

**THE CORPORATION OF THE TOWN OF HUNTSVILLE**

**General Committee**

**Date: June 25, 2025**

No. <sup>(p6)</sup> GC 75-25

**Moved by:** Dan Armour

**Seconded by:** Nancy Alcock

**IT IS RECOMMENDED THAT:** Committee directs staff to update the Remuneration and Compensation for Members of Council By-law 2021-68 for the 2026-2030 Term of Council as outlined in Option A of Report HR-2025-2;

**AND FURTHER THAT:** staff be directed to include in the 2027 draft budget the cost of the Council Remuneration review at the 35<sup>th</sup> percentile as outlined in Option A of Report HR-2025-2 with the addition of the Deputy Mayor position at the 40<sup>th</sup> percentile.

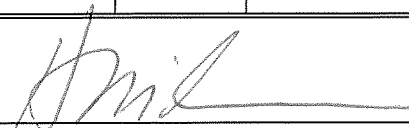
**RECORDED VOTE**

MEMBERS OF COUNCIL	YEA	NAY
Mayor Alcock	x	
Deputy Mayor Armour	x	
Councillor Clarke		x
Councillor Clouthier	x	
Councillor FitzGerald	x	
Councillor Morrison		x
Councillor Renwick	x	
Councillor Schumacher		x
Councillor Stone	x	
TOTAL:	6	3

**DECLARATION OF PECUNIARY INTEREST**

MEMBERS OF COUNCIL	PERSONAL	BUSINESS	EMPLOYMENT	OTHER
Mayor Alcock				
Deputy Mayor Armour				
Councillor Clarke				
Councillor Clouthier				
Councillor FitzGerald				
Councillor Morrison				
Councillor Renwick				
Councillor Schumacher				
Councillor Stone				

Carried. \_\_\_\_\_





## Town of Huntsville Staff Report

**Meeting Date:** April 30, 2025

**To:** General Committee

**Report Number:** HR 2025-2

**Confidential:** No

**Author(s):** Keith Duncan, Manager of Human Resources

**Subject:** Council Remuneration Review

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### Report Highlights

Remuneration and Compensation for members of Council By-law 2021-68 states that Staff shall undertake a review once within the Term of Council based on the approved municipal comparators using the 35% in the marketplace unless otherwise approved by Council and any recommendations are to be implemented for the next Term of Council. No review will be undertaken during the last calendar year of the current Term of Council. This report is being presented at this time to ensure any changes being made are not considered during the last calendar year of this term of Council.

### Recommendation

**IT IS RECOMMENDED THAT:** Committee directs staff to update the Remuneration and Compensation for Members of Council By-law 2021-68 for the 2026-2030 Term of Council as outlined in Option B of Report HR-2025-2;

**AND FURTHER THAT:** Staff be directed to include in the 2027 draft budget the cost of the Council Remuneration review at the 40th percentile as outlined in Option B of Report HR-2025-2.

### Background

This review was conducted by the Human Resources Department which included collecting information from the approved eleven (11) municipal comparators and securing data and information related to total Council remuneration. The information included base pay remunerations, benefits, IT and communications equipment, per diems, conference and meeting allowances, and process for increases.

Council passed By-law 2021-68 in September 2021 to have Council remuneration reflect the 35th percentile of its' comparators and have adjusted annually base salaries reflect annual increases incurred by non-union staff.

## Discussion

### Results

The 2025 Market Comparison table below indicates that 2 classifications of Council (Deputy Mayor and Councillor) positions have fallen below the target of 35th pay percentile likely due to different annual economic increase adjustments throughout the different municipalities since the last Council compensation review. In addition, some other municipalities have completed Council compensation reviews prior to Huntsville which may have contributed to the market gap between the comparators and Huntsville Deputy Mayor and Councillor compensation.

The results of technology comparisons were that seven (7) comparators provided equipment for elected officials, but with three (3) comparators providing reimbursement for phone and/or internet connections. Meeting per diems provided for five (5) comparators ranged from \$70.00 for a half day to \$160.00 for a full day. Also, nine (9) comparators are providing a form of health benefits to members of Council.

The 2025 Summary Council Remuneration Review as attached to this report provides a detailed comparison of the various salary, and other benefits and compensation among the municipal comparators.

### Analysis

In the past, the practice was to align Council remuneration with that of the non-union group of employees which was previously at the 35th percentile of the market during the last Council compensation review. As a result of the recent market review of the non-union group of employees, compensation is currently set at the 40th percentile. To continue this strategy to align wages and benefits with that of the non-union group of employees, Council could consider the 40th percentile for compensation for Council. In order for the Council positions to meet the 35th or 40th percentile, there would be increases needed for the Deputy Mayor and Councillor positions.

Position	Deputy Mayor			Councillor		
	Rate	% increase	\$ increase	Rate	% increase	\$ increase
2025 Base Rate	\$28,789			\$26,082		
35th Percentile	\$33,975	21.2%	\$5,186	\$28,247	11.2%	\$2,165
40th Percentile	\$34,603	23.4%	\$5,814	\$28,470	12.1%	\$2,388

With the Mayor position currently being compensated at the 65th percentile, that position would be Red Circled should Council adopt a target pay percentile that is below the 65th percentile. Should the Mayor's position become Red Circled, there would be no increases or CPI adjustments applied to that position until its base rate meets the current pay percentile.

It should be noted that the practice of a CPI adjustment (CPI-Trim increase year over year as of July) which aligns with the policy for the non-union wage grid in accordance with By-law 2021-68 should be considered by Council to ensure that the Deputy Mayor and Councillor compensation does not continue to fall out of the range of the market percentile.

## Summary

A Council that is compensated fairly and earning similar wages to other Council Members from comparator municipalities provides a positive influence for involvement as a Council Member.

There are a number of options for Council to consider for next steps. The options are outlined below.

### **Options**

#### Option A – Not Recommended

For the 2026 to 2030 term of council, align the Deputy Mayor and Councillor positions to the 35% percentile of the market comparators, and provide annual CPI adjustments. Red Circle the Mayor position for the 2026 to 2030 term of council until its base rate meets the current pay percentile.

#### Option B – **Recommended**

For the 2026 to 2030 term of council, align the Deputy Mayor and Councillor positions to the 40% percentile of the market comparators, and provide annual CPI adjustments. Red Circle the Mayor position for the 2026 to 2030 term of council until its base rate meets the current pay percentile.

#### Option C – Not Recommended

For the 2026 to 2030 term of council, align the Mayor, Deputy Mayor and Councillor positions to the 35% percentile of the market comparators, and provide annual CPI adjustments.

#### Option D – Not Recommended

For the 2026 to 2030 term of council, align the Mayor, Deputy Mayor and Councillor positions to the 40% percentile of the market comparators, and provide annual CPI adjustments.

### **Capital**

N/A

### **Operational**

#### Option A

\$331,909 (plus CPI adjustment). This represents a \$21,947 increase from the 2025 Council remuneration. The full impact of this would not be realized until 2027 as the 2026 term begins at the end of the year. The impact for 2026 would be minimal.

#### Option B

\$334,271 (plus CPI adjustment). This represents a \$24,309 increase from the 2025 Council remuneration. The full impact of this would not be realized until 2027 as the 2026 term begins at the end of the year. The impact for 2026 would be minimal.

#### Option C

\$321,575 (plus CPI adjustment). This represents a \$11,613 increase from the 2025 Council remuneration. The full impact of this would not be realized until 2027 as the 2026 term begins at the end of the year. The impact for 2026 would be minimal.

Option D

\$324,068 (plus CPI adjustment). This represents a \$14,106 increase from the 2025 Council remuneration. The full impact of this would not be realized until 2027 as the 2026 term begins at the end of the year. The impact for 2026 would be minimal.

**Relevant Policies / Legislation / Resolutions**

Remuneration and Compensation for the Member of Council: By-law 2021-68  
Salary Administration (Non-union Employees) Policy: HR-13

**Council Strategic Direction**

- Town's Mission: Delivering quality services for the people of Huntsville through responsible decision-making.

**Attachments**

[2025 Summary Council Remuneration Review](#)  
[CORP-2021-31 -Review of Rates, Remuneration and Compensation for the Members of Council](#)

**Consultations**

Sam DeSousa: Human Resources Specialist  
Karen Ladouceur: Payroll and Benefits Specialist  
Tanya Calleja: Director of Legislative Services/Clerk

**Respectfully Submitted:** Keith Duncan, Manager of Human Resources

**Manager Approval (if required):** \_\_\_\_\_

**Director Approval:** \_\_\_\_\_

**CAO Approval:** Denise Corry, Chief Administrative Officer

**COUNCIL REMUNERATION MARKET REVIEW 2025**

<b>SALARY COMPARISON (Source: Market Response)</b>						
<b>Mayor</b>		<b>Deputy Mayor</b>		<b>Councillor</b>		
<b>Municipality</b>	<b>Base</b>	<b>Municipality</b>	<b>Base</b>	<b>Municipality</b>	<b>Base</b>	
Orillia	94,252	Orillia	51,076	Orillia	50,787	
East Gwillimbury	77,356	Collingwood	42,788	East Gwillimbury	48,425	
Collingwood	78,830	Oro Medonte	40,394	Collingwood	36,243	
Wasaga Beach	63,512	Springwater	35,833	Oro Medonte	29,026	
Huntsville	59,310	Essex	35,162	Springwater	28,470	
Oro Medonte	53,858	Bracebridge	33,765	Bracebridge	28,629	
Bracebridge	49,962	Essa	32,355	Essex	28,024	
Essex	49,854	Gravenhurst	31,801	Essa	25,966	
Gravenhurst	49,613	Wasaga Beach	30,803	Gravenhurst	25,907	
Springwater	47,795	Innisfil	28,843	Huntsville	26,082	
Innisfil	43,059	Huntsville	28,789	Wasaga Beach	24,217	
Essa	41,530	East Gwillimbury	-	Innisfil	23,284	
<b>35th Percentile</b>	49,733	<b>35th Percentile</b>	33,975	<b>35th Percentile</b>	28,247	
<b>40th Percentile</b>	49,854	<b>40th Percentile</b>	34,603	<b>40th Percentile</b>	28,470	
<b>45th Percentile</b>	49,908	<b>45th Percentile</b>	35,171	<b>45th Percentile</b>	28,550	
<b>50th Percentile</b>	49,962	<b>50th Percentile</b>	35,249	<b>50th Percentile</b>	28,629	
<b>55th Percentile</b>	51,910	<b>55th Percentile</b>	35,327	<b>55th Percentile</b>	28,828	
<b>60th Percentile</b>	53,858	<b>60th Percentile</b>	35,535	<b>60th Percentile</b>	29,026	

<b>BENEFITS AND OTHER EXPENSES COMPARISON (Source: Market Response)</b>										
<b>Cost of Living Allowance</b>		<b>Lump Sum Increase</b>		<b>Benefits or Lump Sum</b>		<b>IT Allowance</b>		<b>Meeting Per Diem</b>		
<b>Municipality</b>		<b>Municipality</b>		<b>Municipality</b>		<b>Municipality</b>		<b>Municipality</b>	<b>Inside</b>	<b>Outside</b>
Huntsville	Same as non-union EEs	Huntsville	No	Huntsville	\$2036 lump sum in lieu of single cov.	Huntsville	\$1500 ward councillors only	Huntsville	\$50	\$150 / 75
Oro Medonte	2.5-2.75% YOY	Oro Medonte	No	Oro Medonte	H&D, Life	Oro Medonte	Phone and Computer provided	Oro Medonte	No	\$160 / 80
Collingwood	Same % as non-union EEs	Collingwood	No	Collingwood	Health,dental, vision, travel, \$.70/km,	Collingwood	Phone and Computer provided	Collingwood	No	\$140 / 70
Bracebridge	Annual economic adjustment effective Dec 1	Bracebridge	No	Bracebridge	H&D	Bracebridge	Councillors only \$1352 @ beginning of term	Bracebridge	No	No
Innisfil	Same % as non-union EEs	Innisfil	No	Innisfil	H&D	Innisfil	IT provided - no allowance	Innisfil	\$100	\$100
Gravenhurst	Same % as non-union EEs (2.5%)	Gravenhurst	No	Gravenhurst	\$1,500/yr HCSA	Gravenhurst	\$1500 per term	Gravenhurst	No	No
East Gwillimbury	Same as non-union EEs	East Gwillimbury	No	East Gwillimbury	H&D, OMERS	East Gwillimbury	No response	East Gwillimbury	No	No
Springwater	Same as non-union EEs	Springwater	No	Springwater	\$3000/yr HCSA	Springwater	\$70 for Cell and Internet	Springwater	No	No
Essa	No Response	Essa	No	Essa	H&D, Life, ADD	Essa	IT provided - no allowance	Essa	no	\$100 per day
Wasaga Beach	Same as non-union EEs	Wasaga Beach	No	Wasaga Beach	H&D	Wasaga Beach	Laptop, \$50 cell, \$50 Internet	Wasaga Beach	No	\$140 / 70
Essex	Same as non-union EEs	Essex	No	Essex	None	Essex	IT provided - no allowance	Essex	No	No
Orillia	Same as non-union EEs	Orillia	No	Orillia	H&D, OMERS	Orillia	IT provided - no allowance	Orillia	No response	