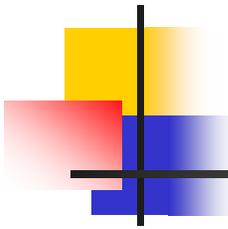


# **Citizens' Panel Review of Council Remuneration**

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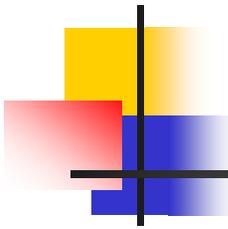
**For the Municipality of the City of  
Greater Sudbury**



# Members

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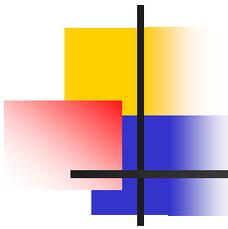
- John Filo
  - Chair
- Dr. Rayudu Koka
  - Vice Chair
- Dr. Robert Segsworth
- Richard Bois
- Gaetan Marcheterre



# Mandate

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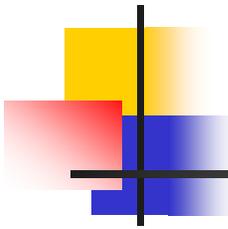
- “To review and recommend a total remuneration package for members of the Council of the City of Greater Sudbury, based on the span and scope of the role of Councillor as described in Sections 224 and 225 of the Municipal Act.”



# Remuneration Review Process

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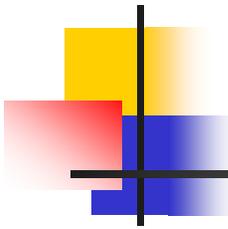
- Developed a Questionnaire for the Mayor and City Councillors.
- Undertook research with the assistance of the external resource personnel provided.
- Elicited, reviewed, analyzed and collated data and remuneration packages of Sudbury and the selected comparator municipalities.
- Consulted with the community via public consultation.



# Approach & Methodology

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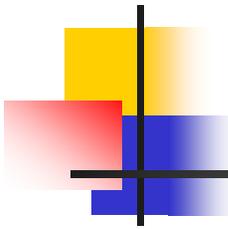
- For the purposes of this review, remuneration consists of base salary, honoraria, expenses, and benefit packages where all monetary values are expressed in 2005 dollars.



# Observations & Findings

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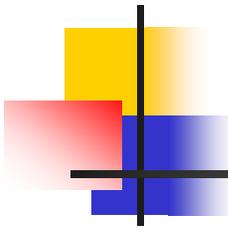
- Comparator-municipalities used for this review include:
  - Barrie
  - Chatham-Kent
  - Kingston
  - Thunder Bay
  - Windsor
  - Guelph



# Observations & Findings

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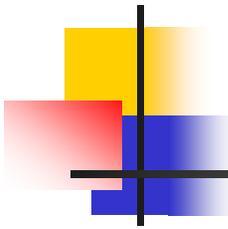
- Divided into two (2) sections:
  - Mayor's Position
  - Councillor's Position



# Observations & Findings

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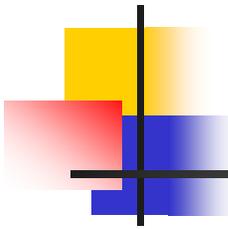
- Items of comparison are the same for both positions and include:
  - Salary, honoraria, expenses, benefit packages and total remuneration;
  - Municipal operating budgets;
  - Citizen's median income;
  - Cost per capita;
  - Ratio of citizens and full-time municipal employees to each respective position;
  - Methods by which salary increases are determined;
  - Remuneration policy for sitting on boards;
  - Other reimbursements.



# Observations & Findings Regarding the Mayor

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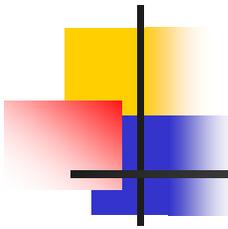
- Sudbury's position of Mayor has the highest salary.
- Sudbury's position of Mayor has the sixth highest honoraria received for the membership of boards/committees.
- Sudbury's position of Mayor has the highest cost in terms of benefit packages. Furthermore, the cost of benefits expressed as a percentage of salary is at 20.9%, which is quite generous compared to other public sector organizations.
- Sudbury's position of Mayor has the fourth highest expenses incurred.
- Sudbury's position of Mayor has the highest total remuneration.



# Observations & Findings Regarding the Mayor (Cont'd)

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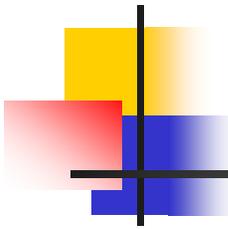
- Sudbury has the second highest gross operating budget.
- Both the salary and total cost of the Mayoralty position for Sudbury, when represented as a percentage of the budget, are below average.
- Sudbury has seventh highest citizen's median income.
- In terms of a percentage comparison of the citizen's median income, Sudbury's mayoral salary is the highest.
- In terms of a percentage comparison of the citizen's median income, Sudbury's total cost for the mayoralty position is the highest.



# Observations & Findings Regarding the Mayor (Cont'd)

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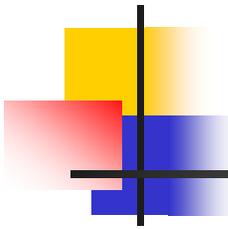
- Sudbury has the second highest population of all the municipalities considered in this study.
- Sudbury has the third highest cost per capita for the salary of the Mayor.
- Sudbury has the third highest cost per capita for the total cost of the Mayoralty position.
- Sudbury has the second highest population in relation to the Mayor.
- Sudbury has the third highest number of municipal full-time employees in relation to the Mayor.



# Observations & Findings Regarding Councillors

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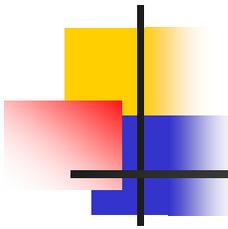
- Sudbury has the highest salary for City Councillors.
- On average, Sudbury is third in terms of the amount of remuneration paid to City Councillors for their membership/involvement with boards/committee.
- Sudbury has the most expensive benefit package available to City Councillors. Furthermore, the cost of benefits as a percentage of salary is 22.4%, which is quite generous compared to other public sector organizations (range 16 to 18.5%).
- Sudbury has the highest average expenses incurred per City Councillor.
- Sudbury has the highest overall cost for the City Councillor's position.



# Observations & Findings Regarding Councillors (Cont'd)

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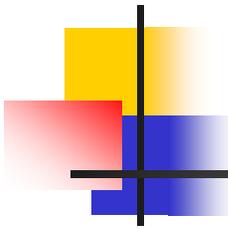
- Sudbury has the second highest gross municipal operating budget.
- Sudbury has the sixth highest City Councillor salary represented as a percentage of the gross operating budget.
- Sudbury has the fifth highest total remuneration per City Councillor position as a percentage of the gross operating budget.
- Sudbury has the seventh highest median income per citizen.
- Sudbury has the highest salary represented as a percentage of the citizen's median income.



# Observations & Findings Regarding Councillors (Cont'd)

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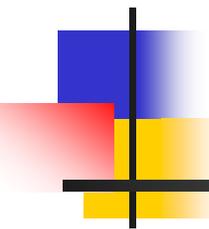
- Sudbury has the highest total cost per City Councillor represented as a percentage of the citizen's median income.
- Sudbury has the second highest total population.
- Sudbury has the fourth highest cost per capita for individual City Councillor salaries.
- Sudbury has the fourth highest cost per capita for all City Councillor salaries combined.
- Sudbury has the second highest cost per capita for the total cost of each City Councillor.



# Observations & Findings Regarding Councillors (Cont'd)

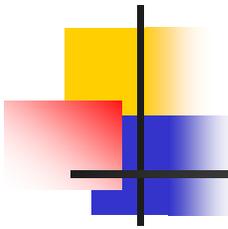
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- Sudbury has the third highest in cost per capita for the total cost of all City Councillors combined.
- Sudbury has the second highest average population per Councillor.
- Sudbury has the third highest number of municipal full-time employees.
- Sudbury has the third highest ratio of municipal full-time employees per Councillor.



# Recommendations

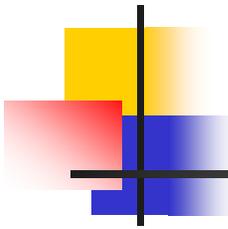
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# Mayor's Position

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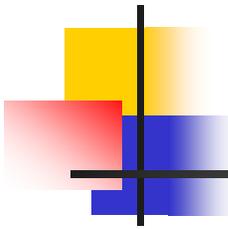
- That the current salary remain unchanged for the entire electoral term of office beginning 2007, ending 2010.
- That the benefit package available to the Mayor is generous and should remain unchanged for the entire electoral term of office beginning 2007, ending 2010.
- That any and all increases provided in the future be made at the time when the mayor is elected and sworn into office.



# Mayor's Position (Cont'd)

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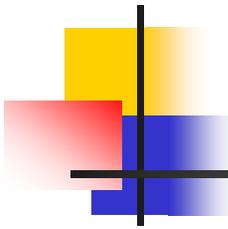
- That a Citizens' Panel be appointed in December of the year preceding the next Municipal Election in order to undertake an examination of Council and Mayoral remuneration and that Council pass a by-law that ensures that this remuneration review becomes a recurring practice.
- That the Mayor continue to receive honoraria from the boards, on which he/she sits.



# Mayor's Position (Cont'd)

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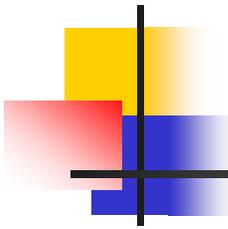
- That if the Mayor is absent in excess of 4 meetings, he/she shall be subject to a pro-rata deduction of his/her salary and that this recommendation be enacted in a by-law.



# Councillor's Position

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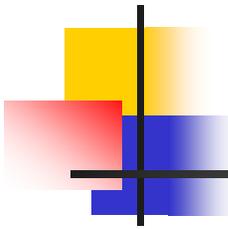
- That the current salary remain unchanged for the entire electoral term of office beginning 2007, ending 2010.
- That any and all increases provided in the future be made at the time Councillors are elected and sworn into office.
- That the benefit package available to Council is generous and should remain unchanged for the entire electoral term of office beginning 2007, ending 2010.



# Councillor's Position (Cont'd)

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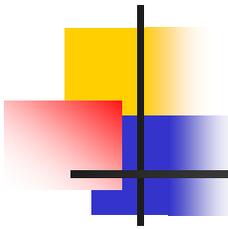
- That a Citizens' Panel be appointed in December of the year preceding the next Municipal Election to undertake an examination of Council and Mayoral remuneration and that Council pass a by-law that ensures that this remuneration review becomes a recurring practice.



# Councillor's Position (Cont'd)

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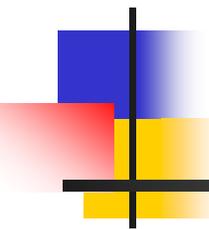
- That if Council members are absent in excess of 4 meetings, they shall be subject to a pro-rata deduction from their salary and that this recommendation be enacted in a by-law.
- That Council enact a by-law whereby all honoraria received from boards/committees on which a Councillor sits, be channelled and pooled into a central fund to be equally divided among all Councillors, and that all Councillors be required to sit on at least two (2) boards/committees.



# Councillor's Position (Cont'd)

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- That city staff undertake a study regarding the feasibility of providing administrative/clerical support and office space for Councillors in their respective wards, which may be located in existing city-owned facilities (i.e., Citizen's Service Centres, Community Centres, etc.).



Thank You

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