

## Georgeff, Lynn

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**From:** Georgeff, Lynn  
**Sent:** January-04-10 12:30 PM  
**To:** Sponga, Joe  
**Subject:** FW: Council Extract - February 11, 2008 Item 41 COMMITTEE OF THE WHOLE – FEBRUARY 4, 2008 – ITEM 23  
CAO REPORT – Human resources 2008-02  
RESULTS OF 2007 COUNCIL REMUNERATION STUDY

**File:** 7.4.20/Binder

Joe, attached is the Council Extract that addresses the matter you raised with me this morning. As there have been a few enquiries regarding this matter I will be forwarding the Extract and Council Policy Statement to all members of Council. If you need to discuss further please feel free to give me a call at ext. 2051. (905) 953-5333

K. Lynn Georgeff  
Manager of Human Resources  
Town of Newmarket  
(905) 953-5333

Newmarket's vision: *A community well... beyond the ordinary*

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**From:** Moor, Linda  
**Sent:** Friday, February 15, 2008 3:53 PM  
**To:** Moore, Anita; Dixon, Bob; Georgeff, Lynn; CAO's Office  
**Subject:** Council Extract - February 11, 2008 Item 41 COMMITTEE OF THE WHOLE – FEBRUARY 4, 2008 – ITEM 23      CAO REPORT – Human resources 2008-02      RESULTS OF 2007 COUNCIL REMUNERATION STUDY

## Town Council Electronic Extract - Date: February 11, 2008

41.      **COMMITTEE OF THE WHOLE – FEBRUARY 4, 2008 – ITEM 23**  
**CAO REPORT – HUMAN RESOURCES 2008-02**  
**RESULTS OF 2007 COUNCIL REMUNERATION STUDY**

CAO Report – Human Resources 2008-02 dated January 31, 2008 regarding the Results of 2007 Council Remuneration Study.

Mayor Van Bynen advised that each recommendation would be considered separately.

Recommendation 1 regarding Automobile Allowance.

**Moved by Councillor Sponga**  
**Seconded by Councillor Vegh**

1. **TTHAT the annual automobile allowance for the Councillors of \$2,000 and Regional Councillor of \$3,850 be increased to \$4,800 and \$5,400 respectively and be subject to the annual economic adjustment and be effective January 1, 2008.**

**CARRIED**

Recommendation 2 regarding Professional Development Budget for Council Members.

**Moved by Councillor Sponga  
Seconded by Regional Councillor Taylor**

2. **THAT the annual Conference Budget for Council Members be increased from \$3,000 to \$3,700 and be renamed to Professional Development effective January 1, 2008.**

**CARRIED**

Recommendation 3 regarding Severance Payment Policy.

Mayor Van Bynen advised that Recommendation 3 would be dealt with as two separate issues – one being the maximum number of months and other being the effective date.

Recommendation 3 - Number of Months of Severance

**Moved by Councillor Sponga  
Seconded by Councillor Kerwin**

3. **THAT a severance payment policy be developed for Council Members providing for 1 month of payment for each year served on Council to a maximum of 12 months.**

**CARRIED**

Recommendation 3 - Effective Date

**Moved by Councillor Blight  
Seconded by Councillor Sponga**

3. **THAT a severance payment policy be effective commencing after December 1, 2006 being the beginning of the current Council term.**

**CARRIED**

Mayor Van Bynen advised that Council would deal with Recommendation 5 next.

Recommendation 5 regarding Base Pay of Positions of Mayor and Regional Councillor.

**Moved by Councillor Woodhouse  
Seconded by Councillor Blight**

5. **THAT the base pay of the positions of Mayor and Regional Councillor be increased to the policy line level of 66 2/3 of the market comparator group for Council Members effective December 1, 2010.**

**CARRIED**

Recommendation 4 regarding a Compensation Policy.

**Moved by Councillor Blight  
Seconded by Councillor Sponga**

4. **THAT Council adopt a compensation policy line for Ward Councillors that will have phased in salary increases as follows:**

**\$4,000 as of January 1, 2008**

**\$4,000 as of January 1, 2009**

**\$4,000 as of January 1, 2010**

Councillor Kerwin requested a recorded vote.

	<b>Yea</b>	<b>Nay</b>
Councillor Blight	X	
Councillor Sponga	X	
Councillor Ramsarran	X	
Councillor Emanuel	X	
Regional Councillor Taylor		X
Councillor Vegh		X
Councillor Kerwin	X	
Councillor Woodhouse		X
Mayor Van Bynen		X
<b>TOTAL</b>	<b>5</b>	<b>4</b>

**CARRIED**

Recommendation 6 regarding Preparation of Supporting Policies.

**Moved by Councillor Blight  
Seconded by Councillor Sponga**

- 6. THAT staff be directed to prepare the necessary supporting policies as set out in CAO and Human Resources Report 2008-02.**

**CARRIED**

FOR CLARIFICATION PURPOSES THE ADOPTED RECOMMENDATIONS READ AS FOLLOWS:

1. THAT the annual automobile allowance for the Councillors of \$2,000 and Regional Councillor of \$3,850 be increased to \$4,800 and \$5,400 respectively and be subject to the annual economic adjustment and be effective January 1, 2008;
2. AND THAT the annual Conference Budget for Council Members be increased from \$3,000 to \$3,700 and be renamed to Professional Development effective January 1, 2008;
3. AND THAT a severance payment policy be developed for Council Members providing for 1 month of payment for each year served on Council commencing after December 1, 2006 being the beginning of the current Council term, to a maximum of 12 months;
4. THAT Council adopt a compensation policy line for Ward Councillors that will have phased in salary increases as follows:
  - \$4,000 as of January 1, 2008
  - \$4,000 as of January 1, 2009
  - \$4,000 as of January 1, 2010
5. AND THAT the base pay of the positions of Mayor and Regional Councillor be increased to the policy line level of 66 2/3 of the market comparator group for Council Members effective December 1, 2010;
6. AND THAT staff be directed to prepare the necessary supporting policies as set out in CAO and Human Resources Report 2008-02.