

**CATEGORY: HUMAN RESOURCES**

**SUBCATEGORY: BENEFITS**

**SUBJECT: REMUNERATION OF COUNCIL MEMBERS**

**A. PURPOSE**

This policy outlines the salary and benefits available to Members of Regional Council. Additional information is available in the Councillors' Reference Manual.

**B. SCOPE**

This policy applies to the following Members of Council:

<b>Organizational Status</b>	<ul style="list-style-type: none"> <li>Regional Chair and Councillor</li> </ul>
<b>Pay Category</b>	<ul style="list-style-type: none"> <li>Salary Rated</li> </ul>
<b>Classification</b>	<ul style="list-style-type: none"> <li>Regular Full-time</li> <li>Regular Part-time</li> </ul>

**C. POLICY**

1. Salary for Full-time positions

The remuneration of Members of Council, other than the Chair, is in the amount of \$65,575.47

per annum and is adjusted and maintained to the same extent as the non-union pay band 3.

The remuneration of the Regional Chair is in the amount of \$212,827.87

per annum and is to be adjusted and maintained to the same extent as non-union senior management staff.

- i. In addition, the Region will provide any Chair who is in receipt of an OMERS pension, in lieu of contributions to a pension plan, an annual amount equal to the current OMERS Primary Plan contribution rates, which may change from time to time, multiplied by the compensation payable under paragraph 2 of this by-law; and
  - ii. In a year where a Chair begins receiving an OMERS pension during the year, the member will receive compensation under sub-paragraph a, prorated for the period in receipt of an OMERS pension.
- b. No remuneration shall be paid by the Region for attendance at meetings by Regional Councillors appointed to outside boards, commissions or agencies.

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2. Benefits – Councillors

a. Basic Group Life Insurance

- (i) Councillors have coverage for two (2) times their basic earnings.
- (ii) Coverage ends at the end of term or retirement or when the Councillor leaves office, whichever is earlier.
- (iii) 100% of the premium is paid by the Region, therefore, it is a taxable benefit to the Councillor in accordance with the Canada Revenue Agency (CRA).

b. Optional Life Insurance

- (i) Councillors, up to age 70, are eligible to purchase optional life insurance for themselves in units of \$10,000 up to a maximum of \$300,000. There is a combined maximum (inclusive of Basic and Optional coverage) of \$1,250,000.
- (ii) 100% of the premium is paid by Councillor through payroll deduction.
- (iii) Premium rates are based on age, gender, and smoker/non-smoker status.
- (iv) Subject to approval by the Insurance Carrier based on medical evidence of insurability.
- (v) Coverage ends at age 70.

c. Optional Spousal Life Insurance

- (i) Councillors are eligible to purchase optional spousal life insurance in units of \$10,000 up to a maximum of \$300,000.
- (ii) 100% of the premium is paid by Councillor through payroll deduction.
- (iii) Premium rates are based on age, gender, and smoker/non-smoker status.

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- (iv) Subject to approval by the Insurance Carrier based on medical evidence of insurability.
  - (v) Coverage ends on the date the Councillor reaches age 70, or when their spouse attains age 70, if earlier.
- d. Optional Dependant Life Insurance
- (i) Councillors are eligible to purchase optional dependant life insurance in the amount of \$10,000 per dependant (no limit to number of dependants).
  - (ii) 100% of the premium is paid by Councillor through payroll deduction.
  - (iii) Premium rate provided by Human Resources.
  - (iv) Coverage ceases on the eligible dependant's 21st birthday or 25th birthday if the dependant is in full-time attendance at a post-secondary school.
- e. Basic Accidental Death and Dismemberment (AD&D)
- (i) Councillors have coverage equal to two (2) times the Councillor's basic earnings, up to a maximum of \$500,000.
  - (ii) Coverage ends at the end of term or retirement or when the Councillor leaves office, whichever is earlier.
  - (iii) 100% of the premium is paid by the Region.
- f. Optional Accidental Death and Dismemberment (AD&D)
- (i) Councillors, up to age 70, may purchase voluntary coverage for themselves and/or their dependants in units of \$20,000 up to a maximum of \$300,000.
  - (ii) 100% of the premium is paid by the Councillor through payroll deduction.
  - (iii) Coverage cannot be purchased past age 65.

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g. Critical Illness

- (i) Councillors, up to age 65, are eligible to purchase optional Critical Illness Insurance in units of \$10,000 up to a maximum of \$200,000. This may be purchased for the Councillor and/or their spouse.

Child coverage is available in units of \$5,000 up to a maximum of \$20,000. Coverage for child specific conditions is for:

- Cerebral palsy
- Congenital heart disease
- Cystic fibrosis
- Down's syndrome
- Muscular dystrophy
- Type 1 diabetes.

- (ii) 100% of the premium is paid by the Councillor through payroll deduction.
- (iii) Premium rates are based on age, gender, and smoker/non-smoker status.
- (iv) Subject to approval by the Insurance Carrier based on medical evidence of insurability.
- (v) Coverage is not available past age 65.
- (vi) Critical Illness insurance covers the following impairments (according to plan specifications):
1. Aorta Surgery
  2. Alzheimer's Disease
  3. Benign Brain Tumour
  4. Blindness
  5. Cancer
  6. Coma
  7. Coronary Artery Bypass Surgery
  8. Deafness
  9. Heart Attack
  10. Kidney Failure
  11. Loss of Speech

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- 12. Severe Burns
- 13. Major Organ Failure (requiring transplant)
- 14. Major Organ Transplant
- 15. Multiple Sclerosis
- 16. Parkinson's Disease
- 17. Paralysis
- 18. Stroke
- 19. Loss of Independent Existence
- 20. Occupational HIV Infection

h. Health Spending Account (HSA)

- (i) After submitting claims through their municipal employer, Councillors are eligible for coordination of reimbursement for eligible health and dental care expenses as determined by CRA regulations. For assistance in clarifying coordination of benefits, please contact the Total Rewards Section in Human Resources.
- (ii) An amount, determined by Human Resources annually, is established with the Insurance Carrier on the Councillor's effective date of benefit coverage and at the beginning of each calendar year thereafter. Currently the HSA amount is \$750 annually.
- (iii) 100% of the premium is paid by the Region.
- (iv) The HSA for Councillors will continue for one year following the end of term or retirement. The HSA does not continue if the Councillor leaves for another position. No other benefits will continue following the end of term or retirement.

3. Benefits - Regional Chair

- a. The Regional Chair shall be provided with the same benefits, on the same cost-sharing basis, as those provided for regular, full-time non-union employees, during the term of office. See Policy [HR10-05](#) for full list of coverage.
- b. Basic Group Life Insurance
  - (i) The Regional Chair has coverage for two (2) times their basic earnings.

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- (ii) Coverage ends at the end of term or retirement or when the Regional Chair leaves office.
    - (iii) 100% of the premium is paid by the Region, therefore, it is a taxable benefit to the Chair in accordance with the CRA.
  - c. Basic Accidental Death and Dismemberment (AD&D)
    - (i) The Chair has coverage equal to two (2) times their basic earnings, up to a maximum of \$500,000.
    - (ii) 100% of the premium is paid by the Region.
  - d. The health, dental and HSA benefits for Regional Chair will continue for one year following the end of term or retirement. The health, dental and HSA benefits do not continue if the Regional Chair leaves for another position. No other benefits will continue following the end of term or retirement.
  - e. A car shall be provided to the Regional Chair with all expenses paid, in accordance with Resolution RRC-6-76.
- 4. Remuneration for the Regional Chair and Vice-Chairs who are also Ward Councillors (i.e., part-time status in accordance with Resolution 2022-651)
  - a. That commencing with the 2022-2026 Term of Regional Council, the annual salary remuneration for the Regional Chair who is also a Ward Councillor be set at the base annual salary for a member of Regional Council, plus an additional 50 per cent; and
  - b. That the annual salary remuneration for Regional Vice-Chairs, if applicable, be set at the base annual salary for a member of Regional Council, plus an additional 25 per cent; and
  - c. That a separate car allowance not be provided to a Regional Chair or the Regional Vice-Chairs who are also Ward Councillors, other than what is available to all members of Regional Council in accordance with the Corporate Policy “Business Expense Accounts – Members of Council”.

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#### **D. Pregnancy and Parental Leave of Absence**

1. A Member of Council may take a leave of absence for the Member's pregnancy, the birth of the Members' child or the adoption of a child by the Member in accordance with Section 270 of the Municipal Act, 2001.
2. The pregnancy or parental leave of absence shall be twenty (20) consecutive weeks or less as a result of a Member's pregnancy, the birth of a Members' child or the adoption of a child by the Member in accordance with Section 259 (1.1) of the Municipal Act, 2001.
3. A Member of Council on pregnancy or parental leave will continue to receive their regular salary and benefits for the duration of their leave of absence, up to a maximum of twenty (20) consecutive weeks, or less (i.e., matching the leave of absence time period indicated by the Member if less than twenty (20) consecutive weeks).
4. The Member shall provide advance written notice to the Regional Clerk and Director, Human Resources outlining the expected duration of leave including the start date and the expected return date; and information about which duties, if any, will continue to be undertaken by the Member of Council.
5. Continuation of Council Duties
  - a. The office of a Member of Council shall not become vacant and no resolution of Council is required if a member is absent for twenty (20) consecutive weeks or less and the absence is a result of the member's pregnancy, the birth of the member's child or the adoption of a child by the member;
  - b. A Member of Council on pregnancy or parental leave reserves the right to participate as a Member at any time during their leave; and
  - c. An alternate Member may be appointed as per the procedures for such alternate member attendance.
6. If following the end of a pregnancy or parental leave of absence the Member continues to be absent from the meetings of council for three (3) further successive months without being authorized to do so by a resolution of council within the meaning of clause 259(1)(a) of the *Municipal Act, 2001* S.O. 2001, c.25, the office of the Member shall be considered to have become vacant in accordance with that clause.

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7. If the Member of Council's term of office ends prior to the end of the stated leave of absence period, the leave of absence period will also end effective the same date as the end of the term of office (including salary and benefits).

#### **E. End of Term Allowance**

1. When a Member of the current or any subsequent Council of the Regional Municipality of Peel (hereinafter referred to as "the Council") ceases to be a member of the Council, such former Member shall be entitled to payment of an End of Term Allowance (previously referred to as Retirement Allowance) pursuant to the provisions of By-law 87-85 as amended by By-law 13-1999.
2. The End of Term Allowance shall be calculated by the Treasurer and Director of Corporate Finance of the Region (hereinafter referred to as "the Treasurer") and payment of it shall be made at the same time as any other final payments by the Region to such Member.
3. Subject to Section D.4. and Sections 8 and 9, the End of Term Allowance for a Member of the Council of the Regional Corporation shall be at the rate of one (1) month's salary for every year of service on the Council, for the period from January 1, 1974 to the date upon which the Member ceases to be a Member of the Council, to a maximum of twelve (12) months in total.
4. The Treasurer, in calculating the amount of the End of Term Allowance pursuant to the previous subsection, shall use twelve (12) months for a year and any remainder of six (6) months or more shall be rounded out to the next highest number and if the remainder is five (5) months or less, the calculation of the years of service shall be unaffected.
5. Notwithstanding subsection (b) in the case of a Member of the Council who has also been the Chair of the Council and the service in both capacities has been continuous, the End of Term Allowance shall be calculated in two parts, one for the length of service as the Chair and the other as a Member of the Council and the current monthly salary for both positions shall be used in such calculation.
6. Any End of Term Allowance paid pursuant to this policy shall not be subject to any deduction because of membership in the Ontario Municipal Employees Retirement System (OMERS).
7. Any former Member of the Council, including the Chair, may prior to receiving payment of an End of Term Allowance pursuant to this policy, give written

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- direction to, and make arrangements with, the Treasurer for payment of the End of Term Allowance to such institution, agency, or person as may be set out in such written direction and the Treasurer is authorized to comply therewith.
8. No End of Term Allowance shall be payable to a Member of the Council:
    - a. who resigns from the Council at a time when the Member of the Council has been elected or appointed to office in the Legislature of Ontario or in the Parliament of Canada; or
    - b. who is deprived of office as a Member of the Council pursuant or as a direct result of a judicial determination; or
    - c. in respect of service on the Council for which an End of Term Allowance has previously been paid to such Member; or
    - d. who leave their position for another paid position.
  9. This policy shall apply only in relation to the End of Term Allowance of a person who is a Member of the Council as of February 11, 1999; the policy as it read previous to the enactment of By-law 13-1999 shall continue to apply to all End of Term Allowances of other persons who have been members of the Council.

#### **F. RESPONSIBILITIES**

1. The Region, the Regional Chair and the Councillors are responsible to maintain their respective portions of any benefit premiums and costs applicable for benefits coverage as per the contract with the Insurance Carrier and Benefits Provider.
2. Human Resources is responsible for maintaining the salary and benefits sections of this policy.
3. The Treasurer and Director of Corporate Finance (or their designate) is responsible for maintaining the End of Term Allowance of this policy.
4. The Regional Clerk is responsible for maintaining the Member of Council administration requirements while on a leave of absence.

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<b>APPROVAL SOURCE:</b>	By-laws 87-85, 12-1999, 13-1999; CAO Directive 06-11, Resolution 2006-827; amended by Regional Council in subsequent years, latest amendment RC-2022-651 & 653; RC-2023-48, By-law 13-2024, RCB-2024-37
<b>ORIGINAL DATE:</b>	1985
<b>LAST REVIEW DATE:</b>	March 27 2025
<b>LAST UPDATE:</b>	March 27, 2025
<b>EFFECTIVE DATE:</b>	March 27, 2025
<b>RESPONSIBILITY:</b>	Corporate Services / Human Resources / Total Rewards