the Town of Richmond Hill Council be maintained with the following adjustments:**
 - a) That payments to members of the Town of Richmond Hill Council under the Long-Term Disability benefit plan end on the earlier of the Member reaching 65 years of age or 5 years from when payments began.**

The current LTD benefit available to Members of Council has a termination date of 65 or retirement. The Committee believes that this creates a potential long term liability for the Town and to the citizens as taxpayers (i.e. a liability that could be viewed as an unfunded liability in the longer term with only the taxpayer to look to for relief). With this recommendation, the Committee is taking a longer-term view of what councils of the future may comprise, as far as the membership makeup is concerned.

A review of Appendix D, (2017 LTD Survey – Mayors and Members of Council) which involves a survey of eleven municipalities as comparators, one half of the comparators do not offer long term benefits and two, including the Town of Richmond Hill, have termination dates of LTD at age 65 or retirement.

The Committee felt that this recommendation (2.) was a prudent and fair course of action for both the council members' current, and future, and the taxpayers of the municipality. The committee also believes that Members of Council salaries should not be increased unless the change in the recommended change in LTD benefit is approved.

Conclusion

It is our opinion that the recommendations put forth in this report will not hinder the Town's efforts in attracting the appropriate mix of talent needed to run the Town for the next term of office. Again, in the Committee's consensus view the theme of individuals running for public office was altruistic and not driven by the remuneration and benefit component of the position.

The Town has continued with its support of the independent compensation review process and the Committee recommends that this approach be adopted again prior to the next term of Council beginning on November 15, 2022.

Acknowledgements

The Committee would like to acknowledge and thank all the individuals who provided their time and support during this process. All requests made by its members to the staff and leadership of the Corporate and Financial Services Department, including the Commissioner, Director, Financial Services, Director of Human Resources and Director of Legislative Services/Town Clerk were forthcoming and invaluable to the conclusion of this process.

Respectfully submitted,

Chair: Catherine Barker

Members: Allan Fang, Pat Legris, Julie Meissner, and Janet Naidu

The author of this report acknowledges that any under reporting, omissions or misunderstanding of the committee's discussion, deliberations, understandings of the committee's views and wishes during the review process, the writing of this report is the authors responsibility and not that of the other committee members. The author knows and understands that it is the committees wish to have a report which reflects the best efforts and intentions made by the members in reviewing this important issue for the Town of Richmond Hill.

Attachments

Appendix A – 2017 Compensation Survey – Mayor and Members of Council

Appendix B – 2017 Benefits Survey – Mayor and Members of Council

Appendix C – 2017 Salary Options – Discussed but Not Adopted – CCRC 2017/18

Appendix D – 2017 LTD Survey – Mayor and Members of Council

2017 Compensation Survey - Mayor & Members of Council

Municipality	Municipality Information						Council Size					
	2017 Operating Budget	2017 Capital Budget	2017 Approved # FT Employees (Incl Vacancies)	2016 Median Income All Household Types ¹	2017 YTD Average Housing Cost ²	Population			Mayor (# Positions)	Regional (# Positions excl Mayor)	Local (# Positions excl Mayor)	Total # Council Members
						2011 Census ³	2016 Census ¹	2021 Forecast ⁴				
Richmond Hill	\$161,990,000	\$61,800,000	780	\$88,353	\$1,269,947	185,541	195,022	224,800	1	2 (also acts as Local)	8 (Ward)	9
Vaughan	\$277,000,000	\$114,000,000	1320	\$105,351	\$1,157,393	288,301	306,233	351,700	1	3 (1 is Deputy Mayor)	5 (Ward)	9
Markham	\$201,780,000	\$81,470,000	1077	\$89,028	\$1,127,996	301,709	328,966	386,700	1 Mayor 1 Deputy Mayor	3	8 (Ward)	13
Aurora	\$60,814,800	\$11,568,472	221	\$106,708	\$1,145,244	53,203	55,445	64,500	1	-	8 (At Large)	9
Brampton	\$631,527	\$183,267	3283	\$87,290	\$732,288	523,906	593,638	635,000	1	6	4 (Ward)	11
Barrie	\$218,529,067	\$107,604,277	901	\$77,904	\$520,624	136,063	141,434	165,000	1	-	10 (Ward)	11
Kitchener	\$383,993,235	\$93,903,000	1178	\$70,774	\$465,772	219,153	233,222	265,555	1	-	10 (Ward)	11
Mississauga	\$759,600,000	\$201,400,000	4217	\$83,018	\$755,828	713,443	721,599	768,000	1	11 (also acts as Local)	11 (Ward)	12
Newmarket	\$121,234,960	\$62,467,834	433	\$95,589	\$978,054	79,978	84,224	92,600	1	1	7 (Ward)	9
Oakville	\$294,950,000	\$122,800,000	1202	\$113,666	\$1,217,374	182,520	193,832	221,826	1	6 (also acts as Local)	12 (Ward)	13

¹ Source: Statistics Canada, 2016 Census.

² Source: Toronto Real Estate Board "Market Watch" Year-to-date June 2017 Average Prices All Home Types; CREA "Housing Market Stats" June 2017 Average Price MLS Residential Activity for Kitchener and Barrie.

³ Source: Statistics Canada, 2011 Census.

⁴ Source: York Region "2041 Population & Employment Forecasts"; Peel Region "Mid-Year Population Forecasts"; Halton Region "Best Planning Estimates 2011-2031"; Kitchener June 2014 "Fast Facts"; Barrie "Growth Management Strategy".

Municipality	Mayor's Remuneration							Regional Councillor's Remuneration						
	Salary (City) Effective Jan 1/17	Salary (Region) Effective Apr 1/17	Total Salary (City + Region)	Annualized to eliminate tax free allowance	Tax Free Portion	Car Allowance or Vehicle Provided	Mileage Reimbursed (\$/km)	Salary (City) Effective Jan 1/17	Salary (Region) Effective Apr 1/17	Total Salary (City + Region)	Annualized to eliminate tax free allowance	Tax Free Portion	Car Allowance or Vehicle Provided	Mileage Reimbursed (\$/km)
Richmond Hill	\$126,081	\$56,195	\$182,276	\$ 182,276	0%	Car Provided	n/a	\$75,648	\$56,195	\$131,843	\$ 131,843	0%	\$600/mth	n/a
Vaughan	\$126,562	\$56,195	\$182,757	\$ 182,757	0%	Car Provided	n/a	\$78,953	\$56,195	\$135,148	\$ 135,148	0%	\$1,000/mth	n/a
Markham	\$133,545	\$56,195	\$189,740	\$ 189,740	0%	1. Car Provided 2. Annual car allowance of \$12,255; 3. Gas card for any business travel	\$0.52/km	\$75,449	\$56,195	\$131,644	\$ 131,644	0%	\$0	\$0.52/km
Aurora	\$70,971	\$56,195	\$127,166	\$ 190,749	33%	n/a	\$0.58/km	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Brampton	\$110,688	\$55,162	\$165,850	\$ 165,850	0%	\$1,294.17/mth	n/a	\$84,495	\$55,162	\$139,657	\$ 139,657	0%	\$1,294.17/mth	n/a
Barrie	\$93,729	-	\$93,729	\$ 140,594	33%	\$500/mth	\$0.54/km	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Kitchener	\$78,809	\$41,754	\$120,563	\$ 180,845	33%	100% paid vehicle expenses	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Mississauga	\$139,374	\$51,464	\$190,838	\$ 190,838	0%	Car Provided	If use own car for event > 100km from city \$0.54/km	\$87,264	\$51,464	\$138,728	\$ 138,728	0%	\$1,442/mth	If use own car for event > 100km from city \$0.54/km
Newmarket	\$95,631	\$56,195	\$151,826	\$ 227,739	33%	Car Provided	n/a	\$55,304	\$56,195	\$111,499	\$ 167,249	33%	\$532/mth	n/a
Oakville	\$125,782	\$48,901	\$174,683	\$ 174,683	0%	\$750/mth	\$0.555/km	\$50,297	\$48,901	\$99,198	\$ 99,198	0%	n/a	\$0.555/km

Municipality	Local Councillor's Remuneration					Other Compensation
	Salary (City) Effective Jan 1/17	Annualized to eliminate tax free allowance	Tax Free Portion	Car Allowance or Vehicle Provided	Mileage Reimbursed (\$/km)	Severance Practices
Richmond Hill	\$75,648	\$ 75,648	0%	\$600/mth	n/a	1 month per year of service on Council (including partial years), up to a maximum of 18 months current salary. Severance waived if Council member departs due to acts such as fraud, municipal corruption, accepting secret commissions, a conviction or charged of other legal wrongdoings. If member is re-elected to Council after a break, severance is payable only from time of re-election.
Vaughan	\$78,953	\$ 78,953	0%	\$1,000/mth	n/a	1 month for every year of continuous service up to 24 months, prorated for part years of service. Other factors, including age, salary, availability of alternative employment and any unique circumstance, should be equally considered on an individual basis prior to determining the final package. Severance does not apply if removed from/leaves office due to the operation of law, elected to provincial or federal office, or elects out of receiving the severance.
Markham	\$75,449	\$ 75,449	0%	0	\$0.52/km	1 month for every year of continuous service up to 12 months, prorated for part years of service and 3 weeks of the annual remuneration of the member for every year of continuous service in excess of 12 years, prorated for part years of service to a maximum of 18 months remuneration.
Aurora	\$29,488	\$ 44,232	33%	n/a	\$0.58/km	None
Brampton	\$84,495	\$ 84,495	0%	\$1,294.17/mth	n/a	City Councillors: Severance no longer apply. Regional Councillors: The End of Term Allowance for a Member of the Council of the Regional Corporation shall be at the rate of one (1) month's salary for every year of service on the Council, for the period from January 1, 1974 to the date upon which the Member ceases to be a Member of the Council, to a maximum of twelve (12) months in total.
Barrie	\$31,666	\$ 47,499	33%	\$175/M0	\$0.54/km	None
Kitchener	\$40,545	\$ 60,818	33%	n/a	\$0.50/km	None
Mississauga	\$87,264	\$ 87,264	0%	\$1,442/mth	If use own car for event > 100km from city \$0.54/km	1 month for each year of service up to a maximum of 12 months if retire, resign or pass away while in office or upon failure to be re-elected for the term immediately following a current term of office.
Newmarket	\$49,394	\$ 74,091	33%	\$473/mth	n/a	1 month base pay for each completed year of continuous service at the time of leaving office to a maximum payment of 12 months pay.
Oakville	\$50,297	\$ 50,297	0%	n/a	\$0.555/km	None

Municipality	Other Compensation	
	Salary Increase Projections	Planned Changes to Councils' Direct & Non-Direct Compensation
Richmond Hill	Set by a separate Council Compensation Committee. Typically follows Non-union increases, up to a maximum % each year. 2017 - 1.5% 2018 - 1.625%	None
Vaughan	Typically follows Non-union increases 2017 - 1.63% 2018 - 1.75%	None
Markham	2014 - 1.9% 2015 - 1.9% 2016 and onward - Don't know yet	None
Aurora	Reviewed by a separate Council Compensation Committee. Typically follows Non-union increases, up to a maximum % each year. 2017 increase was 1.5%. 2018 TBD	None
Brampton	The Mayor and Councillor remuneration rate, effective Jan 1, 2016, until the end of the current term of Council (Nov 30, 2018), be established based on the equivalent gross remuneration for the Mayor and Councillor in the City of Mississauga, subject to an annual review by the Council Compensation Committee .	None
Barrie	2017 - 1.5% 2018 - 1.5%	None
Kitchener	Annual economic increases are typically in line with non-union management increases. 2017 TBD	None
Mississauga	If an economic adjustment increase is awarded in any year to its' full-time non-union staff, the salary for the Mayor and Members of Council shall also receive the same increase. NB. For 2010-2013 Mayor & Council voted not to receive increase given to non-union Employees.	None
Newmarket	Usually in line with annual economic adjustments. 2017 - 1.5%; 2018 - TBD	Currently conducting a market review.
Oakville	1.5% increase for 2017, average of all group increases	None

Municipality	FTE's per Capita	Ranking Low to High	FTE's per Member of Council	Ranking Low to High	Members of Council per Capita	Ranking Low to High	2005 Median Income	Ranking Low to High	2013 Average Housing Cost (SFD)	Ranking Low to High	Mayor Annualized Salary	Ranking Low to High	Regional Councillor Annualized Salary	Ranking Low to High
Richmond Hill	780	3	86.7	5	9	1	\$ 88,353	5	\$ 1,269,947	10	\$ 182,276	5	\$ 131,843	3
Vaughan	1,320	8	146.7	8	9	1	\$ 105,351	8	\$ 1,157,393	8	\$ 182,757	6	\$ 135,148	4
Markham	1,077	5	82.8	4	13	9	\$ 89,028	6	\$ 1,127,996	6	\$ 189,740	7	\$ 131,644	2
Aurora	221	1	24.6	1	9	1	\$ 106,708	9	\$ 1,145,244	7	\$ 190,749	8	n/a	n/a
Brampton	3,283	9	298.5	9	11	5	\$ 87,290	4	\$ 732,288	3	\$ 165,850	2	\$ 139,657	6
Barrie	901	4	81.9	3	11	5	\$ 77,904	2	\$ 520,624	2	\$ 140,594	1	n/a	n/a
Kitchener	1,178	6	107.1	7	11	5	\$ 70,774	1	\$ 465,772	1	\$ 180,845	4	n/a	n/a
Mississauga	4,217	10	351.4	10	12	8	\$ 83,018	3	\$ 755,828	4	\$ 190,838	9	\$ 138,728	5
Newmarket	433	2	48.1	2	9	1	\$ 95,589	7	\$ 978,054	5	\$ 227,739	10	\$ 167,249	7
Oakville	1,202	7	92.5	6	13	9	\$ 113,666	10	\$ 1,217,374	9	\$ 174,683	3	\$ 99,198	1

Municipality	Local Councillor Annualized Salary	Ranking Low to High	Regional Councillor Salary as a % of Mayor	Ranking Low to High	Local Councillor Salary as a % of Mayor	Ranking Low to High	Local Councillor Salary as a % of Regional Councillor	Ranking Low to High
Richmond Hill	\$ 75,648	7	72.3%	3	41.5%	7	57.4%	4
Vaughan	\$ 78,953	8	73.9%	6	43.2%	8	58.4%	5
Markham	\$ 75,449	6	69.4%	2	39.8%	6	57.3%	3
Aurora	\$ 44,232	1	#VALUE!	n/a	23.2%	1	#VALUE!	n/a
Brampton	\$ 84,495	9	84.2%	7	50.9%	10	60.5%	6
Barrie	\$ 47,499	2	#VALUE!	n/a	33.8%	5	#VALUE!	n/a
Kitchener	\$ 60,818	4	#VALUE!	n/a	33.6%	4	#VALUE!	n/a
Mississauga	\$ 87,264	10	72.7%	4	45.7%	9	62.9%	7
Newmarket	\$ 74,091	5	73.4%	5	32.5%	3	44.3%	1
Oakville	\$ 50,297	3	56.8%	1	28.8%	2	50.7%	2

2017 Benefits Survey - Mayor & Members of Council

Municipality	Benefits								
	Life Insurance	AD&D	Dependent Life Insurance	LTD	Extended Health Care	Dental Care	Short Term Disability	OMERS (Mandatory or Voluntary)	
	% Paid by the Employer								
Richmond Hill	100%	100%	0%	100%	100%	100%	0% However, we would continue to pay 100% salary until the end of the current term if Council Member was unable to do his/her job due to illness.	M	
Markham	100%	100%	0%	100%	100%	100%	100%	M	
Vaughan	100%	100%	100%	100%	100%	100%	100%	M	
Newmarket	100%	100%	100%	0%	100%	100%	0%	M	
Aurora	Mayor	100%	0%	0%	0%	100%	100%	0%	M
	Councillor	100%	0%	0%	0%	100%	100%	0%	V
Brampton	100% (Optional life also available with 100% employee paid)	100%	Optional 100% employee paid	0%	100%	100%	0%	M	
Mississauga	100%	100%	0%	0%	100%	100%	100%	M	
Oakville	100%	100%	0%	0%	100%	100%	0%	M	
Burlington	100%	0%	0%	100% Employee pays the premium and then reimbursed by the Town. Therefore employee pays tax on the premium and the benefit becomes tax free if needed.	100%	100%	0%	M	
Kitchener	100%	0% Optional	0% Optional	n/a	100%	100%	n/a	n/a	
Barrie	100%	100%	0%	0%	50%	50%	0%	n/a	

Salary and Benefit Options Discussed but Not Adopted

Salary options not adopted:

Salary - Option 1

That there be no increase to members of the Town of Richmond Hill Council salary during the 2018-2022 Term of Council.

Salary - Option 2

That in lieu of annual salary increases, members of the Town of Richmond Hill Council be provided a bonus at the end of the 2018-2022 Term of Council, the amount of which will be determined by [a process to be determined].

Salary - Option 4

Salary increases aligned to increases provided to Town Staff who are members of [either CUPE – or – the Salaried Employee Association] with an annual cap of _____% in the first year of the 4 year elected term commencing in 2018, (effective date of the increase to be January 1, 2019) and up to _____% in subsequent years (effective date of the increases - January 1, 2020 through January 1, 2022).

Salary - Option 5

Salary increases aligned to increases provided to Town Staff who are members of [either CUPE – or – the Salaried Employee Association] (effective date of the increase to be January 1, 2019) without an annual cap.

Salary - Option 6

Salary increases aligned to annual increases in the Consumer Price Index (CPI) [either All Ontario – or – Toronto] as reported in the [month] of the year immediately prior to the increase (increases effective January 1, 2019).

Salary - Option 7

Salary increases with a set annual percentage increase as follows: ____ % effective January 1, 2019; ____ % effective January 1, 2020; ____ % effective January 1, 2021; ____ % effective January 1, 2022.

Benefit Options not Adopted:

Benefits - Option 1

That the current benefits provided to members of the Town of Richmond Hill Council be maintained.

2017 LTD Survey - Mayor & Members of Council

Municipality	LTD			
	% of Monthly Earnings	Max Monthly Benefit	Termination Date	Comments
Richmond Hill	75%	\$ 10,000.00	Age 65 or retirement	
Markham	75%	\$ 15,000.00	Age 65	
Vaughan	75%	\$ 12,500.00	Age 65	
Newmarket				do not offer LTD benefits
Aurora				do not offer LTD benefits
Brampton				do not offer LTD benefits
Mississauga	60% for first \$4000, 50% of next \$4000 and 40% of any remaining		Age 65 or retirement	
Oakville				do not offer LTD benefits
Burlington	67% for first \$4500, 50% of next \$4500 and 40% of any remaining	\$8,000	Age 65	qualifying period: later of 180 days or 180 days plus accumulation of sick leave credits
Kitchener				
Barrie				do not offer LTD benefits