



ARNPRIOR

Town of Arnprior

Council Remuneration Ad-Hoc Committee

Date: Wednesday, October 22, 2025

Time: 6:30 p.m.

Location: Town Hall, Council Chambers

- 1. Call to Order**
- 2. Roll Call**
- 3. Land Acknowledgement**
- 4. Adoption of Agenda (Additions/ Deletions)**
- 5. Adoption of Minutes of Previous Meeting(s)**
 - a) **May 14, 2025** (Page 1-3)
- 6. Staff Reports**
- 7. Matters Tabled/ Deferred/ Unfinished Business**
- 8. New Business**
 - a) **Background Support Documents**
 - i. **External Review – Municipal Comparators** (Page 4)
 - ii. **Compensation Calculations by Percentile** (Page 5)
 - iii. **CPI and COLA** (Page 6)
 - iv. **OMERS** (Page 7)
 - v. **April 2025 Staff Report: Strong Mayors Powers Legislation** (Page 8-12)
 - vi. **Previous Committee Presentation to Council** (Page 13-31)
 - b) **Council Remuneration Discussion**
- 9. Adjournment**

Please Note: Please see the [Town's YouTube channel](#) to view the live stream. The meeting will be uploaded to YouTube for future viewing.

The agenda is made available in the Clerk's Office at the Town Hall, 105 Elgin Street West, Arnprior and on the Town's [website](#). Persons wishing to receive a print item on the agenda by email, fax, or picked up by hand may request a copy by contacting the Clerk's Office at 613-623-4231 ext. 1818. The Agenda and Agenda items will be prepared in an accessible format upon request.

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Minutes of the Council Remuneration Ad-hoc Committee Meeting

May 14th, 2025

6:30 PM

Council Chambers – Town Hall

Committee and Staff Attendance

Committee Members Present:

Donna Anderson, Chair
Bill Griese, Committee Member
Josie Scott, Committee Member

Committee Members Absent:

Katrina Roberts, Committee Member

Town Staff Present:

Jennifer Morawiec, General Manager
Client Services/Treasurer
Kaila Zamojski, Town Clerk
Kaitlyn Wendland, Deputy Clerk

1. Call to Order

The meeting was called to order at 6:30 PM and staff welcomed those present.

a) Appoint Chair

The Committee appointed Donna Anderson as the Chair of the Council Remuneration Ad-hoc Committee.

2. Roll Call

The roll was called, with all Members of the Committee being present except Katrina Roberts.

3. Land Acknowledgment

Donna Anderson, Chair, asked everyone to take a moment to acknowledge and show respect for the Indigenous Peoples as traditional stewards of the land we operate on, by stating:

“I would like to begin by acknowledging that the land on which we work and gather is the traditional unceded territory of the Anishinaabe People. This Algonquin Nation have lived on this land for thousands of years, long before the arrival of the European settlers, and we are grateful to have the opportunity to be present in this territory.”

4. Adoption of Agenda

Resolution Number 001-25

Moved by Bill Griesse

Seconded by Josie Scott

Be It Resolved That the agenda for the Council Remuneration Ad-hoc Committee Meeting dated Wednesday, May 14th, 2025, be adopted.

Resolution Carried

5. Adoption of Minutes of Previous Meeting(s)

None

6. Staff Reports

None

7. Presentations/ Delegations

- a) Council Remuneration Overview**, Jennifer Morawiec, General Manager Client Services/Treasurer

The General Manager Client Services/ Treasurer provided an overview presentation, as provided in the agenda package, to provide committee members with the background of the Council remuneration process.

8. Matters Tabled/ Deferred/ Unfinished Business

None

9. New Business

a) Background Support Documents

The General Manager Client Services/Treasurer provided a brief overview of the supporting documents included in the agenda package. Discussion ensued among Committee Members with the following being a summary:

- Members asked for staff to return with the following information:
 - OMERS benefits
 - Training per diems for virtual sessions
 - 5 years worth of COLA information
 - CUPE historic yearly increases
 - Comparisons to other municipalities
- Committee Members asked to view the presentation that was provided by the previous Council Remuneration Ad-hoc Committee in 2022 to understand the work they completed.

b) Council Remuneration Discussion

Committee Members asked for information to be shared regarding the Deputy Mayor position (Council Composition) as well as regarding Strong Mayor Powers legislation.

Committee Members indicated that they would like to schedule the next meeting when staff has all the requested information available for their review.

10. Adjournment

Resolution Number 002-25

Moved by Bill Griesse

Seconded by Josie Scott

That the Council Remuneration Ad-hoc Committee adjourn at 7:31 PM.

NAME	U/L	TYPE	COUNTY	2021 POP	2016 POP	GROWTH	AREA	DENSITY	#COUNCIL	MAYOR	DEPUTY	COUNCILLOR	PER DIEM	PD 1/2	TOTAL COST	COST PER POP
The Nation	Lower-tier	Municipality	Prescott and Russell	13,350	12,808	4.23%	659	20	6	55,338	-	30,657	-	-	239,281	17.92
Arnprior	Lower-tier	Town	Renfrew	9,629	8,795	9.48%	13	738	6	50,834	-	20,334	150.00	75.00	172,838	17.95
Ramara	Lower-tier	Township	Simcoe	10,377	9,488	9.37%	415	25	5	50,414	35,086	30,126	137.22	68.62	236,128	22.75
Pembroke	Single-tier	City	Renfrew	14,364	13,882	3.47%	14	1,003	5	49,944	27,543	24,383	70.00	35.00	199,400	13.88
Gravenhurst	Lower-tier	Town	Muskoka	13,157	12,311	6.87%	489	27	7	49,613	31,801	25,907	-	-	262,763	19.97
Penetanguishene	Lower-tier	Town	Simcoe	10,077	8,962	12.44%	25	396	5	47,881	32,976	28,046	-	-	221,087	21.94
Clearview	Lower-tier	Township	Simcoe	14,814	14,151	4.69%	556	27	5	44,980	31,496	27,182	-	-	212,385	14.34
Tay	Lower-tier	Township	Simcoe	11,091	10,033	10.55%	138	81	5	43,736	31,835	25,931	83.64	-	205,225	18.50
Carleton Place	Lower-tier	Town	Lanark	12,517	10,644	17.60%	10	1,259	5	43,671	27,210	21,591	150.00	75.00	178,838	14.29
Kincardine	Lower-tier	Municipality	Bruce	12,268	11,389	7.72%	538	23	7	43,569	31,791	25,093	150.00	80.00	251,014	20.46
South Stormont	Lower-tier	Township	Stormont, Dundas and Glen	13,570	13,110	3.51%	448	30	3	43,219	24,852	21,092	175.00	100.00	131,347	9.68
Tiny	Lower-tier	Township	Simcoe	12,966	11,787	10.00%	335	39	7	43,075	32,307	27,999	-	-	271,375	20.93
Grey Highlands	Lower-tier	Municipality	Grey	10,424	9,804	6.32%	879	12	5	41,096	30,692	23,409	156.00	-	188,833	18.12
Brock	Lower-tier	Township	Durham	12,567	11,642	7.95%	423	30	4	40,647	27,673	16,442	-	-	134,088	10.67
Trent Hills	Lower-tier	Municipality	Northumberland	13,861	12,900	7.45%	514	27	5	39,346	29,346	24,346			190,422	13.74
South Huron	Lower-tier	Municipality	Huron	10,063	10,096	-0.33%	425	24	5	39,119	31,647	24,464	-	-	193,086	19.19
West Grey	Lower-tier	Municipality	Grey	13,131	12,518	4.90%	875	15	5	38,128	28,890	24,649	171.62	94.69	190,263	14.49
Smiths Falls	Single-tier	Town	Lanark	9,254	8,780	5.40%	10	958	6	37,743	-	19,001	135.00	67.50	151,746	16.40
Mississippi Mills	Lower-tier	Town	Lanark	14,740	13,163	11.98%	511	29	5	37,694	27,149	20,906	-	-	169,373	11.49
South Glengarry	Lower-tier	Township	Stormont, Dundas and Glen	13,330	13,150	1.37%	605	22	3	37,398	30,748	25,766	203.50	116.50	145,445	10.91
Lambton Shores	Lower-tier	Municipality	Lambton	11,876	10,631	11.71%	331	36	5	37,032	27,922	23,273	-	-	181,320	15.27
North Glengarry	Lower-tier	Township	Stormont, Dundas and Glen	10,144	10,109	0.35%	643	16	5	36,777	23,542	17,655	170.00	-	148,596	14.65
Mapleton	Lower-tier	Township	Wellington	10,839	10,527	2.96%	536	20	4	36,334	-	22,323	20/hr	20/hr	125,626	11.59
Elliot Lake	Single-tier	City	Algoma	11,372	10,741	5.87%	696	16	5	35,652	11,962	22,000	-	-	157,614	13.86
Beckwith	Lower-tier	Township	Lanark	9,021	7,644	18.01%	239	38	3	35,448	23,068	18,926	150.00	-	115,294	12.78
North Dundas	Lower-tier	Township	Stormont, Dundas and Glen	11,304	11,278	0.23%	502	23	7	35,448	24,303	19,805	150.00	-	198,389	17.55
Brockton	Lower-tier	Municipality	Bruce	9,784	9,461	3.41%	565	17	5	35,305	21,191	17,467	-	-	143,828	14.70
Greater Napanee	Lower-tier	Town	Lennox and Addington	16,879	15,892	6.21%	462	37	5	34,333	22,230	20,197	150.00	-	157,550	9.33
Perth	Lower-tier	Town	Lanark	6,469	5,930	9.09%	12	530	5	33,576	20,489	18,186	150.00	75.00	144,996	22.41
Perth East	Lower-tier	Township	Perth	12,595	12,277	2.59%	712	18	5	33,430	22,766	20,007	207.68	138.46	156,231	12.40
Norwich	Lower-tier	Township	Oxford	11,151	10,835	2.92%	424	26	3	32,326	23,602	19,967	160.00	-	115,829	10.39
Drummond/North Elmsley	Lower-tier	Township	Lanark	8,183	7,773	5.27%	366	22	3	31,473	22,231	19,031	150.00	75.00	110,795	13.54
South Dundas	Lower-tier	Municipality	Stormont, Dundas and Glen	11,044	10,852	1.77%	522	21	3	31,092	19,157	15,431	208.11	-	96,542	8.74
Tay Valley	Lower-tier	Township	Lanark	5,925	5,665	4.59%	529	11	6	29,880	21,447	22,050	150.00	75.00	183,627	30.99
Rideau Lakes	Lower-tier	Township	Leeds and Grenville	10,883	10,326	5.39%	712	15	8	29,534	-	16,858	200.00	100.00	164,397	15.11
Leeds and the Thousand Islands	Lower-tier	Township	Leeds and Grenville	9,804	9,465	3.58%	608	16	5	26,841	20,051	20,051	-	-	147,147	15.01
Lanark Highlands	Lower-tier	Township	Lanark	5,737	5,338	7.47%	1,032	6	5	26,770	18,449	16,241	225.00	225.00	126,426	22.04
Montague	Lower-tier	Township	Lanark	3,914	3,761	4.07%	278	14	5	26,010	18,850	16,115	300.00	150.00	125,435	32.05

Municipal Compensation - Calculations by Percentile

	MAYOR	DEPUTY	COUNCILLOR	PER DIEM	1/2 DAY PD	TOTAL COST	COST / POP
Arnprior	50,834	-	20,334	150	75	172,838	17.95
Median	37,546	23,952	21,342	150	-	166,885	\$ 14.85
Average	38,545	22,482	21,919	110	44	172,226	\$ 16.32
50th Percentile	37,546	23,952	21,342	150	-	166,885	\$ 14.85
60th Percentile	39,164	27,277	22,513	150	68	181,782	\$ 16.63
75th Percentile	43,482	30,356	24,603	163	75	197,063	\$ 19.02
80th Percentile	43,710	31,197	25,497	172	83	202,895	\$ 20.27
90th Percentile	49,712	31,811	27,427	206	110	237,074	\$ 22.15
95th Percentile	50,477	32,407	28,358	212	142	252,777	\$ 23.99

Cost Calculation: To move each position to listed percentiles (current composition)					
Additional Cost	MAYOR	DEPUTY	COUNCILLOR	TOTAL COST	% INCREASE
50th Percentile	-	-	1,008	6,046	3%
60th Percentile	-	-	2,179	13,075	8%
75th Percentile	-	-	4,269	25,612	15%
80th Percentile	-	-	5,163	30,979	18%
90th Percentile	-	-	7,093	42,558	25%
95th Percentile	-	-	8,024	48,144	28%
*Mayor above 97th Percentile					

Cost Calculation: To move each position to listed percentiles (future composition)					
Additional Cost	MAYOR	DEPUTY	COUNCILLOR	TOTAL COST	% INCREASE
50th Percentile	-	3,618	1,008	8,657	5%
60th Percentile	-	6,943	2,179	17,839	10%
75th Percentile	-	10,022	4,269	31,365	18%
80th Percentile	-	10,863	5,163	36,678	21%
90th Percentile	-	11,477	7,093	46,942	27%
95th Percentile	-	12,073	8,024	52,193	30%

CPI to COLA Comparison

Year	CPI Rate	Year	COLA
2023-24	1.7%	2025	3.00%
2022-23	3.4%	2024	2.00%
2021-22	6.0%	2023	1.75%
2020-21	5.2%	2022	1.50%
2019-20	0.7%	2021	1.50%
2018-19	2.1%	2020	2.00%
2017-18	2.3%	2019	2.00%
2016-17	1.5%	2018	2.00%
2015-16	2.0%	2017	1.75%
TOTAL	24.9%	TOTAL	17.5%
Avg	2.8%	Avg	1.9%

CPI Rate from:

[Statistics Canada. Table 18-10-0004-02 Consumer Price Index by geography, all-items, monthly, percentage change, not seasonally adjusted, Canada, provinces, Whitehorse, Yellowknife and Iqaluit](#)

OMERS Pension Plan

Q: Can members of Council participate in the OMERS Pension Plan?

A: Council members can participate in OMERS only if the Head of Council is enrolled. Contributions would be based on each member's annual salary. Members could also have the option to buy back service time for the period they have actively served. If the decision was to be made to proceed with Council member participation in OMERS, required forms and a specific by-law will be required for Council approval.

The OMERS plan includes contribution by the Member with a matching contribution from the municipality. Estimated annual costs based on 2025 salary data for the Member and the Municipality, if every council member participated, is as follows:

	Mayor	Councillor x 6
2025 Salary	\$52,359	\$125,664
OMERS – Member Contribution	\$4,712	\$11,310
OMERS – Municipality Contribution	\$4,712	\$11,310



Town of Arnprior Staff Report

Subject: Strong Mayors Powers Legislation – Bill 3

Report Number: 25-04-28-01

Report Author and Position Title: Robin Paquette, CAO

Department: CAO's Office

Meeting Date: April 28th, 2025

Recommendations:

That Council receive Staff Report No. 25-04-28-01 regarding the Strong Mayors Powers Legislation – Bill 3 for information.

Background:

The purpose of this report is to provide an overview of the recently provided Strong Mayor Powers.

- Thus far, Strong Mayor Powers have been implemented in varying ways around Ontario.
- Strong Mayor Powers include unilateral authority regarding the administrative and political structure of the Town.
- Strong Mayor Powers includes provisions designed to enable the Mayor to advance prescribed Provincial priorities.
- The Mayor is required to propose the annual Town budget.
- Strong Mayor Powers are implemented and exercised through Mayoral decisions which will be posted on the Town's website and communicated through the Town's various channels.

On April 9, 2025, the Town of Arnprior was advised that as of May 1, 2025, the Mayor has been provided Strong Mayor Powers by the Province of Ontario. Arnprior is now one of 216 municipalities in Ontario to be provided with these powers. Strong Mayor Powers were enacted as part of Bill 3, Strong Mayors, Building Homes Act, 2022. The Minister has also prescribed regulations associated with these powers under Ontario

Regulation 580/22 regarding Provincial Priorities and Ontario Regulation 530/22 regarding Part VI.1 of the Municipal Act, 2001 (the 'Act').

Discussion:

Thus far, Strong Mayor Powers have been implemented in varying ways around Ontario.

It is important to note that many of the Strong Mayor Powers are discretionary and can be exercised, not exercised, or delegated by the Mayor to either Council as a whole, or to the CAO. Town staff have been collaborating with municipalities who have been granted Strong Mayor Powers, to understand how practices and norms relating to Strong Mayor Powers are evolving. Early indications suggest that there is a variety of approaches taking form, with some Mayors indicating that they do not intend to use the new powers, some indicating that they do, and others who are preparing to delegate some powers (in particular, those relating to the administrative and political structure of the Town) to the CAO or Council, as the case may be.

Strong Mayor Powers include unilateral authority regarding the administrative and political structure of the Town.

Council Governance

The Mayor is granted power to establish Committees of Council, assign their functions, and appoint the Chairs and Vice-Chairs. This power applies only to Committees that are comprised solely of Members of Council. Currently the Town does not have any such committees in place.

Direction to Staff

The Mayor may direct Town staff to undertake research, provide advice to the Mayor and Council on Town policies and programs, and direct the implementation of Mayoral decisions related to the powers under Part VI.1 of the Municipal Act. Such direction must be provided in writing to the CAO and Clerk.

Organizational Structure

The Mayor is given the power to determine the organizational structure of the municipality. This includes the authority to hire and dismiss department heads. This wording is taken to permit the Mayor to hire or dismiss members of the Executive Leadership Team. Certain officials are excluded from the Mayor's power to hire and dismiss, primarily being positions that are appointed and/or required by statute such as the Chief Building Official, Fire Chief, Town Clerk, Deputy Clerk, Treasurer and Deputy Treasurer. Officers under the accountability and transparency framework of the Act are also excluded, such as the Integrity Commissioner, Ombudsman, and Closed Meeting Investigator.

Power to Appoint the Chief Administrative Officer

The Mayor is assigned the powers of the municipality under section 229 of the Act, which permits the Mayor to appoint a Chief Administrative Officer (CAO). Once appointed, the CAO would then be responsible for the general control and management of the affairs of the municipality for the purpose of ensuring the efficient and effective operation of the municipality.

Strong Mayor Powers includes provisions designed to enable the Mayor to advance prescribed Provincial priorities.

Provincial Priorities

The Mayor has the ability to exercise specific powers related to “Provincial Priorities” defined in O. Reg. 580/22. The Mayor can exercise these powers in order for Council to consider, advance and decide on matters that are in the opinion of the Mayor, related to the Provincial Priorities. Those priorities are described as:

1. Building 1.5 million new residential units by December 31, 2031.
2. Constructing and maintaining infrastructure to support housing, including,
 - i. transit,
 - ii. roads,
 - iii. utilities, and
 - iv. servicing.

Practically, this means that the Mayor may add matters to the Council meeting agenda for consideration by Council if the Mayor is of the opinion that the matters could advance a Provincial Priority. There is no requirement for the Mayor to abide by the procedure by-law in adding the matter to the agenda, and no authority for Council to refuse or deny consideration of the matter.

Bringing Forward Bylaws for Consideration

The Mayor may bring forward a bylaw for consideration of Council if the Mayor is of the opinion that the bylaw could potentially advance a Provincial Priority. The Mayor may require Council to consider and vote on the proposed bylaw at the meeting.

Under this authority, more than one-third (or 3 members of Council) would be required to pass the bylaw brought forward by the Mayor. However, this power does not allow the Mayor or Council to advance a bylaw that requires specific procedural steps to be taken before passed by Council. For example, a zoning bylaw that the Mayor brings for consideration at Council would still require a statutory public meeting and public notice prior to its passage.

Veto Powers

The Mayor may veto all or any part of a Municipal Act, Planning Act, or Development Charge bylaw that, in the opinion of the Mayor, could potentially interfere with a Provincial Priority. There are specific procedural requirements for the Mayor to exercise this veto authority;

- The Mayor must inform the Clerk in writing within two days of the passage of the bylaw of the intent to consider vetoing the bylaw.
- Following the notice of consideration, the Mayor has 14 days to decide whether to proceed with the veto.
- If the Mayor proceeds with the veto, the Mayor must provide the Clerk with a written veto and include reasons for the veto.

Once the veto has been received, the Clerk must provide written notice of the veto to the rest of Council and make the veto document available to the public. Within 21 days of the Clerk's notice of the veto, Council may override the veto upon a two-thirds majority vote. The Mayor may vote in the Council decision to override the veto.

The Mayor is required to propose the annual Town budget.

Bill 3 and the associated [O. Reg. 530/22](#) also grant the Mayor, as head of Council, powers related to proposing the annual budget and initiating in-year budget amendments. These regulations for the annual budget include:

- Mayor may present a proposed annual Budget no later than February 1 by providing it to Council and Clerk. If the Mayor does not present a budget, Council must do so.
- Council has 30 days to amend the proposed budget after presented, and if no amendments are presented the Mayor's proposed budget is deemed to be adopted. Council may pass a resolution to shorten the 30-day period.
- The Mayor may veto Council amendments within 10 days after the time period for Council to pass amendments ends with notice of a written veto document and the reasons for the veto provided to Council and the Clerk. The Mayor may also shorten this time period.
- If the Mayor does not exercise the veto power, the amended budget is deemed adopted. Council may override the Mayor's veto (requires two-thirds majority) within 15 days after the time period for the Mayor to veto an amendment, in which case the amended budget is considered adopted. Council may pass a resolution to shorten the 15-day period. If Council does not override the Mayor's veto, the proposed budget is considered adopted.

Further steps for in-year budget amendments are outlined in O.Reg 530/22 s.9.

Strong Mayor Powers are implemented and exercised through Mayoral decisions which will be posted on the Town's website and communicated through the Town's various channels.

Mayoral decisions will be posted on the Town's website and communicated to members of the public. Mayoral decisions can be made at any time without the requirement of a public meeting. All Mayoral decisions will be sent to members of Council and posted on the Town's website.

Options:

The Mayor has the sole discretion in determining whether to exercise the powers under this part of the Act. As long as the decisions made by the Mayor or any powers exercised by the Mayor, including the veto power, are exercised legally and in good faith, the decision or power cannot be quashed or open to any review by a court, even if they may be considered unreasonable.

Policy Considerations:

As outlined in the report.

The Town Clerk and CAO are currently working with colleagues across the province to review best practices, established templates and review matters that have been decided via strong mayor powers to best inform the Mayor and Council. It is believed that some amendments will be required to current municipal by-laws and policies, and communication and education on these changes will be required to best understand how decisions are made by the Mayor and Council moving forward.

Financial Considerations:

As outlined in the report.

Meeting Dates:

N/A

Consultation:

N/A

Documents:

O.Reg 530/22

Council Remuneration Ad Hoc Committee

Recommendations for 2022-2026 Council Remuneration

Committee Members

Chris Couper, Chair

Darrel O'Shaughnessy, Member

Andy Tamas, Member

Background

- The Province through the Municipal Act delegates the Town of Arnprior Council the authority to set its Remuneration
- By-Law 6368-14, being a By-Law to set remuneration of Council, stipulates that a market review for Council compensation be conducted every four years during the third year of the Council's term of office, to take effect in the following term of Council

Background

- During the May 13 2021 CSAC meeting, the following resolution was passed, establishing the Ad Hoc Council Remuneration Committee:
 - Resolution Number CSC013-21
 - That the Corporate Services Advisory Committee establish an Ad Hoc Committee of Citizen Members, acting independently as the Council Remuneration Review Committee, to conduct a market review of council remuneration and to make recommendations to take effect for the 2022-2026 term of Council.
- An Ad Hoc Council Remuneration Committee was established in 2013 and again in 2018

Guiding Principles

- Our elected officials should:
 - be fairly, and fully, compensated for the work they do and for the expenses they incur while conducting Town of Arnprior business
 - receive compensation that is competitive in today's market
 - be supported in pursuing continuous development opportunities that benefit the Town

Factors considered in council compensation reviews

- AMCTO stated that municipalities reported the following as the top factors considered in their council compensation reviews:
 - Review of neighbouring municipalities compensation levels
 - Ensuring councillor pay is competitive
 - Determined by the fiscal capacity of the municipality

Concerns

- The Committee strongly felt that Arnprior's current growth rate, along with rapidly rising inflation rates, makes a remuneration recommendation based on population very difficult
 - A sense that the duties of elected officials, especially the Mayor, may grow considerably/become more complex as infrastructure/recreation/overall job demands increase with the population
 - Municipal leadership will play a strong role in positively impacting the growth of Arnprior
 - Strong feeling that Arnprior elected officials should not receive "middle of the pack" compensation, given our status as a challenging growing community
- The established practice of only looking at other neighbouring municipalities gives little opportunity for innovation: becomes a bit of a "feedback loop"
- The data provided in the AMCTO report was last updated in 2018, leaving some gaps. We did analyze local markets, but there is little insight available for Provincial data from 2018-present

Complications

- AMCTO Report on Municipal Compensation cited several issues
 - Rural Ontario Institute (2016) reported limited remuneration and high level of commitment required to serve on council are barriers to attracting younger/more diverse candidates
 - According to ROI, Ontario municipal councillors are on average older, more predominantly male, less racially diverse, more likely to be retired, with higher incomes and more education than the communities that they represent (Deska, 2016)
 - “While the primary motivation for most politicians who seek positions on council is to serve the community, it cannot be denied that the ability of a municipality to attract good candidates to serve on council is directly influenced by the fairness of compensation that they offer”

Full-Time Mayor Compensation Recommendation

Where the AMCTO report outlines some flaws in the nature of our current compensation structure and review process, making Mayor a position compensated on a full-time salary would respond to these concerns by:

- Providing realistic full-time compensation for a job that is already full-time in all but remuneration. This aligns to our guiding principle that elected officials should be fully compensated for the work that they do
- Opening the position to a wider demographic: attracting candidates that otherwise “can’t afford to be the Mayor”. Encourages diverse representation
- Offering full-time official municipal representation to pursue socio-economic development opportunities
- Positioning Arnprior as a municipal leader instead of a follower: the practice of simply reviewing neighbouring markets leaves little room for any innovation
- We acknowledge that only a low percentage of municipalities our size have a full-time head of council (2%): we similarly recognize that the precedent of a FT head of council has been set

Remuneration Review

- Market Review
 - Salaries
 - Expenses
 - Benefits
- Training and Development
 - Per Diems
 - Policies
 - Council Conferences, Training and Functions
 - Council Expense Policy

Salaries

Council Resolution #122-17

- General wages for Members of Council are adjusted annually in accordance with the annual Cost of Living Allowance (COLA) set out in the CUPE agreement (May 1, 2017 – April 30, 2021)

	Mayor	Councillor
2020	\$36,696	\$18,603
2019*	\$35,976	\$18,238
2018	\$32,509	\$16,978
2017	\$31,872	\$16,645
*Adjustment for 1/3 tax free allowance removal		

Salaries

A comparative analysis was conducted, reviewing remuneration paid by ten municipalities with populations comparable to Arnprior

Currently third. Arnprior aligns with Carleton Place in pop, meetings (when special meetings/committee assignments are taken into account)

Salary Recommendation:

Council: Align council salary with 2020 Carleton Place rate @ \$22,400 + 2021 COLA. COLA applies annually after

Name of Municipality	Petawawa	Carleton Place	Arnprior	Renfrew
Data Year	2021	2020	2021	2019
Population	17,187	11,901	8,795	8,223
Total Members on Council	7	7	7	7
No. of Regular meetings per year (Council / CoW)	24	40	21 Regular & 3 Special Budget Meetings	22
Avg. Committee assignments / Council Member		3 to 4	1 to 2 and Mayor Ex-Officio on All Committees	
SALARY				
Remuneration - Mayor	\$ 48,483.12	\$ 45,317.35	\$ 36,695.88	\$ 35,148.00
Remuneration - Deputy-Mayor or Reeve	\$ 30,684.30	\$ 28,236.06	n/a	\$ 18,312.00
Remuneration - Councillors	\$ 26,516.98	\$ 22,405.60	\$ 18,602.76	\$ 15,136.00
Other Notes				Committee Chair - \$300 / year, \$50 / meeting

REGION	POPULATION						
	Less than 4,999	5,000 – 9,999	10,000 – 24,999	25,000 – 49,999	50,000 – 99,999	100,000 – 249,000	More than 250,000
Head of Council Salary							
Province-wide	\$18,779	\$24,055	\$31,721	\$52,592	\$68,305	\$93,087	\$157,496
Eastern Ontario	\$34,962	\$43,054	\$34,429	\$45,396	\$54,964	-	-
Central Ontario	\$20,129	\$25,341	\$33,344	\$62,826	\$81,550	\$107,290	\$159,777
South-western Ontario	\$19,203	\$19,499	\$29,245	\$48,724	\$61,716	\$86,079	\$154,075
Northern Ontario	\$17,159	\$23,769	\$32,926	-	-	-	-

Mayor: Compensate Mayor on full-time basis at a rate of appx \$59,000-65,000.

2018 AMCTO Report Head of Council salaries

- Eastern Ontario
 - an low average salary of \$34,429 for population of 10K+
 - high salary of \$43,054 for a population of 5,000-9,999

Effectively doubling the PT salary range to meet a FT compensation model would mean a full time salary range of \$68,858 to \$86,108 (before 2018-2021) COLA. The committee's \$59,000-65,000 salary recommendation is considerably and consistently lower than this projected salary range.

Expense Policy

- We recommend maintaining the following expense coverages:
 - \$50/ month internet costs
 - \$35/ month cell phone costs
 - Mileage: Out of Town - As Per CRA, In-Town \$30 / month
 - Laptop: Provided by Town for term of Council
 - Current Drug & Health Care Benefits
 - \$750/year HCSA
 - Current Insurance coverage (life/AD&D etc)

Expense Policy

- We recommend making the following expense changes:
 - **Meal Allowance**
 - For actual meal expense(s) incurred, the meal allowance(s) shall be reimbursed in accordance with the Canada Revenue Agency established rates.
 - Current: \$75: B-\$15, L-\$25, D-\$35
 - CRA: \$91: B-\$20, L-\$21, D-\$50

Rationale: this change, recommended by staff, aligns with best practices that have been adopted by other municipalities and have been recommended by CRA

*Recommend changing bylaw to keep this rate aligned/paced with CRA rates if/when they change.

Expense Policy

- We recommend adopting the following policy:

- 5.3 Out of Town Expenses

- g) Per Diem

- » **Per diem** is a daily stipend that traveling Members of Council receive in addition to regular pay.
 - » A half-day event shall be defined as an event that is three and one-half hours in duration or less, exclusive of breaks
 - » A full-day event shall be defined as an event that extends in excess of three and one-half hours, exclusive of break



Expense Policy (Training and Development)

- **We recommend the following policy revision:**

The Town will budget and Members of Council shall be entitled to attend an equivalent of one (1) three (3) day Conference, Training or other Function per calendar year **with the Mayor being entitled to attend an equivalent of two (2) three (3) day Conference, Training and other Function per calendar year**

- **We recommend the following:**

Investigate a method which unused budgeted training entitlements can be placed in a reserve fund exclusively for the use of Council. The allocation of additional training/education must be voted upon/approved by a majority of Council

Training and Development

- We recommend adopting the following policy:

“Within 90 days after attending the conference, a report must be submitted to Council for knowledge sharing purposes.”

Additional Recommendations

Greater community outreach leading up to next election

- Outline the role of being on Council to the public at large: outreach campaign(s)
- Appoint youth ambassadors to committees from local secondary school students: encourage youth civic engagement on all committees
- Outline expense coverages including the ability to receive **family benefits**
- Have Committee Chairs proactively address Citizen Members on Town Advisory committees : this encourages involvement from an established pool of civic-minded leaders in the community