

Public Release
September 25, 2017



**Town of Aurora
Additional Items to
Governance Review Ad Hoc Committee
Meeting Agenda**

Tuesday, September 26, 2017
10 a.m., Leksand Room

- **Item 2 – Memorandum from Town Clerk
Re: Additional Information – Council Compensation**



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**Town of Aurora
Corporate Services**

Memorandum

Date: September 26, 2017
To: Chair and Members of the Governance Review Ad Hoc Committee
From: Michael de Rond, Town Clerk
Re: **Additional Information - Council Compensation**

Recommendations

- 1. That the memorandum regarding Additional Information - Council Compensation be received for information.**

Background

At their meeting on September 12, 2017, the Governance Review Ad Hoc Committee requested more information from Staff to assist in their review of Council Compensation. That information is attached to this memo. Staff will be pleased to answer any questions the committee has during the meeting.

Attachments

Attachment no. 1 – Compensation is a percent of tax levy comparison

Attachment no. 2 – Historical Council remuneration, 2008-2017

Attachment no. 3 – 50th percentile comparison data

Attachment no. 4 – Misc further information requested

**Additional Items to Governance Review Ad Hoc
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Tuesday, September 26, 2017**

Attachment 1

**Aurora Council Compensation Review Ad Hoc Committee
Elected Officials Compensation Comparison - 2017 - cost as percent of tax levy**

	Uxbridge	King	Braintree/WG	New Tecumseh	Georgetown	Aurora	Newmarket	Pickering	Ajax	Whitby	Oshawa	Richmond Hill	Vaughan	Markham
End 2016 Population reported	20,600	24,000	34,242	35,888	46,890	60,000	84,300	95,975	110,400	128,377	159,458	187,800	320,530	326,966
Ward vs. At large	Ward (5)	Ward (6)	Ward (7)	Ward (8)	Ward (5)	At large	Ward (7)	Ward (3)	Ward (4)	Ward (4)	At large	Ward (6)	Ward (5)	Ward (8)
Number of Council Members (incl. Mayor)	7	7	9	10	7	9	9	7	7	8	11	9	9	13
Composition	Mayor & Regional Councillor & 5 ward Councillors	Mayor & 6 ward Councillors	Mayor & Deputy Mayor & 7 ward Councillors	Mayor & Deputy Mayor & 8 ward Councillors	Mayor & Deputy Mayor & 5 ward Councillors	All members at large	Mayor & Deputy Mayor & 7 ward Councillors	Mayor & 3 Regional ward Councillors & 3 City ward Councillors	Mayor & 2 Regional ward Councillors & 4 ward Councillors	Mayor & 3 Regional Councillors & 4 ward Councillors	Mayor & 7 Regional and City Councillors & 3 City Councillors	Mayor & 2 Regional Councillors & 6 ward Councillors	Mayor & 3 Regional Councillors & 5 ward Councillors	Mayor & 4 Regional Councillors & 8 ward Councillors
Number of Regional Councillors (* indicates York Region municipality)	1	1 (Mayor)*	2 (Mayor, Deputy Mayor)	2 (Mayor, Deputy Mayor)	2 (Mayor, Deputy Mayor)*	1 (Mayor)*	2 (Mayor, Deputy Mayor)*	4 (Mayor, 3 Regional Councillors)	2 (two Regional Councillors)	4 (Mayor & 3 Regional Councillors)	8 (Mayor & 7 Regional and City Councillors)	3 (Mayor & 2 Regional Councillors)*	4 (Mayor & 3 Regional Councillors)*	5 (Mayor & 4 Regional Councillors)*

2015 Tax Levy 10,760,812 25,636,864 29,354,504 26,025,060 36,741,906 37,625,839 52,708,416 56,469,217 57,866,615 72,888,035 119,764,783 94,709,855 176,315,063 137,450,169

Mayor's Compensation as a Percentage of Tax Levy	0.4033%	0.2129%	0.1276%	0.1434%	0.1505%	0.1876%	0.1814%	0.1501%	0.1538%	0.1213%	0.0790%	0.1312%	0.0718%	0.0972%
Regional Councillor Compensation as a Percentage of Tax Levy	0.2616%							0.0625%	n/a	0.0745%	n/a	0.0787%	0.0000%	0.0549%
Deputy Mayor's Compensation as a Percentage of Tax Levy		0.0848%		0.1051%	0.0828%		0.1049%							0.0604%
Councillor's Compensation as a Percentage of Tax Levy	0.2616%	0.1170%	0.0662%	0.0816%	0.0729%	0.0780%	0.0937%	0.0625%	0.0635%	0.0506%	0.0325%	0.0787%	0.0448%	0.0549%
Total Council Salary Cost as a Percentage of Tax Levy	1.9727%	0.9149%	0.6759%	0.9011%	0.6078%	0.8113%	0.9422%	0.5253%	0.4079%	0.5471%	0.1765%	0.7607%	0.2957%	0.7614%

Compensation - Mayor

Mayor: Full or Part Time	P/T	P/T	P/T	P/T	P/T	P/T	P/T	P/T	P/T	P/T	P/T	P/T	P/T	P/T
Tax Free Category	fully taxed	1/3 tax exempt	1/3 tax exempt	1/3 tax exempt	1/3 tax exempt	1/3 tax exempt	1/3 tax exempt	1/3 tax exempt	1/3 tax exempt	1/3 tax exempt	1/3 tax exempt	fully taxed	fully taxed	fully taxed
Salary excluding Region	\$43,394	\$46,191	\$37,453	\$37,221	\$55,310	\$70,971	\$95,631	\$84,759	\$89,025	\$86,392	\$94,588	\$124,217	\$126,562	\$133,545

Compensation - Regional Councillors as provided and funded by lower tier, if applicable

Councillors: Full or Part Time	P/T	Deputy Mayor	Deputy Mayor	Deputy Mayor	P/T	P/T	P/T	P/T	P/T	P/T	P/T	P/T	P/T	P/T
Tax Free Category	fully taxed	1/3 tax exempt	1/3 tax exempt	1/3 tax exempt	1/3 tax exempt	1/3 tax exempt	1/3 tax exempt	1/3 tax exempt	1/3 tax exempt	1/3 tax exempt	1/3 tax exempt	same as above	fully taxed	fully taxed
Salary	\$28,148	\$24,880	\$27,965	\$34,103	\$55,310	\$55,304	\$55,317	\$84,759	\$89,025	\$86,392	\$94,588	\$124,217	\$126,562	\$133,545

Compensation - Councilors

Councillors: Full or Part Time	P/T	P/T	P/T	P/T	P/T	P/T	P/T	P/T	P/T	P/T	P/T	P/T	P/T	P/T
Tax Free Category	fully taxed	1/3 tax exempt	1/3 tax exempt	1/3 tax exempt	1/3 tax exempt	1/3 tax exempt	1/3 tax exempt	1/3 tax exempt	1/3 tax exempt	1/3 tax exempt	1/3 tax exempt	fully taxed	fully taxed	fully taxed
Salary	\$28,148	\$26,485	\$19,438	\$21,230	\$26,780	\$29,468	\$49,385	\$35,317	\$36,779	\$36,875	\$38,945	\$74,531	\$78,953	\$75,449

Deputy Mayor - \$82,984
Regional Councillor - \$75,449

Attachment 2

Aurora Governance Review Ad Hoc Committee
History of Council Compensation Increases - and Grossed Up amounts

1) Historical Compensation and Increases

All salary figures in this section are 1/3 tax free treated

	Council	Increase	Mayor	Increase
01-Apr-17	29,488	1.5%	70,971	1.5%
01-Apr-16	29,052	1%	69,922	1%
01-Apr-15	28,764	2%	69,230	2%
01-Dec-14				
01-Apr-14	28,200		67,873	
01-Apr-13	27,647	2%	58,873	2%
01-Apr-12	27,373	1%	57,719	1%
01-Apr-11	26,701	2.5%	57,148	2.5%
01-Apr-10	26,050	2.5%	55,743	2.5%
01-Apr-09	25,415	2.5%	54,384	2.5%
01-Apr-08	24,675	3%	53,057	3%

in Nov. 2014 a bylaw passed to increase the Mayor's base salary by \$9,000

2) Grossed-up Salary
Using the values above, what would they be grossed up for full taxability and approx equal take-home

Year	Salary	Travel Allowance	Total
2017	32,890	1,819	34,709
2016	32,422	1,778	34,200
2015	32,188	1,755	33,943
2014	31,382	1,708	33,090

For calculation, income taxes based on basic personal amounts

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Attachment 3

Aurora Governance Review Ad Hoc Committee

Elected Officials Compensation Comparison - 2017

SELECTED DATA

	Bradford WG	New Tecumseh	Georgina	Aurora	Newmarket
End 2016 Population reported	35,688	34,242	46,800	60,000	84,300
Ward vs. At large	Ward (7)	Ward (8)	Ward (5)	At large	Ward (7)
Number of Council Members (incl. Mayor)	9	10	7	9	9
Composition	Mayor & Deputy Mayor & 7 ward Councillors	Mayor & Deputy Mayor & 8 ward Councillors	Mayor & Deputy Mayor & 5 ward Councillors	All members at large	Mayor & Deputy Mayor & 7 ward Councillors
Number of Regional Councillors (* indicates York Region municipality)	1 (Mayor)	2 (Mayor, Deputy Mayor)	2 (Mayor, Deputy Mayor)*	1 (Mayor)*	2 (Mayor, Deputy Mayor)*

Compensation - Mayor

Mayor: Full or Part Time	P/T	P/T	F/T	F/T	F/T
Tax Free Category	1/3 tax exempt	1/3 tax exempt	1/3 tax exempt	1/3 tax exempt	1/3 tax exempt
Salary excluding Region	\$37,453	\$37,321	\$55,310	\$70,971	\$95,631
Car Allowance (fully taxable)	\$3000/yr + mileage claims outside muni	\$1,020/yr	Mileage claims	8674/yr + mileage claims outside Region	Leased car

Average = 50th percentile
\$59,337

Compensation - Councillors

Councillors: Full or Part Time	P/T	P/T	P/T	P/T	P/T
Tax Free Category	1/3 tax exempt	1/3 tax exempt	1/3 tax exempt	1/3 tax exempt	1/3 tax exempt
Salary	\$19,438	\$21,230	\$26,780	\$29,488	\$49,385
Car Allowance (fully taxable)	1500/yr plus mileage claims outside muni	\$1020/yr	Mileage claims	1767/yr plus mileage claims outside muni	\$5,764

\$29,264

Attachment 4

How many hours are considered part time?

In the context of Report CAO14-014, the salary of \$34,174.00, found in the second page of the report, is based on a part-time work week of 17.5 hours.

When researching other municipalities council compensation reviews, staff were unable to find much information regarding the weekly time commitment for a part-time Councillor. The City of Kingston is the only municipality staff could find with time parameters, which are listed at 25-30 hours a week.

The circumstances of the Town of Aurora make it very difficult to determine just how much time our part-time Councillors spend a week on municipal business. Being a municipality with a high commuter population, it's reasonable to expect that the Town will always have Councillor's who work outside the municipality, and will not have the same time to attend to Town matters as other Councillors who own their own business or are retired.

Proposed Timeline for remainder of Compensation review

September 26 – Committee to provide staff with final recommendation on Council salary

October 10 – Committee to provide staff with recommendations regarding a transitional payments policy, benefits and pension plan as well as an income protection program.

October 31 – Staff to provide Committee with a draft final report to Council with final recommendations regarding the compensation of Council.

November 21 – The Committee's report goes to General Committee

November 28 – Council confirms recommendation from GC

Job Description for Councillors

Similar to time commitment, a job description for municipal Councillor's is difficult to ascertain and likely purposely left undefined. Staff would recommend the Committee refer to tab #4 in the Council Compensation Review binder, *The Municipal Councillor's Guide*, produced by the Ministry of Municipal Affairs and Housing, for further understanding of a Councillor's role.