

Report of the City of Richmond Hill Council Compensation Review Committee

Term of Office: November 15, 2022 - November 14, 2026

Mandate of the Committee:

The mandate of the Committee is to produce an independent report with recommendations for the level of total compensation for the Council for the term of office following the 2022 Municipal Election.

Purpose of the Report:

The purpose of this report is to provide Council with information gathered and considered by the Council Compensation Review Committee in support of the recommendations contained in this report and presented to Council for consideration.

Recommendations:

The Council Compensation Review Committee ("the Committee") makes the following recommendations to the City of Richmond Hill Council:

1. That increases in compensation for members of the City of Richmond Hill Council for the 2022 to 2026 Term of Council should be aligned with increases provided to non-unionized City Staff, including an increase of 1.70% effective January 1, 2023, with an annual cap of up to 2.25% in subsequent years (effective date of the increases - January 1, 2024, January 1, 2025 and January 1, 2026).
2. That the remuneration by-law or policies for Council include the following provision:
 - (a) A Member of Council who is appointed Acting Mayor for a consecutive period greater than one (1) month shall be entitled to receive the same remuneration payable to the Mayor, provided that any increase in remuneration shall only begin on the first day of the second month. For greater certainty, an Acting Mayor shall not receive the same remuneration as the Mayor for any service as Acting Mayor that is less than or equal to one (1) month in duration.
3. That the current benefits provided to members of the City of Richmond Hill Council be maintained without any adjustments.
4. That the Member of Council Severance Remuneration By-law No 79-91, be repealed and replaced with a new Severance Remuneration By-law, to come into effect on November 15, 2022, with the following provisions:
 - (a) Subject to paragraph (b), the amount of severance payable shall be an accumulated amount calculated at the rate of one month's current remuneration at the time the Member ceases to be a Member for every consecutive year of service on

Council or part thereof to a maximum severance remuneration equal to eighteen (18) months current remuneration, subject to the following conditions:

- (i) A Member of Council shall only be entitled to receive severance remuneration if he or she is defeated in a regular municipal election and has not been reelected to Council. For greater certainty, and notwithstanding the generality of the foregoing, a Member of Council shall not be entitled to receive any severance remuneration in the event that he or she resigns as a Member of Council; does not seek reelection in a regular municipal election; retires as a Member of Council; or, ceases to be a Member of Council as a result of any judicial or other legal proceedings or disqualification under the operation of any federal or provincial legislation;
 - (ii) Severance remuneration shall not be paid to the estate of a Member of Council in the event that the Member dies while in office; and,
 - (iii) The severance remuneration for partial years of Council membership shall be prorated;
 - (iv) A Member who is charged with legal wrongdoing shall not receive severance remuneration until such charges are withdrawn or the Member is acquitted
- (b) (b) Where a Member of Council who is entitled to severance remuneration in accordance with paragraph (a) was at the time that they ceased to be a Member of Council, entitled to additional remuneration as Acting Mayor, the severance payable to that Member shall be calculated based on the Member's salary if they were not Acting Mayor.
- (c) (c) A person who is a Member of Council on the date the new severance by-law comes into effect (November 15, 2022) shall not be entitled to severance under any predecessor by-law, but any prior service shall be included in the calculations of the Members of Council's consecutive service.
- (d) (d) For greater certainty, and notwithstanding anything in paragraph (a) to the contrary, a Member of Council who has received severance under the new or any other predecessor by-law shall not be entitled to receive severance for any past service already paid out by the City.
- (e) (e) Any severance remuneration paid under the severance by-law shall not be subject to any deduction because of membership in the Ontario Municipal Employees' Retirement System or any additional or alternative retirement system in effect at that time.

5. A similar Committee to review and make recommendations regarding Council's compensation should be established in the year preceding the next municipal election year as was done for this review.
6. Future Committees should continue to be provided with relevant comparative compensation data (Appendix A) at the inaugural meeting, as it facilitates a more efficient and effective review process.

Committee Structure and Review Process

When the Committee first met in February 2022, it was composed of five citizen members who were, in accordance with the Terms of Reference, selected by the Commissioner of Corporate and Financial Services, the City Clerk and the Director of Human Resources. Regrettably, one Committee member was only able to attend one meeting and subsequently left the Committee. Due to the timeframes to report to Council as directed by Council on September 13, 2021, the Committee continued to meet with the following members:

Chair: Pat Legris
Members: Brian Presement (Vice-chair)
Michael Taggart
Yoke Wong

The Committee's inaugural meeting was held on January 26, 2022. City Staff reviewed the mandate of the Committee, provided background information and responded to the Committee's questions. The Committee met on at least three occasions as a group with City Staff between January and April 2022. Additionally, several electronic e-mail exchanges occurred between Committee members to review information provided by City Staff and gathered by the Committee.

Review of Compensation

The focus of the Committee was centered on the overall competitiveness of the total compensation package for elected officials including the Mayor, Regional and Local Councilors, and Ward Councilors, and to modernize the council compensation package.

Guiding Principles

The Committee set the following principles to guide its decisions with respect to the compensation recommendations:

- Attracting and retaining talented, experienced and engaged candidates for City Council positions is important for the current and future development of the City. Compensation plays an important role in attracting and retaining talent; however, it should not be the primary motivating factor.

- The compensation package should be market competitive with surrounding municipal government practices and selected comparator municipalities.
- The compensation package should provide fair and reasonable compensation for the role and be commensurate with the level of responsibilities and accountabilities of an elected official.
- The compensation package should align with the City's objectives of fiscal responsibility.
- The compensation package should be responsive to changes in Human Resources practices and Council composition as well as reflect residents' general expectations of the appropriateness of Council compensation.

The Committee's definition of Total Compensation focused on traditional elements including:

- Base salary - both local and regional pay,
- Car allowance, and
- Other cash and non-cash compensation (e.g. benefits, severance remuneration)

For clarity, the Committee does not consider the Constituency Allowance/Budgets, Administrative Support or other City resources to be elements of the total compensation package as they are viewed by Committee members as tools and resources to assist elected officials in fulfilling their duties.

In considering the appropriate compensation package for elected officials, it is the Committee's opinion that running a "corporation" the size of the City of Richmond Hill might require full time effort, and Members of Council are indeed considered full-time .

That said, the Committee noted that any concern relating to individual employment preference or the amount of time an elected official dedicates to fulfilling their responsibilities is an electorate issue and as such, is beyond the purview of this Committee.

Context

The following information is a summary of the economic, financial and non- financial data gathered by City Staff at the Committee's request.

Council Composition, Compensation

For the year 2021, the City of Richmond Hill approved an operating budget just under \$185 million and just under \$38 million in capital spending. It has nine elected officials (one Mayor, two Regional and Local Councillors and six Ward Councillors) and employs approximately 870 full-time employees. The City's population was 208,270 based on 2021 reporting.

For ease of reference, the current level of cash compensation is detailed in the chart below. Please note that all figures below are annualized to eliminate the issue of a tax-free allowance

component. The tax-free component of an elected official is no longer a practice permitted in municipalities as of January 1, 2018.

2022	Mayor	Regional and Local Councillor	Ward Councillor
Base Pay	\$137,638	\$82,581	\$82,581
Regional Pay	\$60,405	\$60,405	n/a
Total Pay	\$198,043	\$142,986	\$82,581

Comparison with Other Municipalities

The Committee reviewed municipal financial information, compensation information and census data for several towns and cities in Ontario, particularly in the Greater Toronto Area. City staff provided a comprehensive survey that encompassed many components accurate as at 2021 including municipal information, council size, population numbers, councillors’ remuneration, other compensation comparators (car allowance, insurance, retirement plan, health and medical benefits), and severance.

The 2021 survey covered six municipalities: Richmond Hill, Markham, Vaughan, Brampton, Mississauga and Oakville. No one municipality in the survey matched Richmond Hill in every component and thus it was challenging to make a straight-out comparison. Whereas council salaries closely matched with a few comparator municipalities, their population, operating budgets and capital budgets for those same municipalities varied considerably. Similar variations are observed in household incomes, council composition and so on.

The Committee had access to a similar survey done in 2017 that included the same six municipalities and four others namely Newmarket, Aurora, Barrie, Kitchener. Although the data is dated, it was informative for background purposes.

Members of Council participate in the same benefit program as City Staff. Benefits include pension, life insurance, accidental death & dismemberment, disability, health and dental. It should be noted that the core benefits for Members of Council are 100% paid by the employer, in this case the municipality of Richmond Hill. Given that the level of benefits is comparable with those provided to elected officials in other municipalities, leveraging the benefit programs available to City Staff is a cost-effective way to deliver benefits to elected officials.

Market Information

A primary influencer on salary increases is the Cost of Living Index (i.e. the cost of maintaining a certain standard of living), which ties to the Consumer Price Index (i.e. the price of a typical basket of goods).

Salary increase projections for the upcoming year are available to City Staff through the salary surveys which they participate in. This information is used to determine the appropriate salary increases proposed to Council with respect to non--unionized City Staff.

In Appendix A, the information under Other Compensation shows Salary Increase Projections from the City staff. The forecasts are reflective of the committee's recommendations in this report, although some adjustment was made to reflect the reality of what salary increases would be, given what the Cost of Living Index is projected to be and other factors such as the 2021 Median Income of All Household Types, and the YTD Average Housing Costs in 2021. These figures are all Richmond Hill based and are available for review in Appendix A.

The Committee was provided City of Richmond Hill's non-union salary schedules for Jan-2021 for salaries that closely matched the current salaries of Members of Council to understand the non-union job titles and implied qualifications for said jobs. The Mayor's current base pay fits into the salary range of non-unionized city staff Grade 8 which cover Senior Managers and Managers of many city departments. The Councillor's current base pay fits into the salary range of non-unionized city staff Grade 5 covering various professional categories including legal, finance, technology, administration, and project management.

The Committee also accessed average and median employment income data for the province of Ontario from Statistics Canada for information purposes only.

Historical Increases

The Committee noted that increases in the Council's cash compensation during the current term of office (to date) were appropriate in its view, aligned with salary increases provided to non-union City Staff and fell within the recommended 2.25% annual maximum cap recommended by the previous committee.

Based on the information gathered during the review process and consistent with the prior compensation review, this Committee believes that the current compensation level of Council is appropriate. Furthermore, given that the benchmark data did not divulge any glaring discrepancies in the positioning of total compensation with our City against the comparator groups, (see Appendix A) the Committee felt that it was reasonable to support a compensation increase in line with the percentage increases approved and the timing for non-unionized City Staff subject to an annual cap.

Given the current economic climate and in line with goals of fiscal responsibility, the Committee acknowledges the limitations in establishing long-range planning guidelines with respect to salaries when extensive and future market data is unknown.

Salary Recommendations

Having reviewed all of the above noted information:

- 1) the Committee recommends that there be no adjustment to the base salaries provided to the members of Council. That said, the Committee recommends that the salaries paid to Member of Council be increased by the same percentage provided to non-union City staff beginning on January 1, 2023, with a maximum annual cap of 2.25%.**

The recommendation reflects the current economic situation that municipalities face due to COVID-19 impacts, and the increased government expenditures and inflation rates that are unprecedented in 22 years. Even though inflation is running extremely high compared to the last 20 years, it is imperative that the Committee does not add to inflationary pressures locally but rather show leadership to the citizens of the municipality by keeping compensation levels to what the normalized historic inflation levels are. To do otherwise would be a bad business practice and a failure of civic leadership.

2) the Committee recommends that Council establish rules that will provide appropriate compensation to an Acting Mayor who assumes this role for a period greater than 1 month.

Council may appoint a Member of Council as the Acting Mayor to assume, for a period of time, the Mayor's responsibilities as the head of Council and as the chief executive officer of the City of Richmond Hill.

Normally when a city employee takes on an acting role, the employee's salary is automatically adjusted during that period to the salary of their new role.

There is currently no formal policy that governs the remuneration for the Acting Mayor. The Committee opines that a salary adjustment for the Acting Mayor is fair for the increased responsibilities that are over and above that of their elected Council position. The Committee acknowledges that this salary adjustment might have financial implications to the city; however, the Committee deems it to be a fair and justified expenditure.

Other compensation components (e.g. car allowance, benefits) would not change for the Member of Council while serving as the Acting Mayor.

The recommendation for Acting Mayor compensation is as follows:

A Member of Council who is appointed Acting Mayor for a consecutive period greater than one (1) month shall be entitled to receive the same remuneration payable to the Mayor, provided that any increase in remuneration shall only begin on the first day of the second month. For greater certainty, an Acting Mayor shall not receive the same remuneration as the Mayor for any service as Acting Mayor that is less than or equal to one (1) month in duration.

Car allowance recommendation

The Committee does not have a recommendation for the car allowance, which currently provides the Mayor with the use of a city-owned vehicle and a monthly allowance to other Members of Council. The Committee compared the current car allowance with that of comparator municipalities (as provided in the comprehensive survey) and determined that the current options and amounts are appropriate and sufficient for the travel needs.

Benefit Recommendations

The Committee generally considers the non-salary benefit package provided to Members of Council to be appropriate. The Committee reviewed but did not have recommendations for changes to the Pension, Short Term Disability, Long Term Disability, Insurance and other Health and Medical benefits. However, the Committee had examined the severance package in great detail and is recommending changes to bring it to today's standard of fiscal responsibility and public acceptance as further discussed below.

Severance Recommendations

Richmond Hill's severance bylaw was first enacted in 1991 and amended in 2001. The 20-plus year old severance policy allows for a variety of scenarios providing financial compensation for Members of Council who leave voluntarily or otherwise including death, retirement, resignation, failed re-election. In addition, it allows severance to be paid when a Member of Council resigns (thereby receiving the monies) and then gets re-elected to the very next term of council (thereby immediately resuming their salary on Council).

For context, under the 1991 severance bylaw, an estimated 51 months of severance compensation was paid to ten (10) departing Members of Council. Under the amended 2001 severance bylaw (which increased the maximum payout period from 6 to 18 months), so far an estimated 147 months of severance compensation had been paid to eleven (11) departing Members of Council. As at 2022 under the existing severance bylaw, the City of Richmond Hill is liable for another estimated 77 months of severance compensation to its current Members of Council. The severance payouts (1 month for each consecutive year of service) are based on their current salary even though their salary in past years may be significantly lower eg. salary in 2022 vs salary in 2004 [Note: estimations are based on information of Richmond Hill City Council members and their service period available to the public on the internet https://en.wikipedia.org/wiki/Richmond_Hill_City_Council#cite_note-24 (accessed by the Committee on April 2022)]

The Committee discussed severance practices in government and private sectors. Severance packages for government employees are often a subject of residents' disapproval, as evident in reported cases of small to large severance payouts in comparator municipalities, likely contributing to the removal of the severance benefit in one comparator municipality. The comparator survey indicates that several comparator municipalities do not provide severance to departing members of council. In general, within the private sector, employees do not receive severance payouts when they retire or resign or due to death, regardless of their position or length of service at their organization. As the City of Richmond Hill is itself a corporation with hundreds of employees including Members of Council who are elected and receive compensation during their term of office, the Committee deems that the eligibility criteria of the Richmond Hill's severance package for Council do not reflect responsible spending of public monies.

Following a lengthy and thoughtful discussion that included guidance from City staff leadership, the Committee felt it necessary to bring the severance policies in line with general corporate severance policies. In essence, the Committee concluded that the severance package should be eligible to Members of Council who leave involuntarily due to a loss in a re-election and that it should not be eligible in all other scenarios (including but not limited to legal wrong-doings, resignation, retirement, death, election to other government positions) some of which circumstances are supported via other programs such as retirement pension, disability benefits, life insurance, and so on.

The Committee thus recommends a revision of the 20-plus year old severance policy as follows:

That the Member of Council Severance Remuneration By-law No 79-91, be repealed and replaced with a new Severance Remuneration By-law, to come into effect on November 15, 2022, with the following provisions:

- (a) Subject to paragraph (b), the amount of severance payable shall be an accumulated amount calculated at the rate of one month's current remuneration at the time the Member ceases to be a Member for every consecutive year of service on Council or part thereof to a maximum severance remuneration equal to eighteen (18) months current remuneration, subject to the following conditions:
 - (i) A Member of Council shall only be entitled to receive severance remuneration if he or she is defeated in a regular municipal election and has not been reelected to Council. For greater certainty, and notwithstanding the generality of the foregoing, a Member of Council shall not be entitled to receive any severance remuneration in the event that he or she resigns as a Member of Council; does not seek reelection in a regular municipal election; retires as a Member of Council; or, ceases to be a Member of Council as a result of any judicial or other legal proceedings or disqualification under the operation of any federal or provincial legislation;
 - (ii) Severance remuneration shall not be paid to the estate of a Member of Council in the event that the Member dies while in office; and,
 - (iii) The severance remuneration for partial years of Council membership shall be prorated;
 - (iv) A Member who is charged with legal wrongdoing shall not receive severance remuneration until such charges are withdrawn or the Member is acquitted
- (b) Where a Member of Council who is entitled to severance remuneration in accordance with paragraph (a) was at the time that they ceased to be a Member of Council, entitled to additional remuneration as Acting Mayor, the severance

payable to that Member shall be calculated based on the Member's salary if they were not Acting Mayor.

- (c) A person who is a Member of Council on the date the new severance by-law comes into effect (November 15, 2022) shall not be entitled to severance under any predecessor by-law, but any prior service shall be included in the calculations of the Members of Council's consecutive service.
- (d) For greater certainty, and notwithstanding anything in paragraph (a) to the contrary, a Member of Council who has received severance under the new or any other predecessor by-law shall not be entitled to receive severance for any past service already paid out by the City.
- (e) Any severance remuneration paid under the severance by-law shall not be subject to any deduction because of membership in the Ontario Municipal Employees' Retirement System or any additional or alternative retirement system in effect at that time.

Conclusion

It is the Committee's opinion that the recommendations put forth in this report will not hinder the City's efforts in attracting the appropriate mix of talent needed to run the City for the next term of office. The Committee supports the general view that individuals running for public office do so for altruistic reasons and have a desire to serve their community, and are not driven by the remuneration of the elected position. The remuneration package along with the Committee's recommendations is fair, current and fiscally responsible.

The City has continued with its support of the independent compensation review process and the Committee recommends that this approach be adopted again prior to the next term of Council beginning on November 15, 2026.

Acknowledgements

The Committee would like to acknowledge and thank all the individuals who provided their time and support during this process. All requests made by its members to the staff and leadership of city departments, including the Commissioner of Corporate and Financial Services, the Director of Human Resources and the Director of Legislative Services/City Clerk were forthcoming and invaluable to the conclusion of this process.

Respectfully submitted,

Pat Legris (Chair)

Brian Presement (Vice-Chair)

Michael Taggart

Yoke Wong

Council Compensation Review Committee
Report to Council
May 18, 2022

The author of this report acknowledges that any under reporting, omissions or misunderstanding of the committee's discussion, deliberations, understandings of the committee's views and wishes during the review process, the writing of this report is the author's responsibility and not that of the other committee members. The author knows and understands that it is the committee's wish to have a report which reflects the best efforts and intentions made by the members in reviewing this important issue for the City of Richmond Hill.

Attachments

Appendix A - 2021 RH Council Remuneration Report.xlsx (includes Compensation & Benefits)

Appendix B - Benefit Coverage Summary - Council.xlsx (includes policy details)

Appendix C - B079-1991 - Severance Remuneration for Members of Council.pdf

Appendix D - B138-2001 - Amending Severance Remuneration for Members of Council.pdf

2021 Compensation Survey - Mayor & Members of Council

Municipality Name	Municipality Information						Council Size				Mayor's Remuneration					Councillor's Remuneration					Other Compensation			
	2021 Operating Budget	2021 Capital Budget	2021 Approved # FT Employees (Incl Vacancies)	2021 Median Income All Household Types ¹	2021 YTD Average Housing Cost ²	Population	Mayor (# Positions)	Regional (# Positions excl Mayor)	Local (# Positions excl Mayor)	Total # Council Members	Salary (City) Effective 2021	Salary (Region) Effective 2021	Total Salary (City + Region)	Amount of Car Allowance or Vehicle Provided	Mileage Reimbursed (\$/km)	Salary (City) Effective 2021	Salary (Region) Effective 2021	Total Salary (City + Region)	Amount of Car Allowance or Vehicle Provided	Mileage Reimbursed (\$/km)	What technology is provided i.e. cell phone, laptop?	What expenses are covered i.e. office, professional development, association membership?	Identify any Salary Increase Projections	Note any Planned Changes to Councils' Direct & Non-Direct Compensation
City of Richmond Hill	\$184,087,700	\$37,979,600	872	\$99,527	1.8 million	208,370	1	2	5	8	\$134,843	\$58,750	\$193,593	Paid auto	-	\$80,904	\$58,750 Regional Councillor	\$139,654	\$600/mth	-	Computer Hardware, Software and Accessories and Mobile Devices	Travel (air, train, bus), Conferences, Seminars, Business Trips and Training, Stationary and Office Supplies, Photographic Supplies and Services, Memberships, Books, Magazines, Newspapers and Periodicals, Business Meetings	2022 - 1.7% 2023 - 1.7%	
City of Markham	248 millions	103 millions	1147	-	-	351,000	1	4	8	13	\$145,556	\$58,168	\$203,724	Mayor has a vehicle that is owned by the City. Gas card for any business travel	na	\$82,235	\$0	\$82,235	Nil	Mileage claims thru discretionary budget. \$0.52/km for business travel	all Council members - cell phone and computer & equipments / support from ITS	they are provided an office like any other staff in the City	For all NU & Council members 2021 - 1.25% 2022 - 1.25% 2023 - 2%	nil
															\$82,235	\$58,168 (Regional Councillor)	\$140,403							
															\$90,459	\$58,168 (Deputy Mayor)	\$148,627							
City of Vaughan (draft responses)	*\$488.8M	*\$290.8M	*1,796	\$146,696	N/A	*335,000+ residents	1	3	5	9	\$195,434	\$69,496	\$264,930	\$14,400 annually	n/a	\$128,554	\$63,692	\$192,246	\$10,000 annually per cldr	n/a	include budgeted expenses for computer hardware/software and cellular line charges/cellular devices etc.	include budgeted expenses for office supplies and newsletters & mailings etc.	1.75% annual estimate	n/a
City of Brampton	\$766,900,000	\$475,571	3560	\$87,290	\$1,217,819	648,100	1	6	4	11	\$144,295	\$57,966	\$202,261	Vehicle Provided	N/A	\$ 91,700.00	\$57,966	\$ 149,665.70	\$17925 per annum	0.59; can claim only if travel is in excess of 80km from City Hall	Both	Office Expenses	1.75% for 2022	N/A
City of Mississauga	\$1,009.9	\$287.9	5,756.60	Middle income households typically earn between \$55,000 and \$108,000 per year	The average price of a home in Mississauga is now in excess of \$1 million	721,600	1	0	11	12	\$144,295	\$0	\$144,295	the Mayor receives a leased vehicle from the City	0	\$91,700	0	\$91,700	\$17,304	Expenses incurred when using a personal vehicle for travel to attend a function located at least 100 km (60 mi.) from the City will be reimbursed at the City's standard car allowance rate established for City staff. The City's 2020 rate is \$0.59 per km, in alignment with CRA rates. Mileage less than 100km is not reimbursed.	Cell phone provided and charged to elected officials expense account. One telephone line for home office when the use is primarily for City business, charged to elected officials expense account.	Elected officials may charge expenses incurred to attend functions such as conferences, seminars, workshops, courses, conventions and formal study tours related to City business, including transportation (e.g. limo or taxi service to the airport), parking, trip cancellation insurance, registration fees or tickets, meals and accommodation and incidental expenses (e.g. tips, currency exchange fees) to their operating budget. Receipts, if normally provided, are required. Costs are charged to their respective Council expense budget.		
Town of Oakville	343.8 million	80.9 million	1257	\$192,562	\$1,352,935	215,700	1	7	7	15	\$134,953	\$53,618	\$188,571	\$9,000	.57 per km	53,964	53,618	107,582	n/a	.57 per km	Computer, Desk Phone and Cell Phone, Fax (IT equipment required to do the job), based on choice and market availability within budgetary constraints	allowance every election year for office furniture/setup as one time payment for the term of office - members of council may attend conferences and seminars related to municipal governance, provided sufficient funds are available within current year COPD budget and may include accommodation, travel expenses, training costs, conference registration fees, a per diem allowance to cover meals (if meals are not provided) and/or incidental expenses incurred by the Mayor and members of council only and shall be in accordance with established corporate policy and procedure.	1.5 - 1.8 %	none expected

Municipality Name	Benefits							
	Life Insurance	AD&D	Dependent Life Insurance	LTD	Extended Health Care	Dental Care	Short Term Disability	OMERS (Mandatory or Voluntary)
	If the benefit is provided, indicate the % of premiums paid by the Employer. If the benefit is not provided, leave blank.							
City of Richmond Hill	100%	100%	0%	100%	100%	100%	0% However, we would continue to pay 100% salary until the end of the current term if Council Member was unable to do his/her job due to illness.	Mandatory
City of Markham	100%	100%		100%	100%	100%	100%	Voluntary
City of Vaughan	100%	100%		100%	100%	100%	Sick Days	Voluntary
City of Brampton	100%	100%		100%	100%	100%		employer match mandatory only
City of Mississauga	Basic Life 100% by City & Supplementary Life Insurance 100% by City	100%	100% EE paid	100%	100%	100%	100%	ER matches 100% of EEs mandatory contributions
	Optional EE Life is 100% paid for by EE							
Town of Oakville	2 times annual basic earnings maximum amount is \$700,000 Benefit will be reduced by 1/5 when you reach age 65 and will further reduce by 1/5 on each subsequent birthday thereafter to a maximum of \$25,000 at age 75	2 times annual basic earnings maximum amount is \$700,000 Benefit will be reduced by 1/5 when you reach age 65 and will further reduce by 1/5 on each subsequent birthday thereafter to a maximum of \$25,000 at age 75	You can choose Optional Life coverage for your spouse in units of \$10,000 up to a maximum of \$200,000	75% of monthly basic earnings up to a max of \$10,000 (proof of good health required for coverage in excess of \$7,500)	100%	100%	Salary in full for up to 15 weeks of absence due to a non-occupational injury/illness. Exceptions to the maximum entitlement of 15 weeks of STD are based on years of service. Subsequent medical documentation may be requested to determine ongoing entitlement to benefits.	Mandatory

CITY OF RICHMOND HILL

Flex (Council)

Benefit

EMPLOYEE LIFE INSURANCE

Sun Life #100751

Core Benefit Amount	Two (2) times annual earnings, rounded to the next higher \$1,000
Optional Benefit Amounts	.5 / 1 / 1.5 / 2 times annual earnings
Overall Maximum	\$1,000,000
Evidence of Insurability Requirements	Optional Benefit Amounts Only
Reduction	Age 65 - \$300,000 max.; Age 70 - \$150,000 max.
Termination Age	Earlier of retirement or age 75 (Core); 65 (Optional)

AD&D

Chubb Insurance #9907-92-91 & #9907-92-92

Core Benefit Amount	Two (2) times annual earnings, rounded to the next higher \$1,000
Optional Benefit Amount	.5 / 1 / 1.5 / 2 times annual earnings
Overall Maximum	\$1,000,000
Evidence of Insurability Requirements	None
Reduction	None
Termination Age	Earlier of age 70 or retirement

OPTIONAL DEPENDENT LIFE INSURANCE

Sun Life #100751

Spousal Benefit Options	Units of \$25,000; \$200,000 maximum
Evidence of Insurability Requirements	Yes; all amounts
Termination Age	Earlier of age 65 (employee or spouse) or retirement (employee)
Dependent Children Options	\$2,500 / \$5,000 / \$10,000
Evidence of Insurability Requirements	None
Termination age	Earlier of age 65 or retirement

Weekly Indemnity

Self-Insured

LONG TERM DISABILITY

Sun Life #100751

Benefit Amount	75% of monthly earnings
Maximum	\$10,000
Non Evidence Maximum	N/A
Elimination Period	17 weeks
Maximum Benefit Period	Age 65
Definition of Disability	Own Occupation - 24 months
Taxability	Taxable
COLA	3% maximum (optional)
Termination age	Age 65 less elimination period or earlier of retirement

EXTENDED HEALTH CARE

Sun Life #150151

	BASIC	CORE	ENHANCED
Deductible	No deductible	No deductible	No deductible
Out of Pocket Maximum	None	None	\$5,000
Reimbursement	80%	100%	100%
Overall Maximum	Unlimited	Unlimited	Unlimited
Waiting Period	no waiting period for class	no waiting period for class	no waiting period for class
Dependent Age Limitation	21; 25 if in school full-time	21; 25 if in school full-time	21; 25 if in school full-time
Survivor Benefit	12 months	12 months	12 months
Termination age	Retirement	Retirement	Retirement
Vision Care	No coverage	\$400/24 months or	\$450/24 months or
Laser Eye Surgery	No coverage	laser eye surgery at \$750/48 months	laser eye surgery at \$900/48 months
Eye Examinations	No coverage	One (1) exam every 24 months (12 months if under age 18)	One (1) exam every 24 months (12 months if under age 18)
Hospital	n/a	Semi Private Room Accommodation	Semi Private Room Accommodation
Rehabilitation / Conval.Home/ Chronic Care	n/a	Semi Private Room Accommodation	Semi Private Room Accommodation
Drugs			
- Primary Drug Benefit	National Formulary	National Formulary	National Formulary
- Secondary Drug Benefit	SHNS 64G incl. life sustaining OTCs	SHNS 64G incl. life sustaining OTCs	SHNS 64G incl. life sustaining OTCs
- Drug Card	Yes	Yes	Yes
- Capped Dispensing Fee	\$10.00	\$11.99	None

- Deductible	None	None	None
- Co-payment	80% Primary Drug Benefit; 60% Secondary Drug Benefit	95% Primary Drug Benefit; 75% Secondary Drug Benefit	100% Primary Drug Benefit; 80% Secondary Drug Benefit
- Generic requirement	Mandatory Generic with exception process	Mandatory Generic with exception process	Mandatory Generic with exception process
- ODB deductibles/copays	Not a Benefit	Not a Benefit	Not a Benefit
- Fertility Drugs	\$1,500 LT maximum (Secondary Drug Benefit)	\$1,500 LT maximum (Secondary Drug Benefit)	\$1,500 LT maximum (Secondary Drug Benefit)
- Smoking Cessation	Not a Benefit	Not a Benefit	Not a Benefit
- Anti-obesity	Yes (Secondary Drug Benefit)	Yes (Secondary Drug Benefit)	Yes (Secondary Drug Benefit)
-Erectile Dysfunction	\$1,200 cal. yr. max. (Secondary Drug Benefit)	\$1,200 cal. yr. max. (Secondary Drug Benefit)	\$1,200 cal. yr. max. (Secondary Drug Benefit)
Private Duty Nursing	\$5,000 per calendar year	\$5,000 per calendar year	\$10,000 per calendar year
Acupuncturist	\$200 per calendar year	\$375 per calendar year	\$600 per calendar year
Chiropractor	\$200 per calendar year	\$800 per calendar year combined with Massage	\$600 per calendar year
Osteopath	\$200 per calendar year	\$375 per calendar year	\$600 per calendar year
Podiatrist or Chiropodist	\$200 per calendar year	\$375 per calendar year	\$600 per calendar year
Naturopath	\$200 per calendar year	\$375 per calendar year	\$600 per calendar year
Speech Therapy	\$200 per calendar year	\$375 per calendar year	\$600 per calendar year
Psychologist/Psychotherapist/MSW	\$200 per calendar year	\$1,000 per calendar year	\$1,000 per calendar year
Physiotherapist	\$500 per calendar year	\$2,750 per calendar year	\$3,500 per calendar year
Massage (no referral required)	\$200 per calendar year	\$800 per calendar year combined with Chiropractor	\$600 per calendar year
Orthopaedic Shoes or Boots	Reasonable and customary charges	Reasonable and customary charges	Reasonable and customary charges
Custom-Moulded Orthotic's	\$500 per calendar year	\$500 per calendar year	\$500 per calendar year
Hearing Aids	\$400 /3 years	\$1,000 /3 years	\$1,000 /3 years
Ambulance	Covered	Covered	Covered
Medical Equip. & Supplies	Covered	Covered	Covered
TRAVEL			
Benefit Maximum (Emergency Services)	\$1,000,000 LT maximum	\$1,000,000 LT maximum	\$1,000,000 LT maximum
Trip Duration	1st 60 days	1st 60 days	1st 60 days
Referral Services	\$10,000 LT maximum	\$10,000 LT maximum	\$10,000 LT maximum

World Access Provider	Allianz Retirement	Allianz Retirement	Allianz Retirement
Termination age			
DENTAL	Sun Life #150151		
	BASIC	CORE	ENHANCEMENT
Benefit	80% - Diagnostic/Preventive, Restorative, Endodontic, Periodontic	100% - Diagnostic/Preventive, Restorative, Endodontic, Periodontic	100% - Diagnostic/Preventive, Restorative, Endodontic, Periodontic
	50% - Dentures, Bridges, Crowns No orthodontic coverage	50% - Dentures, Bridges, Crowns 50% - Orthodontic	70% - Dentures, Bridges, Crowns 60% - Orthodontic
Deductible	No Deductible	No Deductible	No Deductible
Maximums	\$1,500 - Diagnostic/Preventive; Restorative, Periodontic, and Endodontic No orthodontic coverage	Unlimited - Diagnostic/Preventive; Restorative, Periodontic, and Endodontic \$2,250 combined calendar year - Dentures, Bridges and Crowns \$2,750 Lifetime maximum - Orthodontic	Unlimited - Diagnostic/Preventive; Restorative, Periodontic, and Endodontic \$3,000 combined calendar year - Dentures, Bridges and Crowns \$3,000 Lifetime maximum - Orthodontic
Orthodontic Age Restriction	n/a	Children from 6 up to and including age 19	Children from 6 and up including adults
ODA Fee Schedule	Current less 1 year	Current year	Current year
Recall Frequency	12 months	9 months	6 months
Survivor Benefit	12 months	12 months	12 months
Termination age	Retirement	Retirement	Retirement

In the event of a discrepancy between this summary and the Policy, the terms of the Group Policy will apply.

BY-LAW NO. 79-91

A By-law to Provide for the Payment of Severance
Remuneration to Members of Council who
cease being Members of Council

WHEREAS subsection 238(1) of the Municipal Act, R.S.O. 1980, C. 302 authorizes the Council of a municipality to pass by-laws for the payment of remuneration to the Members of Council in any manner that Council considers advisable;

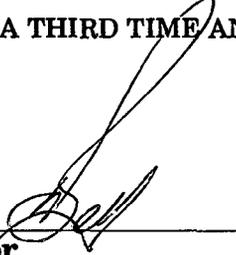
AND WHEREAS Council considers it advisable to provide for a severance remuneration to Members of Council at such time as such Members cease to be Members of Council;

NOW THEREFORE THE COUNCIL OF THE CORPORATION OF THE TOWN OF RICHMOND HILL ENACT AS FOLLOWS:

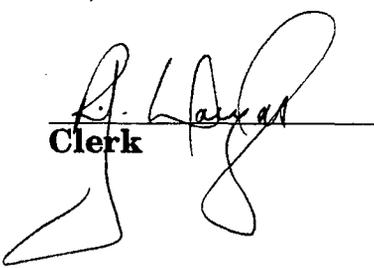
1. In this By-law, "Member of Council" means a person who was a member of the Council for The Corporation of the Town of Richmond Hill as of March 4, 1991 or at any time thereafter.
2. A Member of Council who ceases to be a Member of Council shall be entitled to the payment of severance remuneration as provided for herein.
3. The amount of severance remuneration payable shall be an accumulated amount calculated at the rate of one month's current remuneration at the time the Member ceases to be a Member for every year of service on Council or part thereof, to a maximum severance remuneration equal to six months current remuneration.
4. Notwithstanding anything herein to the contrary, where a Member of Council has received severance remuneration as a result of ceasing to be a Member of Council as provided for herein and becomes again a Member of Council, any subsequent calculation of severance remuneration pursuant to Section 3 shall not take into account any year of service on Council or part thereof used previously to calculate his or her severance remuneration and the period used for the subsequent calculation of severance remuneration shall commence from the date the person again becomes a Member of Council.
5. The calculation of the amount of the severance remuneration pursuant to Section 3 or Section 4 shall use twelve months for a year and any remainder of six months or more shall be rounded up to the next higher number and, if the remainder is less than six months, the calculation of the years of service shall be unaffected.
6. Any severance remuneration paid pursuant to this By-law shall not be subject to any deduction because of membership in the Ontario Municipal Employees' Retirement System or any additional or alternative retirement system in effect at that time.
7. In the event of the death of a person while a Member of Council, severance remuneration shall be paid to the estate of such Member.

READ A FIRST AND SECOND TIME THIS 18TH DAY OF MARCH, 1991.

READ A THIRD TIME AND PASSED THIS 18TH DAY OF MARCH, 1991.

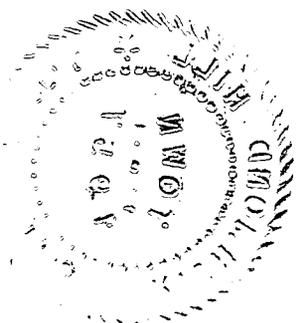


Mayor



Clerk





THE CORPORATION OF THE TOWN OF RICHMOND HILL

BY-LAW NO. 138-01

A By-law to Amend By-law No. 79-91
(Being a By-law to Provide for the Payment of Severance
Remuneration to Members of Council who Cease being
Members of Council)

WHEREAS Council at its meeting of June 25, 2001 adopted the recommendations of the Committee of the Whole meeting of June 19, 2001 in Staff Report SRCAO.01.28 respecting severance pay for Members of Council;

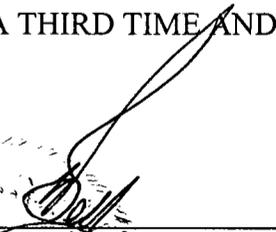
AND WHEREAS Council at its meeting of June 25, 2001 adopted the recommendation in Staff Report SRCAO.01.28 respecting municipal council severance payments and special provisions for Councillors' severance;

NOW THEREFORE THE COUNCIL OF THE CORPORATION OF THE TOWN OF RICHMOND HILL ENACTS AS FOLLOWS:

1. That Section 3 of By-law No. 79-91 is deleted in its entirety and the following substituted therefor:
 3. The amount of severance remuneration payable shall be an accumulated amount calculated at the rate of one month's current remuneration at the time the Member ceases to be a Member for every year of service on Council or part thereof, to a maximum severance remuneration equal to eighteen months current remuneration, subject to the following conditions:
 - a) That severance remuneration for partial years of Council membership shall be prorated;
 - b) That such severance provision shall be waived if a Member ceases to hold office by virtue of a judicial process resulting in a conviction under the Criminal Code of Canada, including fraud/breach of trust, municipal corruption or accepting secret commissions;
 - c) That a Member who is charged with legal wrongdoing shall not receive severance remuneration until such charges are withdrawn or the Member is acquitted; and
 - d) That where a Member is reelected to Council, severance remuneration is payable only from the time of such reelection and not for any previously paid out service.

READ A FIRST AND SECOND TIME THIS 25TH DAY OF JUNE, 2001.

READ A THIRD TIME AND PASSED THIS 25TH DAY OF JUNE, 2001.



Mayor



Clerk

