



SUBJECT: Council Remuneration Review Working Group
recommendations

TO: Corporate Services, Strategy, Risk & Accountability Cttee.

FROM: Office of the City Clerk

Report Number: CL-33-21

Wards Affected: All

File Numbers:

Date to Committee: November 10, 2021

Date to Council: November 23, 2021

Recommendation:

Approve the recommendations from the Council Remuneration Review Working Group on council compensation, expense limits and resources attached as appendix A to office of the city clerk report CL-33-21.

PURPOSE:

To report on the activities and recommendations of the Council Remuneration Review Working Group (CRRWG), an objective third party, which undertook a review of council remuneration, benefits, expenses and resources.

Vision to Focus Alignment:

- Building more citizen engagement, community health and culture
 - Deliver customer centric services with a focus on efficiency and technology transformation
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Background and Discussion:

In April 2021 through report CL-08-21, Council approved the terms of reference for the CRRWG on Council remuneration, benefits, expense limits and resources.

The mandate of the CRRWG is to complete the necessary research, review existing policies and practices, make comparisons with similar sized peer and neighbouring

municipalities, and produce an independent report with recommendations for the total level of compensation, benefits and expenses for the term of office commencing November 14, 2022.

The CRRWG's membership included balanced representation from stakeholders including:

- a representative from a financial institution in the City of Burlington,
- a local board member,
- a citizen advisory committee member,
- a representative from the Chamber of Commerce
- a representative of a community social services organization (e.g. Community Development Halton), and
- two (2) City of Burlington residents.

The slate of members was established by canvassing members from the previous term(s) and filling vacancies through direct appointment based on the representation in the Terms of Reference. In keeping with the Committee Framework approved in principle, the City Manager authorized the appointment of the following individuals were appointed to the Group:

Dave Conrath (Chair)

John Chisholm

Sean Ballard

Colleen Mulholland

Diana Tuszynski

Sharon Portelli

Rameen Sabet

Carrie Overholt

The CRRWG began meeting in June and met 7 times to discuss research, review notes and brainstorm, and prepare their final report. Members of Council and the City Manager were interviewed individually to gain their perspective related to remuneration, benefits, expenses, and resources.

Throughout its term the CRRWG was supported by the staff from the Office of the City Clerk, Finance Department and the Executive Director of Human Resources. The recommendations and report of the Committee is attached as Appendix A.

Financial Matters:

None.

Climate Implications

None.

Engagement Matters:

The Terms of Reference for the Council Remuneration Review Working Group were listed on a public agenda in April 2021 for Council's consideration. The Group's agendas and minutes were publicly posted on www.burlington.ca.

Conclusion:

The Group has spent a considerable amount of time reviewing all of the background information provided to them and analyzing information from comparator municipalities. The recommendations presented by the Group are intended to support good governance and fiscal accountability.

Respectfully submitted,

Amanda Fusco

Deputy City Clerk

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Appendices:

A. Report from Council Compensation Review Committee

Report Approval:

All reports are reviewed and/or approved by Department Director, the Chief Financial Officer and the Executive Director of Legal Services & Corporation Counsel.