

## **Municipality of Chatham-Kent**

### **Corporate Services**

#### **Human Resources & Organizational Development**

**To:** Mayor and Members of Council  
**From:** Ashley Mann, Manager, Total Rewards  
**Date:** May 9, 2023  
**Subject:** Citizen Review Committee on Council Remuneration: 2022 to 2026 Term

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#### **Recommendations**

It is recommended that:

1. Elected officials in Chatham-Kent be able to accept payments, stipends, per diems or similar benefits associated with participation on regionally, provincially, or federally focused committees, boards or groups, if they choose, provided that:
  - a. Payments, stipends, per diems or similar benefits associated with participation are paid directly by the regionally, provincially, or federally focused committees, boards, or groups, unless otherwise approved by Council, and
  - b. Council approves the Councillor's participation on the regionally, provincially, or federally focused committees, boards, or groups.

#### **Background**

On February 7, 2022, the Citizen Review Committee on Council Remuneration (the 'Committee') recommended remuneration changes that were approved by Council.

On March 6<sup>th</sup>, 2023, a Notice of Motion was presented by Councillor Hall and approved by Council that directed administration to engage with the Committee to re-examine the issue of elected officials in Chatham-Kent accepting payments, stipends, per diems or similar benefits associated with participation on regionally, provincially, or federally focused committees, boards or groups, if they choose. Further, that a staff report with recommendations from the Committee be brought back to Council by June of 2023.

#### **Comments**

##### **The Committee and Administrative Support**

On Wednesday April 19, 2023, the following Committee members reconvened:

- Gail Hundt, President & CEO, Chatham-Kent Chamber of Commerce
- Derek McGivern, President, D.C. McGivern Associates Ltd.
- Bill Weaver, Former Chatham-Kent Councillor

Administrative support was provided by the following internal employees:

- Ashley Mann, Manager, Total Rewards
- Judy Smith, Director, Municipal Governance/Clerk
- Cathy Hoffman, General Manager, Corporate Services/Chief Human Resource Officer

### Scope of Review and Recommendations

The process that most municipalities use is comparative studies of other municipalities to determine their levels of remuneration. The following organizations were included in the survey:

- |              |                |              |           |
|--------------|----------------|--------------|-----------|
| 1. Brantford | 2. Guelph      | 3. Kitchener | 4. London |
| 5. Sudbury   | 6. Thunder Bay | 7. Windsor   |           |

In addition to comparative studies, the Committee also took into consideration the ability to:

- build collaborative partnerships to advance the vision of Chatham-Kent,
- support Council's priorities,
- recognize Council's commitment, leadership, and participation in these groups, and
- limit the financial impact to the Municipality.

With a commitment to attracting a diverse representation on Council and acknowledging the benefits that come from Councillor participation on multi-level government committees, the Committee voted in favor of the recommendation to allow elected officials in Chatham-Kent to accept payments, stipends, per diems or similar benefits associated with participation on regionally, provincially, or federally focused committees, boards or groups, if they choose, provided that:

- a. Payments, stipends, per diems or similar benefits associated with participation are paid directly by the regionally, provincially, or federally focused committees, boards or groups, unless otherwise approved by Council, and
- b. Council approves the Councillor's participation on the regionally, provincially, or federally focused committees, boards, or groups.

**Areas of Strategic Focus**

The recommendation in this report supports the following areas of strategic focus:

			
<b>Economic Prosperity</b>	<b>Healthy &amp; Safe Community</b>	<b>People &amp; Culture</b>	<b>Environmental Sustainability</b>
1.4	2.1		

**Consultation**

Comparator Municipalities

Corporate Services

Citizen Review Committee

**Communication**

Communication is proposed to be through the inclusion of this report on the Council agenda and related communications.

**Diversity, Equity, Inclusion and Justice (DEIJ)**

The Committee understands how the efforts of Council will impact the Members of Council differently. By allowing the receipt of additional payments, stipends, per diems or similar benefits associated with their participation, we are:

1. aligning Council remuneration with our Diversity, Equity, Inclusion, and Justice’s focus on providing equitable opportunities for Council and Committees of Council; and
2. reducing barriers to have our Municipality represented on regionally, provincially, or federally focused committees, boards or groups; and
3. providing equitable opportunities for Members of Council to participate in leadership opportunities by reducing the financial impact of travel, lodging, food, and caregiving responsibilities and other related expenses.

**Financial Implications**

There are no financial implications resulting from the recommendations.

Consulted and confirmed the content of the consultation section of the report by:

Judy Smith, Director, Municipal Governance/Clerk

Gail Hundt, President & CEO, Chatham-Kent Chamber of Commerce

Derek McGivern, President, D.C. McGivern Associates Ltd.

Bill Weaver, Former Chatham-Kent Councillor

Prepared by:

Ashley Mann,

Manager, Total Rewards

Reviewed by:

Cathy Hoffman, MPA, CHRL

General Manager, Corporate Services/Chief Human Resource Officer

Attachment(s):

None