

Appendix C – Next Term of Council Remuneration Table

Council Remuneration Working Group (“CRWG”) Recommendations	Proposed approach to implementation
Salaries	
<p>1. It is recommended the current salary structure, including annual CPI-based adjustments, be maintained. In the CRWG’s view, salaries are appropriately positioned relative to municipalities of comparable size and governance complexity, providing fair compensation while supporting fiscal accountability.</p>	<p>Maintain the current salary structure, including annual CPI-based adjustments.</p>
<p>2. It is recommended the subsequent CRWG consider demographic, population and ward changes when reviewing council compensation. Expected changes in these areas may impact overall Councillor workload and per capita distribution of work and may affect equitable compensation.</p>	<p>Staff to add this recommendation for consideration in the next term of council’s (2030-2034) Remuneration Working Group’s terms of reference.</p>
<p>3. It is recommended Council consider a reasonable stipend to augment the current salary to reflect the additional work performed when assuming Deputy Mayor responsibilities.</p>	<p>A Deputy Mayor stipend to be considered if the use of a Deputy Mayor portfolio model is continued next term. This will allow time to accurately scope the role and conduct a comprehensive market analysis.</p> <p><i>Additional information provided in this report.</i></p>
Benefits and Pension	
<p>1. It is recommended the City should maintain the current alignment of Council members’ benefit coverage with that of non-union employees, ensuring consistency and equity across employment and service categories.</p>	<p>Maintain the current alignment of Council members’ benefit coverage with that of non-union employees, ensuring consistency and equity across employment and service categories</p>

<p>2. It is recommended members of Council consider introducing a flexible health spending account (non-taxable) and/or wellness spending account (taxable) to augment the benefits package.</p>	<p>The addition of any flexible spending account be considered if the non-union full-time employee benefit plan is augmented to include a flexible spending account.</p> <p><i>Additional information provided in this report.</i></p>
<p>Expense Budgets/Special Initiative Reserve Fund</p>	
<p>1. It is recommended that no inflationary increase to the annual expense budget be approved until the Fund is used or nearly depleted.</p>	<p>Maintain the current Council discretionary expense funding framework while implementing an end-of-term reset of the Special Initiatives Reserve Fund to \$5,000 per Member of Council, with any excess transferred to the Tax Rate Stabilization Fund</p> <p><i>Additional information provided in this report.</i></p>
<p>2. It is recommended Councillors establish a realistic timeline for spending the existing balance. They should also allocate the balance evenly among themselves over the identified period or make a collective decision to allocate disproportionately based on unique ward needs or special circumstances. Individual Councillor budgets should temporarily reflect this expected increase in spending.</p>	
<p>3. It is recommended Councillors work with City staff to better understand the rapid accumulation of the Fund. They should also establish and implement a Fund Utilization Threshold Policy that sets clear parameters for when reserves must be used and the procedures to be followed should the Fund exceed a certain limit (e.g. reallocation to Councillors as appropriate). This will help ensure proper financial management and avoid the continued buildup of unused balances.</p>	
<p>Council Staff Support</p>	
<p>1. To enhance efficiency, ensure message alignment, and strengthen engagement with residents, it is recommended Council explore the addition of a shared communications resource to support Councillors. This model would be similar to other municipalities that currently use a dedicated communications resource. The role's scope would focus specifically on areas that are not currently supported by Communications and Engagement. It is further recommended that this role initially be established as a part-time pilot position to assess its effectiveness, relevance, and impact on</p>	<p>Staff to explore alternative approaches to support this recommendation rather than establish a shared corporate communications resource.</p>

<p>resident engagement and overall service delivery before any permanent structure is considered.</p>	
Agencies, Boards and Committees (“ABCs”)	
<p>1. It is recommended that prior to the appointment of the 2026 to 2030 Council members, a review be undertaken of the various ABCs to identify, if possible, the equitable distribution of roles per Councillor. This may include determining the following: a) a continuing need for Council members’ participation on certain ABCs; b) the potential for the discontinuation of these positions; and c) opportunity to merge some of the ABCs.</p>	<p>Staff to conduct a review of Councillor Agencies, Boards and Commissions nomination and membership process with recommendations to be brought before Council prior to nominations and selection in the new council term.</p> <p>This work will support and inform future service agreements between the City and service partners</p>
<p>2. Without a more thorough understanding of the time commitment, at this time, 'it is recommended that no additional remuneration, as paid by the City, be considered for the ABC roles at the City-level. Any suggestion for additional remuneration, for example a Chair’s/Vice-Chair’s/member’s role on a standing committee at the Regional level, can be suggested to Halton Region in line with other Regional/other upper tier municipalities though this is external to the scope of this remuneration review.</p>	<p>These recommendations will be considered via the review.</p> <p>There are proposed changes to organizational governance which may require the City to respond (e.g. proposed conservation authority consolidation may impact board composition and nomination processes).</p>
Customer Relationship Management (“CRM”)	
<p>1. Given the subject does not continue to be a matter of concern, the CRWG recommends no further action be taken at this time, and the succeeding CRWG reassess the relevance, if so indicated by members of Council.</p>	<p>No action to be taken.</p>