



City of  
**Peterborough**

---

**TO:** Members of the Committee of the Whole

**FROM:** Sandra Clancy, Director of Corporate Services

**MEETING DATE:** July 23, 2012

**SUBJECT:** Report CP12-005  
Councillor Compensation Committee Results

---

## **PURPOSE**

A report to present recommendations from the Councillor Compensation Committee regarding Councillor Compensation.

## **RECOMMENDATIONS**

That Council approve the recommendations outlined in Report CP12-005 dated July 23, 2012, of the Director of Corporate Services, as follows:

- a) That the base remuneration of \$64,710 for the Mayor, which was frozen at the 2011 rate, not be changed.
- b) That the base remuneration of \$26,495 for a Councillor, which was frozen at the 2011 rate, not be changed.
- c) That the remuneration be adjusted based on the Consumer Price Index, all items - Ontario as published by Statistics Canada, effective December 1, 2012 and be adjusted annually each December 1.

## **BUDGET AND FINANCIAL IMPLICATIONS**

When the adjustment is made each December 1, the most recent Consumer Price Index all items - Ontario increase as published by Statistics Canada will be used which would most likely be as of October (published in November). As an example, the most recent Consumer Price Index, as of May 2012, was published in June 2012 and is 1.2%. Sufficient funds will be budgeted in each annual operating budget to pay for this increase.

## **BACKGROUND**

As requested in Report COU11-006, dated July 25, 2011, a Councillor Compensation Committee (Committee) was established for the purpose of recommending a base level of compensation for Councillors and a mechanism for its annual increase. The Committee members include Garth Wedlock (Chair), Rocky Caravaggio, Erica Cherney, Ann Farquharson and Lisa Taillefer. The committee has met three times and Mr. Wedlock will be present at the July 23, 2012 to answer any questions.

The Committee reviewed the remuneration that has been paid at the City of Peterborough through the following reports:

- Report COU05-007 dated May 16, 2005 by Councillor Paul Rexe
- Report CPMFRAS10-001 dated March 15, 2010 by Brian Hortion, Senior Director of Corporate Services
- Report COU11-006 dated July 25, 2011 by Councillor Clarke.

The rates currently being paid to the Mayor and Councillors are \$64,710 and \$26,495 respectively and are the 2011 rates. These rates were effective December 31, 2010 and under the previous Policy would have been increased effective December 1, 2011 for the period December 1, 2011 to November 30, 2012. However, on January 31, 2011, as part of the 2012 budget discussions, a motion was approved to freeze Councillor compensation at the 2011 rate for one year which meant the rate was not changed on December 1, 2011.

### **Research**

The Councillor Compensation Committee distributed a survey to 14 comparable municipalities with 25 questions. Nine surveys were returned representing a 64% response rate. The Committee confirmed population, average household income and Current Value Assessment to ensure the appropriateness of the municipalities.

The Committee also distributed a questionnaire to each City of Peterborough Council Member and asked seven questions about the responsibilities of being an elected official and their expectations of the committee. The Committee reviewed the answers carefully and recognized that the current Councillors have a strong commitment to fulfill their

obligation to the City and its citizens and as well, Councillors were very cognizant of current economic realities.

### **Remuneration Rates**

With respect to the remuneration rates, the Committee was striving to ensure the rate they recommended was enough to attract good people but not so much that the compensation might be the only attraction. The Committee believes the role of a Councillor should be compensated fairly but Councillors must have a sense of giving back to their community. The rate should be a competitive rate especially given the City of Peterborough's average income of its citizens.

The Committee examined the compensation rates in comparable municipalities and concluded that current remuneration rates in Peterborough are fair and consistent with other similar municipalities. After taking all the feedback and information into consideration, the Committee felt the remuneration rates in Peterborough were appropriate and should remain at their current rates.

### **Annual Increase**

Of the nine municipalities surveyed, eight responded to the question about what their annual increase was based on. Four of the municipalities increase the rates based on staff increases, three are based on CPI and one was based on comparable municipalities. The committee discussed the possibility of the increase being tied to a union or Non Union increase and determined that this would put Council in a conflict of interest when approving such increases for staff. The committee is recommending the annual increase be based on the Consumer Price Index (CPI) all items - Ontario as published by Statistics Canada.

### **Other Considerations**

The Committee did review whether Councillors should be compensated for other Committee work that they do, other than the current Commissions that the Mayor sits on. Of the nine municipalities that responded to the survey, eight do not compensate for committee work. The committee does not recommend Councillors be compensated for other committee work.

There were a variety of responses from the Peterborough Councillors and many touched on the amount of time they are spending on their duties. The Committee discussed this issue but determined it is up to each Councillor to determine the committee load they are able to accommodate given their personal schedules and to communicate this information to the Mayor when appointments are being considered.

Submitted by,

Sandra Clancy  
Director of Corporate Services

Contact Name:  
Sandra Clancy  
Director of Corporate Services  
Phone: 705-742-7777 Ext. 1863  
Toll Free: 1-855-738-3755 Ext. 1863  
Fax: 705-748-8839  
E-Mail: [sclancy@peterborough.ca](mailto:sclancy@peterborough.ca)