

**Subject:** Compensation Adjustment for Elected Officials

**Recommendation:**

**BE IT RESOLVED THAT Council receive Report #2022-0091-Chief Administrative Officer – Compensation Adjustment for Elected Officials, for information;**

**AND THAT Council approve an adjustment to compensation for Councillors of \$4,700 and an adjustment of \$13,000 for the position of Mayor, effective November 15, 2022, which is the first day of the next term of office.**

**Background:**

On September 20, 2021, Council received Report #2021-0161, which reviewed compensation for elected officials. After discussion and debate, Council passed the following motion:

**“BE IT RESOLVED THAT Council refer the report back to staff;  
AND THAT Staff report back to Council by spring or summer of 2022.”**

This report is written in satisfaction of the foregoing resolution. The majority of the analysis from the 2021 report remains unchanged. Said report has been appended for ease of reference.

**Analysis:**

The act of increasing compensation for elected officials is one of the most difficult, and most open to criticism, of any decision ever made by a Council. At this point in time Pelham’s elected officials are effectively earning less than minimum wage. This extremely low level of compensation clearly violates the values of both the community and the municipal corporation. The leadership provided by Council is valuable and exceptionally poor wages are a detriment and disincentive to electoral participation, particularly to working age people who need to earn some amount of income to support their families.

Approval of the proposed increases of \$4,700 for Councillors and \$13,000 for the position of Mayor will result in Pelham’s elected officials moving near the 55<sup>th</sup>

percentile of compensation, which is in line with the compensation target for staff. This is logically consistent, fair and affordable for the community.

**Financial Considerations:**

The financial costs remain the same as in the original report, being approximately \$44,000 per year. This cost would commence on November 5, 2022, being the first day of the next term of Council. For the balance of 2022, this will cost approximately \$5,500, which can likely be absorbed by the existing Council operating budget.

**Alternatives Reviewed:**

Council has the unfettered prerogative to choose not to increase the compensation, or can approve amounts different than those proposed.

**Strategic Plan Relationship: Strong Organization**

The strategic leadership provided by Council is of critical importance for the success of both the municipal corporation and the community. Increasing wages for elected officials (which will still fall below the equivalent of minimum wage) should help attract talented future leaders, which will in turn help keep both the organization and the community strong and vibrant.

**Consultation:**

The original underlying report was written in conjunction with the ML Consulting and the Human Resources Coordinator.

**Other Pertinent Reports/Attachments:**

Original Report Council Compensation Review #2021-0161, September 20, 2021.

**Prepared and Submitted by:**

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