



Report To: General Government and Finance Committee

From: Gina Jackson, Human Resources Manager

Subject: Council Member Remuneration and Reimbursement Policy

Date: May 28, 2010

Recommendation:

That the General Government and Finance Committee receive the attached policy for information and that staff be directed to post the draft Council Member Remuneration and Reimbursement policy on the Municipal web site for comment until Tuesday June 22, 2010. Pending any comments from Council or the public, the Policy will be directed to Council for approval by Resolution at their Meeting on June 29, 2010.

Background:

On April 6, 2010, by resolution of Council, the Council Member Remuneration Committee members and Committee objective was confirmed. Representatives from the business community were recommended by members of Council to participate in the Committee and five members were selected as follows: Dianne Huffman; Jeff Gilmer; Tim Haynes; Doug Burke and Jim Hunt. Prior to any policy discussions, Jeff Gilmer resigned for personal reasons.

The Committee's objective was to review the current Council Member Remuneration policy and recommend changes to the policy relative to the content of the Policy, which addressed Council member compensation, benefits and expenses. The current policy expires November 30, 2010 and the policy changes recommended by the aforementioned Committee are to be applicable for the next term of Council.

Prior to the initial meeting, compensation and benefit information was gathered from a variety of Municipalities, to provide current comparative information. In total, the Committee received information from 37 Municipalities, of which 11 were Municipal comparators for the Municipality of Port Hope. The information gathered from these Municipalities included data related to salary for the Mayor, Deputy Mayor and Councillors; kilometer reimbursement rate, Health and Dental benefit coverage, Life Insurance coverage and OMERS.

The Committee confirmed their approach would be to address compensation, benefits and reimbursement of costs and the Committee would not address in this policy items related to the tools required to do their job.

Conclusion:

The Committee reviewed the policy and the Municipal information which was provided and have recommended the attached Policy for adoption.

Respectfully submitted on behalf of the Committee,

Gina Jackson
Human Resources Manager