

# Council Remuneration Review

September 2023

# Introduction

- This report summarizes the findings of the market review conducted earlier this year
- Previous market review completed in 2021
- The comparator group includes all 12 Niagara municipalities (including the Region)
- Data was received from all those invited to participate in the survey
- Both market reviews indicate Pelham Town Council is significantly underpaid in comparison to the other local area municipalities

## Pelham Elected Official

### 2023 Market Summary

Similar Value Group      Job Title      2023 Job Rate			2023 MARKET SUMMARY - ANNUAL PAY RATE						
			# of Comps.	Market Average	\$ Diff.	Market Median	\$ Diff.	Market P55	\$ Diff.
1	Mayor	\$39,858	12	\$69,266	\$29,408	\$50,660	\$10,802	\$ 52,493	\$12,635
2	Councillor	\$18,268	12	\$23,795	\$5,527	\$22,757	\$4,489	\$ 23,172	\$4,904

## Pelham Elected Official

### 2023 Market Summary - excluding the Region

Similar Value Group      Job Title      2023 Job Rate			2023 MARKET SUMMARY - ANNUAL PAY RATE						
			# of Comps.	Market Average	\$ Diff.	Market Median	\$ Diff.	Market P55	\$ Diff.
1	Mayor	\$39,858	11	\$63,520	\$23,662	\$49,921	\$10,063	\$50,660	\$10,802
2	Councillor	\$18,268	11	\$22,386	\$4,118	\$22,541	\$4,273	\$22,757	\$4,489

# Recommendation

- Staff are endorsing the compensation recommendation that excludes the Region from the analysis so that only the 11 local municipalities are included in the comparator group
- Targeting the 55<sup>th</sup> percentile of the comparator market group is both reasonable and consistent with the compensation target for the rest of the non-union staff
- The goal is to attract a broader age range demographic to municipal office and increase diversity

# Financial Considerations

- Total cost \$40,019 (including benefits)
- If Council votes in favour of a salary increase there are two options:
  - Increase on October 5, 2023 (\$10,774)
  - Increase on January 1, 2024

# Questions?