

**Resolution : 0070-1999**

MOVED BY: M. PRENTICE

SECONDED BY: K. MAHONEY

WHEREAS THE MAYOR ESTABLISHED A CITIZENS TASK FORCE TO EXAMINE SALARY AND BENEFITS FOR THE MAYOR AND MEMBERS OF COUNCIL;

AND WHEREAS THE FOLLOWING ITEMS ARE RECOMMENDATIONS OF THE APPOINTED CITIZENS TASK FORCE;

NOW THEREFORE BE IT RESOLVED THAT THE FOLLOWING SALARY AND BENEFIT CHANGES FOR THE MAYOR AND MEMBERS OF COUNCIL BE IMPLEMENTED EFFECTIVE JANUARY 1, 1999:

1. THAT THE CURRENT ANNUAL SALARY FOR THE MAYOR OF \$63,757 BE INCREASED BY \$15,000 TO A NEW SALARY OF \$78,757;
2. THAT THE SALARY FOR COUNCILLORS BE INCREASED FROM \$37,302 BY \$6,380 TO \$43,682.
3. THAT EFFECTIVE JANUARY 1 OF EACH YEAR THE BASE SALARY OF COUNCILLORS SHALL BE ADJUSTED TO REFLECT THE POPULATION IN EXISTENCE ON THAT DATE. SUCH ADJUSTMENT SHALL BE BASED ON THE INCREASED POPULATION FROM THE PREVIOUS YEAR MULTIPLIED BY 10 CENTS PER CAPITA AND DIVIDED BY THE NUMBER OF COUNCILLORS.
4. THAT SALARIES FOR THE MAYOR AND MEMBERS OF COUNCIL BE SUBJECT TO AN AUTOMATIC ANNUAL INCREASE REFLECTIVE OF THE COST OF LIVING INCREASE AWARDED TO NON-UNION CITY STAFF;
5. THAT A \$10,000 DEATH BENEFIT BE PAYABLE TO THE ESTATE OF THE MAYOR OR COUNCILLOR WHERE SUCH MEMBER OF COUNCIL DIES DURING THE TERM OF OFFICE;
6. THAT A SEVERANCE ALLOWANCE BE PAYABLE UPON RETIREMENT, DEFEAT, RESIGNATION OR DEATH OF A MEMBER OF COUNCIL, PROVIDED THE SAID RETIREMENT IS NOT FOR THE PURPOSE OF ASSUMING A POSITION AS AN ELECTED OFFICIAL IN PROVINCIAL OR FEDERAL PARLIAMENT OR IS THE RESULT OF INVOLUNTARY REMOVAL FROM OFFICE OTHER THAN DEFEAT. THE ALLOWANCE SHALL BE CALCULATED AT ONE MONTH'S BASE SALARY FOR EACH YEAR OF SERVICE SUBJECT TO A MAXIMUM OF 12 MONTHS BASE SALARY, PAYABLE IN A LUMP SUM;
7. THAT WHERE QUALIFIED TO RECEIVE A SEVERANCE ALLOWANCE, MEMBERS OF COUNCIL WOULD BE ENTITLED TO BENEFITS AS DEFINED UNDER THE BENEFITS SECTION OF THE CITIZEN'S REPORT ON SALARIES, BENEFITS, SEVERANCE PACKAGES AND PENSIONS WITH ONE MONTH OF HEALTH AND LIFE BENEFITS COVERAGE, EXCLUDING LONG TERM DISABILITY, FOR EACH YEAR OF SERVICE;
8. THAT WHERE QUALIFIED TO RECEIVE A SEVERANCE ALLOWANCE, MEMBERS OF COUNCIL WOULD BE ENTITLED TO RECEIVE AN ALLOWANCE FOR APPROPRIATE COUNSELLING, EITHER TO RE-ESTABLISH HIM/HERSELF IN A BUSINESS OR PUBLIC CAREER OR TO PREPARE THEMSELVES FOR RETIREMENT TO A MAXIMUM ALLOWABLE COST OF \$6,000. IN THE EVENT THAT THE MEMBER OF COUNCIL DOES NOT AVAIL HIM/HERSELF OF THE COUNSELLING, THE FUNDS WILL NOT OTHERWISE BE ALLOCATED;

9. THAT AN EXAMINATION OF ALL PENSION OPTIONS AVAILABLE BE CONDUCTED, AND COUNCIL DETERMINE THE MOST APPROPRIATE PLAN IN LIGHT OF PERSONAL CIRCUMSTANCES, THE IMPACT SUCH A CHANGE WILL HAVE ON ALL CONTRIBUTORS TO THE PLAN, INCLUDING THE EMPLOYER, AND THE NEED TO CONSIDER THE STEPS BEING TAKEN AT THE REGION.

10. THAT AN EXAMINATION BE UNDERTAKEN OF THE POSSIBILITY OF ESTABLISHING ADDITIONAL WARDS TO REDUCE THE NUMBER OF RESIDENTS PER COUNCILLOR TO A MORE MANAGEABLE NUMBER.

RESOLUTION 70-99 CONTINUED...

RECORDED VOTE	YES	NO
MAYOR	X	
WARD 1	X	
WARD 2	X	
WARD 3	X	
WARD 4	x	
WARD 5	X	
WARD 6	X	
WARD 7	X	
WARD 8	X	
WARD 9	X	
HR.07		
CARRIED		