

Town of Aurora Council Compensation Ad Hoc Committee Meeting Agenda

Date: Thursday, September 7, 2023

Time: 7 p.m.

Location: Holland Room, Aurora Town Hall

Meetings are available to the public in person and via live stream on the <u>Town's YouTube channel</u>. To participate, please visit <u>aurora.ca/participation</u>.

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- 1. Call to Order
- 2. Land Acknowledgement
- 3. Approval of the Agenda
- 4. Declarations of Pecuniary Interest and General Nature Thereof
- 5. Receipt of the Minutes
 - 5.1 Council Compensation Ad Hoc Committee Meeting Minutes of May 31, 2023

1. That the Council Compensation Ad Hoc Committee meeting minutes of May 31, 2023, be received for information.

- 6. Delegations
- 7. Matters for Consideration
 - 7.1 Memorandum from Manager, Human Resources; Re: Compensation Research Findings
 - 1. That the memorandum regarding Compensation Research Findings be received; and
 - That the Council Compensation Ad Hoc Committee comments regarding Compensation Research Findings be received and referred to staff for consideration and further action as appropriate.
- 8. Informational Items

- 9. New Business
- 10. Adjournment



Town of Aurora Council Compensation Ad Hoc Committee Meeting Minutes

Date: Wednesday, May 31, 2023

Time: 7 p.m.

Location: Holland Room, Aurora Town Hall

Committee Members: Greg Smith (Chair)

Anita Evans Boyle

Stephen Forsey (Vice Chair)

Chris Polsinelli

Members Absent: Farshid Ameryoun

Other Attendees: Demetre Rigakos, Manager, Human Resources

Linda Bottos, Council/Committee Coordinator

1. Call to Order

The Chair called the meeting to order at 7:02 p.m.

2. Land Acknowledgement

The Committee acknowledged that the meeting took place on Anishinaabe lands, the traditional and treaty territory of the Chippewas of Georgina Island, recognizing the many other Nations whose presence here continues to this day, the special relationship the Chippewas have with the lands and waters of this territory, and that Aurora has shared responsibility for the stewardship of these lands and waters. It was noted that Aurora is part of the treaty lands of the Mississaugas and Chippewas, recognized through Treaty #13 and the Williams Treaties of 1923.

3. Approval of the Agenda

Moved By Stephen Forsey Seconded By Anita Evans Boyle

That the agenda as circulated by Legislative Services be approved.

Carried

4. Declarations of Pecuniary Interest and General Nature Thereof

There were no declarations of pecuniary interest under the *Municipal Conflict of Interest Act, R.S.O. 1990, c. M.50*.

5. Receipt of the Minutes

5.1 Council Compensation Ad Hoc Committee Meeting Minutes of May 8, 2023

Moved By Chris Polsinelli Seconded By Stephen Forsey

That the Council Compensation Ad Hoc Committee meeting minutes of May 8, 2023, be received for information.

Carried

6. Delegations

None.

7. Matters for Consideration

7.1 Memorandum from Manager, Human Resources; Re: Council Compensation Overview and Relevant Material

Staff provided a brief summary of the memorandum and attached material, and presented an overview of the components of Council compensation, roles of Council and the Mayor, compensation review process, comparator data, and next steps.

The Committee and staff discussed various aspects including the need for more recent comparator data, additional comparator municipalities, additional metrics including complexity and development activity,

operating and capital budgets, part-time versus full-time roles, workload and supports, effects of ward versus at-large systems, and representation ratio. It was further agreed that a Council member survey be completed.

Moved By Stephen Forsey Seconded By Anita Evans Boyle

- 1. That the memorandum regarding Council Compensation Overview and Relevant Material be received; and
- 2. That the Council Compensation Ad Hoc Committee comments regarding Council Compensation Overview and Relevant Material be received and referred to staff for consideration and further action as appropriate.

Carried

8. Informational Items

None.

9. New Business

None.

10. Adjournment

Moved By Stephen Forsey Seconded By Anita Evans Boyle

That the meeting be adjourned at 7:52 p.m.

Carried



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Town of Aurora

Memorandum

Corporate Services

Re: Compensation Research Findings

To: Council Compensation Ad Hoc Committee

From: Demetre Rigakos, Manager, Human Resources

Date: September 7, 2023

Recommendation

1. That the memorandum regarding Compensation Research Findings be received; and

2. That the Council Compensation Ad Hoc Committee comments regarding Compensation Research Findings be received and referred to staff for consideration and further action as appropriate.

Background

At the May 31, 2023 committee meeting, staff discussed the compensation review approach and overall steps in the process which included a) gathering input from the committee members, b) conducting research with the Town's comparator organizations, c) reporting back to the committee to review the outcome of the research and finally, d) developing recommendations and then reporting to Council.

The attached presentation provides the outcome of the research for the committee's review and discussion and formulation of recommendations to Council.

Analysis

The research included data points from eighteen local government organizations across the Greater Toronto Area that are "lower tier" and with a population between 35,000 to over 338,000.

The data includes population, density, ratio of constituents to each member of council, operating and capital budgets, base wages for the role of Mayor and Councillor as well as review of trends in the areas of benefits and pensions.

In addition, the research incorporated feedback from Aurora's Members of Council who were offered the opportunity, by way of a survey, to provide their own perspective on the complexities and demands of their role.

Attachments

1. Council Compensation Research Findings Presentation September 7, 2023

Council Compensation Ad Hoc Committee

Council Compensation Research Findings





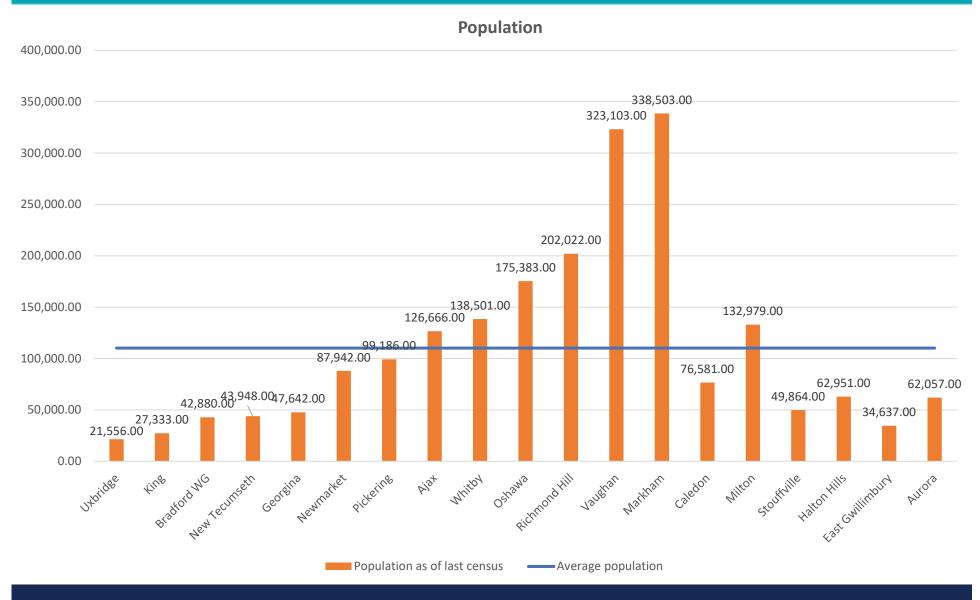




- Review of comparator municipalities
- Stakeholder feedback
- Part-time vs Full-time
- Severance provision of the by-law
- Summary of findings
- Next steps



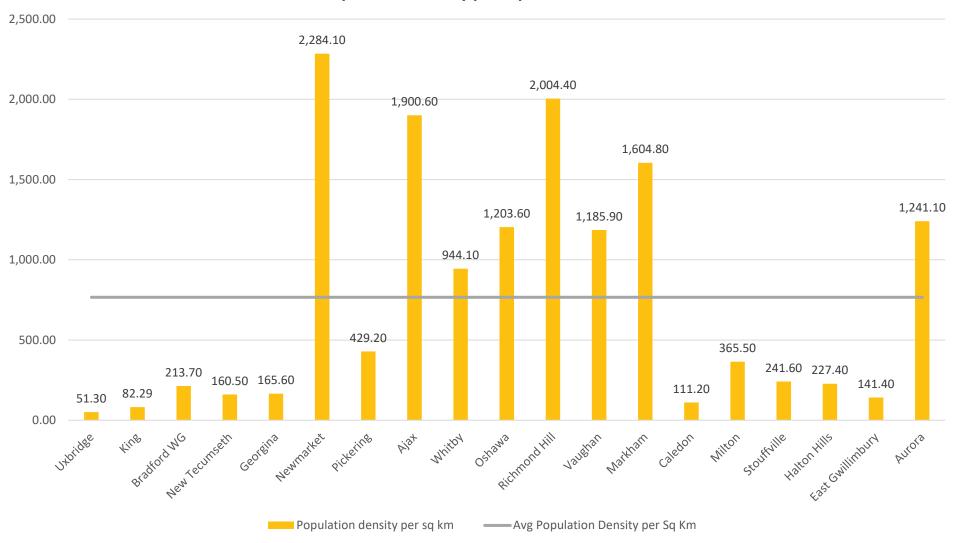








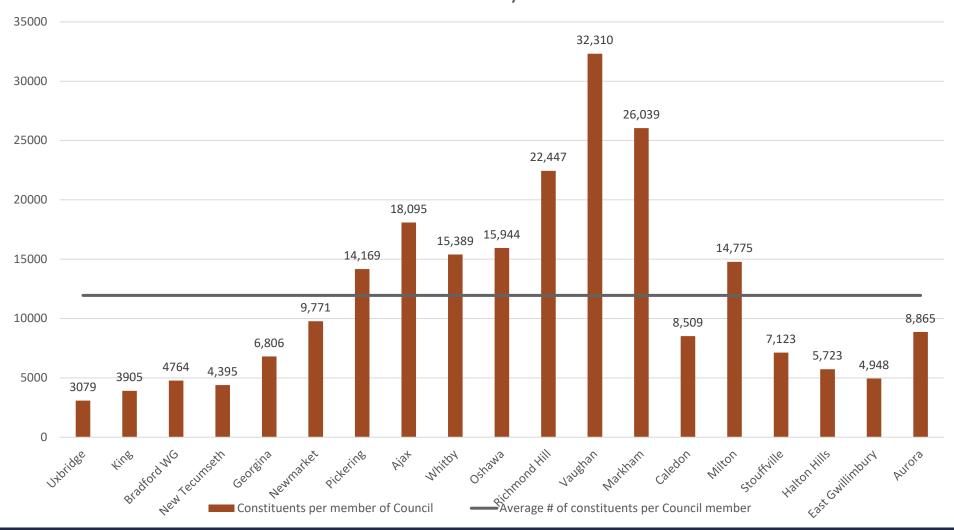
Population Density per Square Kilometer





Review of comparator municipalities

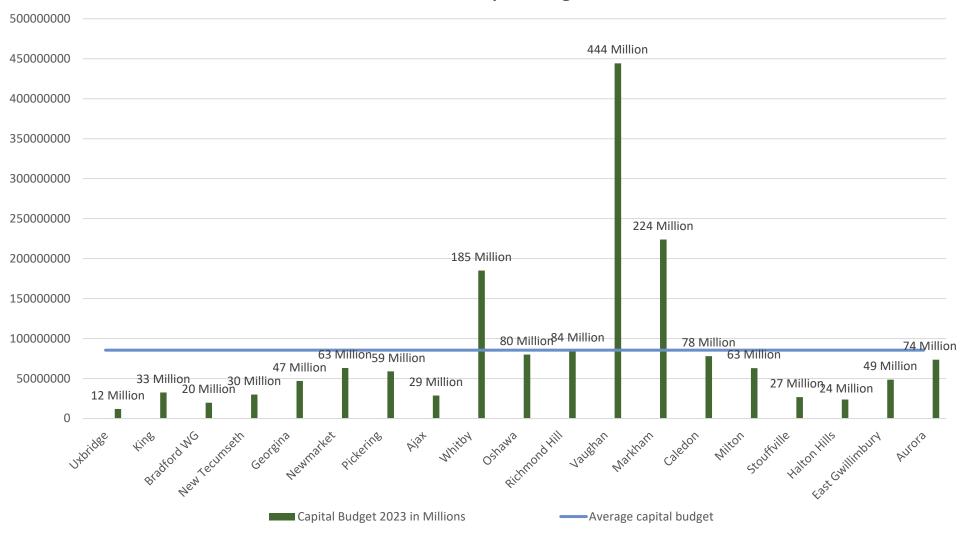
Number of Constituents Served per Member of Council (includes Mayor / Deputy / Regional and Local)







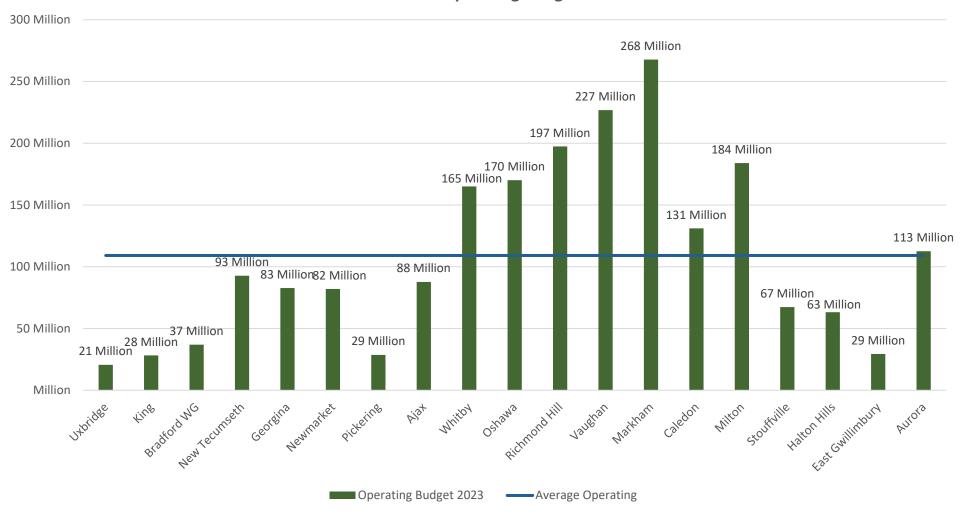
Annual Capital Budget







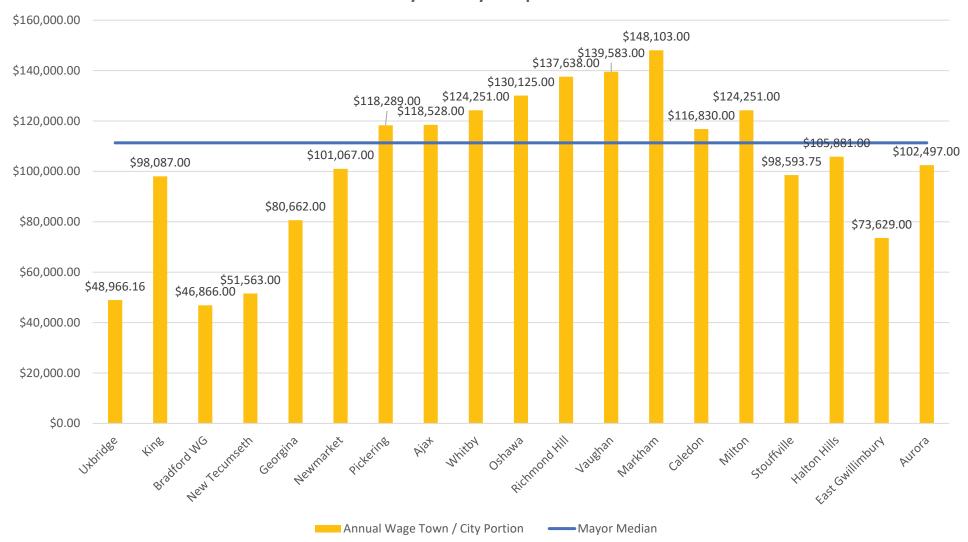
Annual Operating Budget







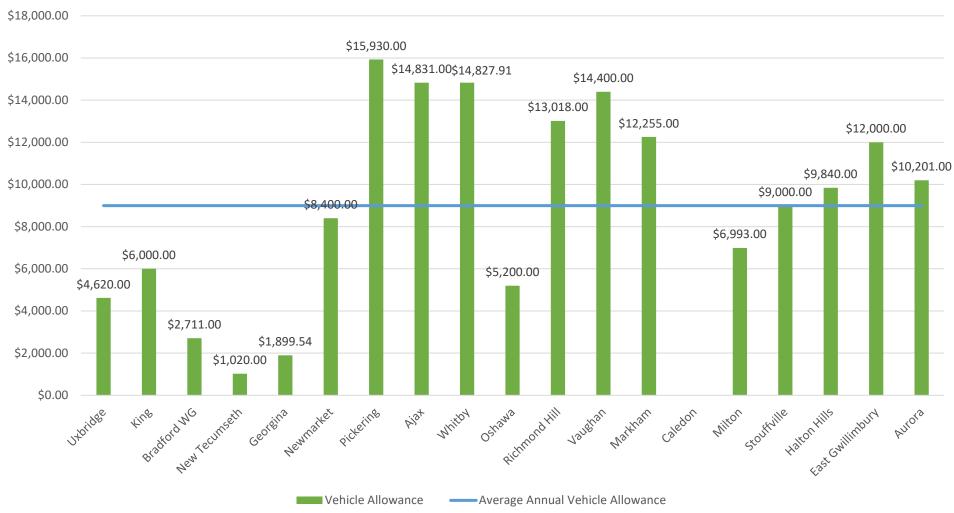
Mayor Salary Comparison







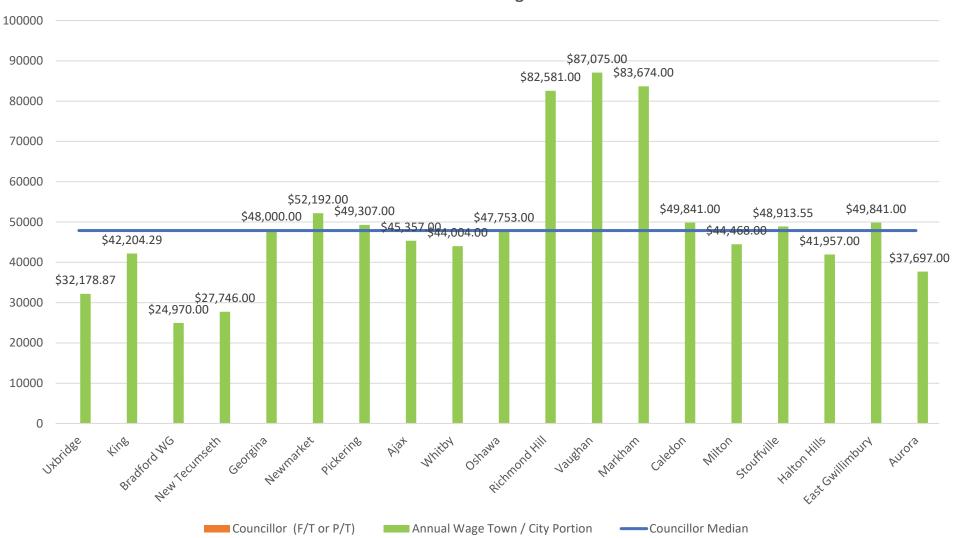
Annual Vehicle Allowance (Mayor)







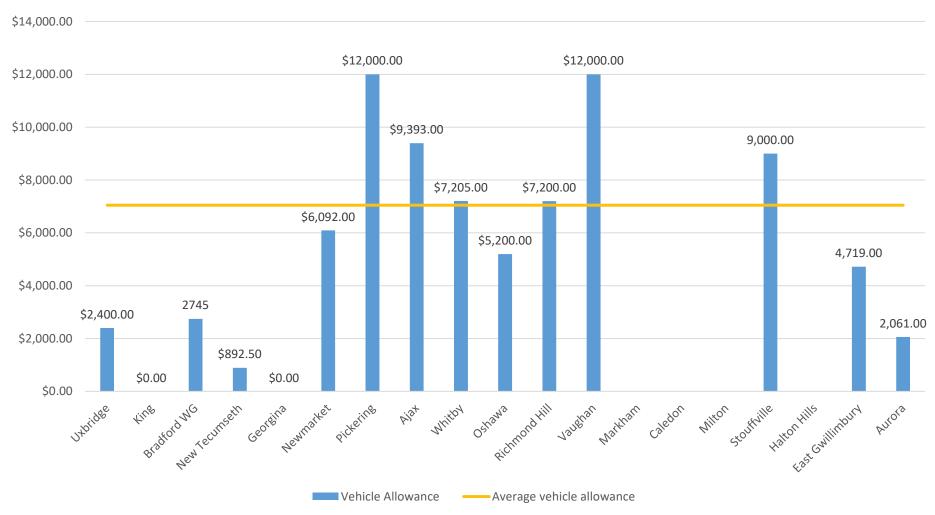








Value of Annual Vehicle Allowance Council Member







A short anonymous survey was deployed to collect feedback from each Member of Council.

Overall, four responses were received with a variety of experience in terms of total years on Council.

1. On average, how many hours per week do you spend preparing for General Committee/Council including Public Planning and Closed Session meetings?

1	Anonymous	15-20 hours
2	Anonymous	12 hours
3	Anonymous	6 hours
4	Anonymous	Depends on the content. Could be 5-15 hours of research, on-site visits and offline communication in addition to reading the reports.





2. As a Member of Council your role requires you to attend public events and other boards and committees outside the normal Council related cycle. On average, how many hours per week do you spend on these types of events/meetings?

1	Anonymous	3 hours
2	Anonymous	2 hours
3	Anonymous	2 hours
4	Anonymous	2-8 hours weekly depending on time of year.





3. Is participation in the Ontario Municipal Employees Retirement System of interest to you?

Currently, there is no pension plan provision for members of Council with the exception of the position of Mayor. Considering the pension plan contributions for each member range between 9-14% (matched contribution by the Town), how interested are you in this being a feature for all of Council?

Responses reflect an average rating of "3".

(scale of 1 to 5, 1 being least interested to 5 being most interested)

Scale	1	2	3	4	5
# of	2				2
responses					

The 2018 Municipal Council Compensation In Ontario report by AMCTO shows that 44%
of municipalities with populations in the range of 50,000-99,000 were providing pension contributions to
their elected officials.





4. Is a group health and dental benefit plan of interest to you?

Responses reflect an average rating of "2.25".

(scale of 1 to 5, 1 being least interested to 5 being most interested)

Scale	1	2	3	4	5
# of	1	2		1	
responses					





What other information would you like to share with the Council Compensation Committee in support of their work and to help them understand the challenges of your role?

"One of the most significant challenges I face as a councillor is finding a delicate balance between the diverse interests of our community. Aurora is home to residents from different backgrounds, each with their own set of needs and priorities. As a representative, it is my responsibility to consider and address these interests while making decisions that benefit the community as a whole. Achieving consensus can be difficult, but it is crucial to ensure fair and equitable outcomes. "

"Managing the town's budget with limited resources presents an ongoing challenge. Allocating funds among various infrastructure projects, public services, and community programs requires careful deliberation. The needs of our growing population often exceed the available financial framework. Prioritizing spending and making tough decisions while considering long-term sustainability is essential. Striving to maximize the impact of every dollar spent becomes a constant endeavour".

"Aurora has been experiencing rapid growth in recent years, leading to challenges in managing development effectively. Balancing the preservation of natural spaces, maintaining a high quality of life, and accommodating population growth is complex. Engaging with developers, ensuring appropriate zoning regulations, and addressing concerns related to traffic, infrastructure, and environmental impact demand careful consideration. Striking the right balance to ensure sustainable and responsible growth is an ongoing challenge. Engaging with the community is crucial to understanding their needs and aspirations."

"Matters such as budgets, affordable housing, environmental sustainability, and public planning require indepth analysis and understanding. Staying updated on policies, regulations, and best practices in these areas is essential to make informed decisions that benefit the community. Navigating through the intricacies of these complex issues can be daunting but is crucial to finding viable solutions. Municipal councils comprise individuals with diverse perspectives, ideologies, and political affiliations".





What other information would you like to share with the Council Compensation Committee in support of their work and to help them understand the challenges of your role?

"Navigating political dynamics and building effective working relationships with fellow councillors can be challenging. Balancing personal values with the broader interests of the community requires tact and diplomacy. Constructive dialogue, compromise, and finding common ground are vital to achieving positive outcomes. Being a municipal councillor demands a significant time commitment. Attending council meetings, committee sessions, community events, and responding to constituent inquiries require substantial time and effort. Balancing these responsibilities with personal and professional commitments can be challenging. Effectively managing my schedule and priorities is crucial to fulfilling my duties as a councillor while maintaining a balanced life".

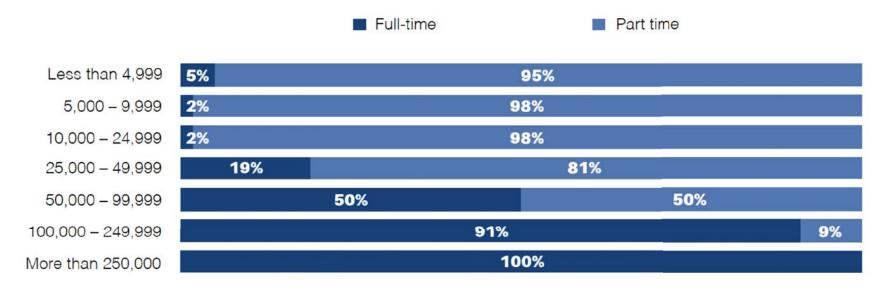
"I also think that the 'comparators' to similar or adjacent municipalities is acceptable practice. I also suggest that there needs to be some 'job task analysis' done because the identification and qualification of the work needed is important. The identification of hours of work may be helpful but it isn't primary. In almost any HR evaluation, the amount of direct contact with the public as a representative is highly valued. The responsibility as a Board of Directors for a \$120M budget is a significant responsibility also. Finally, to have Council Members jobs be evaluated the same as other employees may be acceptable as a reference".

"Aurora has grown and we handle very complex information and important fiscal decisions. In my opinion the public would want smart quality candidates who are compensated in a means that matches the overall talent, expectations, qualifications and role. We must also consider the Province looking at governance. Aside from all said, I hope you are able to achieve comparables from other Towns. Aurora Council compensation has been either very conservative or stagnant for many years where it needs a correction especially with the reduction in Council, our freeze and inflation".





Chart 4. Full-time vs. Part-time *Heads of Council,* by population

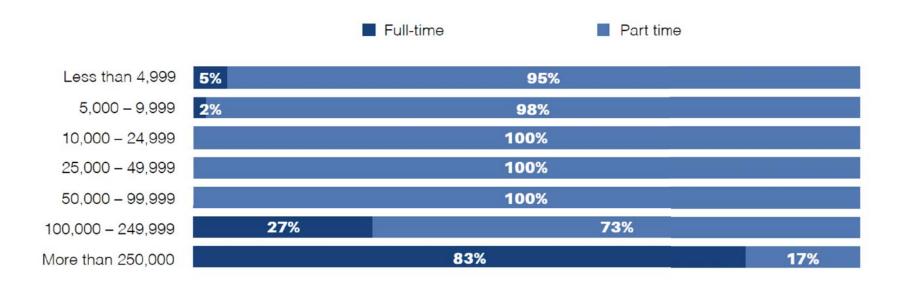


Source: <u>AMCTO report Municipal Council Compensation Ontario – 2018</u>





Chart 5.Full-time vs. Part-time *Members of Council*, by population



Source: <u>AMCTO report Municipal Council Compensation Ontario – 2018</u>





Table 1
Comparison of Severance Funding Formulas

Municipality	Maximum Severance Provided	Funding Formula		
Aurora	6 months	One month for every year of service to a maximum of six months.		
East Gwillimbury 6 months		One month for every year of service to a maximum of six months.		
Georgina	N/A	N/A		
King	N/A	N/A		
Markham 18 months		One month for every year of continuous service to a maximum of 12 months. Additional 3/52 of the annual remuneration per year of continuous service in excess of twelve years, to a maximum of 18 months.		
Newmarket	12 months	One month for every year of continuous service to a maximum of 12 months.		
Richmond Hill	18 months	One month for every year of service to a maximum equal to 18 months.		
Vaughan 24 months		One month for every year of service to a maximum of 24 months.		
Whitchurch- Stouffville	6 months	One month for every year of service to a maximum of six months		
York Region	18 months	One month for every year of continuous service to a maximum of 12 months. Additional 3/52 of the annual remuneration per year of continuous service in excess of twelve years, to a maximum of 18 months.		

Source: York Region Committee of the Whole March 12, 2020, Report





- ✓ Pay for both the role of Mayor and Councillor is below 50th percentile or median.
- ✓ Vehicle Allowance for Council Members is below the 50th percentile or median.
- ✓ There is some interest from Members of Council to qualify for participation in the pension plan. Data shows that about 1 in 2 municipalities between 50-99k in population provide this.
- ✓ There seems minimal interest in participation in a group benefits plan (health and dental coverage). Same here on the benefits. 1 in 2 municipalities with a population between 50-99k provide group health benefits.
- ✓ Severance provision of the by-law currently applies only to the Mayor position. Those municipalities in York Region that have a severance by-law enacted apply it to all members of Council. Currently, Aurora applies it only to the Mayor.





- Ad Hoc Committee to develop recommendations for Council's consideration
- 2. Staff to prepare a report to Council for the October 2023 General Committee meeting



Thank you