

COUNCIL REMUNERATION MARKET REVIEW 2019

Prepared by: Jennifer Moreau, Director Human Resources - July 2019

SALARY COMPARISON (Source: Market Response)											
Mayor				Deputy Mayor				Councillor			
Municipality	Base	Median	Average	Municipality	Base	Median	Average	Municipality	Base	Median	Average
		\$ 44,072.75	\$ 37,789.63			\$ 26,074.73	\$ 22,172.48			\$ 21,395.30	\$ 20,127.32
Collingwood	\$ 44,326.50			Collingwood	\$ 31,487.10			Collingwood	\$ 24,965.50		
Wasaga Beach	\$ 43,332.38			Wasaga Beach	\$ 30,149.56			Wasaga Beach	\$ 23,520.60		
Hunstville	\$ 43,819.00			Hunstville	\$ 21,270.00			Hunstville	\$ 19,270.00		
Niagara on the Lake	\$ 46,792.20			Niagara on the Lake	Not Applicable			Niagara on the Lake	\$ 14,778.20		
Whistler BC	\$ 100,034.74			Whistler BC	Not Applicable			Whistler BC	\$ 39,247.00		
The Blue Mountains	\$ 30,999.80			The Blue Mountains	\$ 21,999.90			The Blue Mountains	\$ 17,500.08		

BENEFITS AND OTHER EXPENSES COMPARISON (Source: Market Response)											
Cost of Living Allowance		Mileage Rate		Extended Health Benefits - Including Dental & Vision		Employee Assistance Program (EAP)		Life Insurance		Accidental Death & Dismemberment (AD &D)	
Municipality		Municipality		Municipality		Municipality		Municipality		Municipality	
Collingwood	Annual to match Non-union	Collingwood	.55 per/km	Collingwood	Matches Non-Union	Collingwood	No	Collingwood	No	Collingwood	No
Wasaga Beach	Annual to match Non-union	Wasaga Beach	.54 per/km	Wasaga Beach	Matches Non-Union	Wasaga Beach	Yes	Wasaga Beach	Yes	Wasaga Beach	Yes
Hunstville	Adjusted annually by the Bank of Canada's core index CPI increase year over year in October.	Hunstville	.54 per/km	Hunstville	Lump sum amount annually equivalent to the benefit premium of a single non-union employee.	Hunstville	no	Hunstville	Insurance provided under the Municipal Insurance Program.	Hunstville	Insurance provided under the Municipal Insurance Program.
Niagara on the Lake	Adjusted for CPI*	Niagara on the Lake	*	Niagara on the Lake	Matches Non-Union	Niagara on the Lake	Yes	Niagara on the Lake	Yes	Niagara on the Lake	Yes

Whistler BC	*	Whistler BC	.55 per/km	Whistler BC	Matches Non-Union	Whistler BC	Yes	Whistler BC	Yes (Max \$15,000)	Whistler BC	Yes (Max \$15,000)
The Blue Mountains	Adjusted only when directed by Council.	The Blue Mountains	.54 per/km	The Blue Mountains	Matches Non-union	The Blue Mountains	Yes	The Blue Mountains	Yes, in addition Council members are covered under the Municipal Insurance Program.	The Blue Mountains	Yes, in addition Council members are covered under the Municipal Insurance Program.

BENEFITS AND OTHER EXPENSES COMPARISON (Source: Market

Response)

IT Allowance		Long Term Disability		Short-Term Disability		OMERS		Age at Which Benefits Terminate		Council Health Care	
Municipality		Municipality		Municipality		Municipality		Municipality		Municipality	
Collingwood	Tablets and Phones provided.	Collingwood	No	Collingwood	No	Collingwood	No	Collingwood	75	Collingwood	No
Wasaga Beach	\$50 per month if requested for Cell phone and Internet. Tablet provided.	Wasaga Beach	No	Wasaga Beach	No	Wasaga Beach	No	Wasaga Beach	Life Insurance - 70	Wasaga Beach	No
Hunstville	\$1500 lump sum per term of Council.	Hunstville	No	Hunstville	No	Hunstville	No	Hunstville	N/A	Hunstville	No
Niagara on the Lake	Ipads and cell phones provided for term of Council. If a Council members chooses to use their own phone they receive \$70/month toward their bill.	Niagara on the Lake	No	Niagara on the Lake	No	Niagara on the Lake	No	Niagara on the Lake	65	Niagara on the Lake	No
Whistler BC	*	Whistler BC	No	Whistler BC	No	Whistler BC	No	Whistler BC	Group Life and AD&D terminate at 70.	Whistler BC	No

The Blue Mountains	\$1,200 per year, laptop and smart phone supplied for term of council.	The Blue Mountains	Council members are covered under the Municipal Insurance Program.	The Blue Mountains	Council members are covered under the Municipal Insurance Program.	The Blue Mountains	No	The Blue Mountains	Life Insurance - 70	The Blue Mountains	No
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BENEFITS AND OTHER EXPENSES COMPARISON (Source: Market Response)												
Number of Council Members		Dedicated Staff Resource for Council		Ward System		1/3 Taxable Benefit Elimination		Last Year Council Compensation was evaluated		Per Diem Rates for Council Members		
Municipality		Municipality		Municipality		Municipality		Municipality		Municipality	Full Day	Half Day
Collingwood	9	Collingwood	Administrative Assistant shared with Clerks Services	Collingwood	Yes	Collingwood	Adjusted so after-tax income was the same	Collingwood	2009 - planned for 2019	Collingwood	\$110. Per diems are paid for all meetings outside of regularly scheduled Council Meetings.	\$75
Wasaga Beach	7	Wasaga Beach	Executive Assistant shared with Mayor, Council & CAO	Wasaga Beach	Yes	Wasaga Beach	Round up of wages to cover loss of taxable benefit.	Wasaga Beach	2015	Wasaga Beach	\$120 a day for training, maximum 2 conferences per year.	
Hunstville	9	Hunstville	Executive Assistant to the Mayor, CAO and Director of Corporate Services. The Municipal Clerk and Deputy Clerk also assist with Council.	Hunstville	Yes	Hunstville	One time adjustment was implemented to achieve the same net pay as existed prior to the elimination of the taxable benefit.	Hunstville	2016	Hunstville	\$50. is paid for any Ad Hoc special Council or special Committee Meeting. \$150 for any meeting or conference outside of the Town unless the attendance is expected by virtue of their elected position.	\$75

Niagara on the Lake	9	Niagara on the Lake	Executive Assistant to the CAO and Mayor	Niagara on the Lake	Yes	Niagara on the Lake	Staff report recommending adjustments to Council pay was not approved, Council remains unadjusted since the taxable benefit elimination.	Niagara on the Lake	Unsure.	Niagara on the Lake	Per Diems are not provided	
Whistler BC	7	Whistler BC	Council Coordinator	Whistler BC	No	Whistler BC	No applicable	Whistler BC	*	Whistler BC	\$60 for travel within north America, \$70 for travel outside North America. If any meals are provided as a part of the conference/function the per diem is reduced.	
The Blue Mountains	7	The Blue Mountains	Limited assistance provided by the Clerk and Deputy Clerk	The Blue Mountains	No	The Blue Mountains	No adjustments made.	The Blue Mountains	2018	The Blue Mountains	\$100	\$75

Benefits and Other Expenses	
Any other Benefits not Covered?	
Municipality	
Collingwood	Travel Insurance, Mayor \$2,000 training budget, \$7,000 travel budget. Deputy Mayor \$5,000 training budget, Council Members \$4,000 training budget.
Wasaga Beach	No
Hunstville	No
Niagara on the Lake	No
Whistler BC	MSP (=OHIP)
The Blue Mountains	Travel Insurance