



The Corporation of the Town of LaSalle

To: Mayor and Members of Council

Prepared by: Joe Milicia, Chief Administrative Officer

Department: Administration

Date of Report: October 25, 2022

Report Number: AD-18-2022

Subject: Council Remuneration 2021, 2022, 2023 and 2024

Recommendation

1. That the report of the Chief Administrative Officer dated October 25, 2022 (AD-18-2022) regarding Council Remuneration 2021, 2022, 2023 and 2024 be approved;
2. That the following adjustments be implemented:
 - a) For Fiscal 2021, a Council salary adjustment of 2.36% (1.18% January 1 & 1.18% July 1) – consistent with the adjustments of the Non-Union group
 - b) For Fiscal 2022, a Council salary adjustment of 2.36% (1.18% January 1 & 1.18% July 1) – consistent with the adjustments of the Non-Union group
 - c) For Fiscal 2023, a market adjustment to the Mayor's rate, increasing to \$49,451.50 to meet the Council adopted policy of the 75th Percentile
 - d) For Fiscal 2023, no market adjustments be made to the Deputy Mayor and Councillor rates
 - e) For Fiscal 2023 and 2024, a Council salary adjustment of 2.36% annually (1.18% January 1 & 1.18% July 1) – consistent with the adjustments of the Non-Union group
 - f) That the per diems be adjusted as follow:
 - i. Special meetings be increased to \$200/day (from \$150/day),
 - ii. Meal allowance be changed to \$15 for Breakfast, \$25 for Lunch, and \$40 for Dinner (from \$65/day)
 - iii. An internal/connectivity allowance be introduced at \$40/month
3. That a subsequent Council Compensation Review be scheduled for the Fall of 2024 with an implementation of changes (if any) for January 1, 2025.

Report

The purpose of conducting periodic compensation reviews is to ensure that the rates of pay offered at the Town of LaSalle remain competitive in the marketplace. Recently, an internally developed market analysis was conducted by comparing the Town of LaSalle against a selected number of peer municipalities which are selected based on certain demographic information, services provided, and governance structure. The peer group for the review included the municipalities of Amherstburg, Essex, Kingsville, Lakeshore, Leamington, Tecumseh, Bradford West Gwillimbury, Innisfil, New Tecumseh and Orangeville. Other local municipalities were considered; however, not included in the analysis because of the lack of comparability.

Summary of Findings

In general terms, the market survey results indicate that the Deputy Mayor and Councillors were above the 75th percentile; however, the Mayor's position was below the 75th percentile and required an adjustment. It should be noted that the 75th percentile is used in determining the rates for the non-union group and by resolution is applied to Members of Council. Annual inflationary adjustments are applied in the same manner and are consistent between the non-union group and Council.

In addition, adjustments are necessary in some non-salary items, which include:

- the daily per diem (not been increased in 20+ years),
- meal allowances (not been increased in 20+ years), and
- the introduction of an internal/communication allowance (to recognize the increased use of connectivity as part of the Member of Council role).

Consultations

Human Resources
Council Services
Comparator municipalities

Financial Implications

These changes have been included in previous budgets and will be included in upcoming budgets.

Prepared By:



Chief Administrative Officer

Joe Milicia, CPA, CA
Chief Administrative Officer

Link to Strategic Goals

1. Enhancing organizational excellence - Yes
2. Strengthen the community's engagement with the Town - Yes
3. Grow and diversify the local economy - Not Applicable
4. Build on our high-quality of life - Yes
5. Sustaining strong public services and infrastructure - Not Applicable

Communications

Not applicable.

Notifications

Not applicable.