

Information Request from Grey County re: Role of Warden

Committee Request:

“information on but not limited to history, background info, formula(s), timing and amounts would all be applicable.”

Annual Compensation 2019

Warden: \$77,364.85 Council: \$21, 650.43

Information from Grey County:

There isn't a differential between the two roles specifically. 2000 and prior, all members of council were paid per diem only. The Warden received \$5000 additional as an honorarium. In 2000 we established a Council Remuneration Committee comprised of rate payors from across Grey County. We surveyed other municipalities and that is when salary and per diems were introduced. The Committee also determined that the half day per diem would be 60% of the full day per diem. We have established criteria for choosing our comparators based on set criteria approved by Council. The approved comparators are used for ALL surveys, including Council and it is deemed to be a valid survey if more than half of the approved comparators respond. In 2005 the Council Remuneration Committee report recommended increases to the salary for Warden and Councillor (2006 – 2008). In addition they recommended that COLA increases be given each January 1st based on the average CPI (not Ontario, but Canadian), for the 12 month period ending September. In 2013 the committee (at the request of staff) amended the 12 month period to be July so that we could establish the next year COLA in time for budget prep. The last review of Council Compensation undertaken in 2018, but by myself and the County Clerk. The members of the Remuneration Committee chose not to return after 2013. A report went to Council in 2018 but in hindsight the different issues should have been in separate reports. Council did not approve any of the recommendations in the report, instead, requested staff to bring back a report just on the loss of the 1/3. One of our recommendations in the report was to have Council COLA match non-union staff as in our review of comparators, the large majority of our comparators do this.