



100 John West Way
Aurora, Ontario
L4G 6J1
(905) 727-3123
aurora.ca

Town of Aurora
Memorandum
Corporate Services

Re: Compensation Research Findings

To: Council Compensation Ad Hoc Committee

From: Demetre Rigakos, Manager, Human Resources

Date: September 7, 2023

Recommendation

1. That the memorandum regarding Compensation Research Findings be received; and
2. That the Council Compensation Ad Hoc Committee comments regarding Compensation Research Findings be received and referred to staff for consideration and further action as appropriate.

Background

At the May 31, 2023 committee meeting, staff discussed the compensation review approach and overall steps in the process which included a) gathering input from the committee members, b) conducting research with the Town's comparator organizations, c) reporting back to the committee to review the outcome of the research and finally, d) developing recommendations and then reporting to Council.

The attached presentation provides the outcome of the research for the committee's review and discussion and formulation of recommendations to Council.

Analysis

The research included data points from eighteen local government organizations across the Greater Toronto Area that are "lower tier" and with a population between 35,000 to over 338,000.

The data includes population, density, ratio of constituents to each member of council, operating and capital budgets, base wages for the role of Mayor and Councillor as well as review of trends in the areas of benefits and pensions.

In addition, the research incorporated feedback from Aurora's Members of Council who were offered the opportunity, by way of a survey, to provide their own perspective on the complexities and demands of their role.

Attachments

1. Council Compensation Research Findings Presentation September 7, 2023