



Administrative Report

To: Warden MacDonald and Members of Essex County Council

From: Melissa Ryan, CPA, Director, Financial Services/Treasurer

Date: Wednesday, February 19, 2025

Subject: 2024 Statement of Councillors' Remuneration

Report #: 2025-0219-FIN-R04-MR

Purpose

To provide County Council with the 2024 Statement of Councillors' Remuneration and the 2024 Schedule of Other Remuneration, as required by S.284 of the Municipal Act, S.O. 2001, c.25, as amended.

Background

Annually, no later than March 31, administration provides County Council with a detailed report outlining the remuneration and schedule of other compensation disbursed to members of Council in the preceding year. This report fulfills the requirements of Section 284 of the *Municipal Act, 2001*, S.O. 2001, c.25, as amended, which mandates that the Treasurer of a municipality must present to Council an itemized statement of remuneration and expenses paid to each Council member for their services.

Furthermore, Section 284 of the Act stipulates that, notwithstanding the *Municipal Freedom of Information and Protection of Privacy Act*, the statement of remuneration and expenses must be made available as a public record, ensuring transparency and accountability in the use of public funds.

Sections 283(1) and (2) of the Act authorize Council to establish provisions for reimbursing, either fully or partially, the expenses incurred by Council members in the course of their official duties. In addition, Section 283(2)(b) empowers Council to establish compensation through specified amounts or rates in lieu of actual expenses incurred, reasonably reflecting typical expenditures such as daily meal allowances and mileage.

Discussion

Attached as Schedule A, are the 2024 Statement of Councillors' Remuneration and the 2024 Schedule of Other Remuneration. The general corporate authority overseeing the payment of remuneration and expenses paid in 2024 is outlined in By-law 2024-27 and the Council and Committee Remuneration Policy which was approved on June 5, 2024.

Typically, the annual payments would be made in accordance with allocations made in the approved Budgets of the County of Essex (including the Essex County Library), Resolution 039-2024 and the Essex Windsor Solid Waste Authority (EWSWA), Resolution 365-2023.

However, during the 2024 year a third-party market study of Council Remuneration was conducted as well as a review of the existing remuneration formula which brought about change mid-way through the 2024 year, after the 2024 County budget was finalized. Any excess funds required above the 2024 budgeted amounts were funded by rate stabilization reserves.

Financial Implications

The County of Essex previously paid remuneration to County Council members based on a formula established by a citizens committee dating back to 2008. County Council salaries were calculated by averaging the remuneration paid to members in the seven local municipalities. This calculation was updated at the beginning and mid-point of every term of council.

During the December 6, 2023 County Council meeting, concerns were raised about the relevance and competitiveness of the existing remuneration formula. Subsequently, at the December 20, 2023 meeting, Council approved a recommendation to move forward with a Council Remuneration Study in 2024.

On June 5, 2024, Report 2024-0605-CAO-R09-SZ, *Council Remuneration*, was presented to Council, introducing a new market-based salary review to be conducted at least once per Council term. This policy will serve as the framework for determining Council remuneration moving forward, unless amended by a future By-law.

The data contained in Appendix A represents payments made to members during the 2024 calendar year and therefore includes earnings from December 2023 (paid in January 2024) through to November 2024 (paid in December 2024).

Consultations

Amy Wolters, Deputy Treasurer/Manager of Accounting - Operations

Strategic Plan Alignment

Working as Team Essex County	Growing as Leaders in Public Service Excellence	Building a Regional Powerhouse
<input type="checkbox"/> Scaling Sustainable Services through Innovation <input type="checkbox"/> Focusing "Team Essex County" for Results <input type="checkbox"/> Advocating for Essex County's Fair Share	<input type="checkbox"/> Being an Employer with Impact <input type="checkbox"/> A Government Working for the People <input checked="" type="checkbox"/> Promoting Transparency and Awareness	<input type="checkbox"/> Providing Reliable Infrastructure for Partners <input type="checkbox"/> Supporting Dynamic and Thriving Communities Across the County <input type="checkbox"/> Harmonizing Action for Growth <input type="checkbox"/> Advancing Truth and Reconciliation

Recommendation

That Essex County Council receive report number 2025-0219-FIN-R04, 2024 Statement of Councillors' Remuneration as information.

Approvals

Respectfully Submitted,

Melissa Ryan

Melissa Ryan, CPA, Director, Financial Services/Treasurer

Concurred With,

Sandra Zwiers

Sandra Zwiers, MAcc, CPA, CA, Chief Administrative Officer

Appendix	Title
A	2024 Statement of Councillors' Remuneration and 2024 Schedule of Other Remuneration