

## THE TOWN OF THE BLUE MOUNTAINS COUNCIL COMPENSATION PROGRAM

### **Purpose:**

The Mayor, Deputy Mayor and Councillors for The Town of the Blue Mountains are accountable for achieving, through its values, the strategic vision and mission established to serve its community. To enable this, a “Council Compensation Program” has been developed, allowing the Town to attract and retain the elected leadership required..

The Council Compensation Program is anchored by a Compensation Philosophy, designed to maintain an externally competitive, internally equitable and financially feasible compensation strategy.

### **COUNCIL COMPENSATION PHILOSOPHY**

#### **Scope:**

Pertains to the Mayor, Deputy Mayor and all Councillors elected to fulfill their term of office

#### **Key Principles:**

The Council Compensation Committee has determined that the Council Compensation Program shall be governed by the following principles:

- Accountabilities - defined by the scope, complexity and responsibility of each position;
- Leadership Competence – defined by measuring “how” the results for accountabilities are obtained;
- External equity – defined by providing total compensation that is competitive with elected roles of similar title and complexity within other municipalities;
- Internal equity – defined by how members of Council’s total compensation compares to each other - specifically, Councillors relative to the Mayor and Deputy Mayor.
- Financial responsibility - defined by the Town’s budget that respects its stewardship of public funds;
- Legal compliance – defined by any legislation governing any of the positions within Council;
- Publicly transparency – defined as being consultative to the community that the Town serves;

#### **Compensation Structure and Maintenance:**

Council Compensation shall be comprised of three (3) elements – Cash compensation, benefits and regularly paid expense allowances.

1. **Cash Compensation** – is comprised of a base salary commensurate with the position’s accountabilities and leadership competencies plus pay for meeting attendance required to achieve results.
2. **Benefits** – are health and wellness benefits provided - includes health care, dental care and vision care
3. **Expense Allowances** – are allowances regularly paid to enable the position to execute its duties, (i.e. monthly car allowance and monthly IT allowance). It does not include any expenses reimbursed on a one-off basis that are non-taxable.

#### **Maintenance**

The Town, through the Council Compensation Committee, shall annually review the compensation of the Mayor, the Deputy Mayor and Councillors and recommend any adjustments based on cost of living increases within the municipality.

Once every four years, specifically in the last year of Council’s term of office, an extensive review of the Council Compensation Program shall occur based on the principles outlined.