

THE CORPORATION OF THE TOWN OF WASAGA BEACH

BY-LAW 2024-53

A By-law to establish the rate of remuneration for members of Council for the Town of Wasaga Beach

WHEREAS Section 9 the *Municipal Act*, 2001, provides a municipality the capacity, rights, powers and privileges of a natural person for the purpose of exercising its authority under this or any other Act;

AND WHEREAS pursuant to Section 8(1) of the Municipal Act, 2001 S.O. 2001, Chapter 25 the powers of a municipality under this or any other Act shall be interpreted broadly so as to confer broad authority on the municipality to enable the municipality to govern its affairs as it considers appropriate to enhance the municipality's ability to respond to municipal issues;

AND WHEREAS pursuant to Section 283 of the Municipal Act, 2001 S.O. 2001, Chapter 25, a municipality may pay any part of the remuneration and expenses of the members of any local board of the municipality and of the officers and employees of the local board;

AND WHEREAS Council at its June 13, 2024 has given consideration to enact an amended compensation provision for members of Council;

NOW THEREFORE THE COUNCIL OF THE CORPORATION OF THE TOWN OF WASAGA BEACH HEREBY ENACTS AS FOLLOWS:

1. That the rate of remuneration for Members of Council be established as outlined in Schedule "A", attached hereto, and forming part of this By-law and shall reflect the 55th percentile of the comparator group as the benchmark for establishing the new wage grid.
2. That the rate of remuneration for Members of Council established in Schedule "A" shall be retroactive to January 1, 2024.
3. That Council receive the same wage Cost of Living increases provided to Non-Union staff annually.
4. That all Members of Council under the age of 65, unless otherwise indicated, shall be entitled to enrolment in the following group benefit plans:
 - a) Canada Pension Plan (CPP), in accordance with the Federal legislation and regulations thereof, with the Town and the Member contributing equally to the cost of the premiums;

- b) Employer Health Tax (EHT), in accordance with the Provincial legislation and regulations thereof, with the Town contributing one hundred percent (100%) to the cost of the premiums;
- c) Life Insurance, in accordance with the contract thereof as Council may approve from time to time, with the Town contributing one hundred percent (100%) of the cost of the premiums;
- d) Accidental Death and Dismemberment (AD&D), in accordance with the contract thereof as Council may approve from time to time, with the Town contributing one hundred percent (100%) of the cost of the premiums;
- e) Dental, optional coverage, regardless of age, in accordance with the contract thereof as Council may approve from time to time, with the Town contributing one hundred percent (100%) of the cost of the premiums;
- f) Extended Health, optional coverage, regardless of age, in accordance with the contract thereof as Council may approve from time to time, with the Town contributing one hundred (100) percent of the cost of the premiums.

5. That the Town will provide a self-insure plan for Members over the age of 65 for life insurance, dependent life insurance and accidental death and dismemberment (AD&D) with the Town contributing one hundred percent (100%) in accordance with the established policy.
6. That Council receive any benefit enhancements provided to Non-Union staff.
7. That staff are directed to conduct compensation market reviews for Council every four years.
8. That where the provisions of any other by-law, resolution or action of Council are inconsistent with the provisions of this by-law the provision of this by-law shall prevail.
9. That By-law 2019-03 being a By-law to remunerate members of Council be repealed.

10. That this By-law shall come into force and effect on the final passage thereof.

**BY-LAW READ A FIRST, SECOND AND THIRD TIME AND FINALLY PASSED
THIS 27th DAY OF JUNE, 2024.**

THE CORPORATION OF THE TOWN OF WASAGA BEACH

Brian Smith, Mayor

Nicole Rubli, Director, Legislative Services & Clerk

**Schedule “A”
to By-law 2024-53**

**A BY-LAW TO ESTABLISH THE RATE OF REMUNERATION FOR MEMBERS OF
COUNCIL FOR THE TOWN OF WASAGA BEACH**

Rate of Remuneration for Members of Council

2024 Compensation	Market (P55th)
Mayor	\$63,512
Deputy Mayor	\$35,336
Councillor	\$30,887