



**Town of Aurora
Council Compensation Ad Hoc Committee
Meeting Minutes**

Date: Thursday, September 7, 2023
Time: 7 p.m.
Location: Holland Room, Aurora Town Hall

Committee Members: Anita Boyle Evans
Stephen Forsey
Chris Polsinelli
Greg Smith (Chair)*

Members Absent: Farshid Ameryoun

Other Attendees: Demetre Rigakos, Manager, Human Resources
Jaclyn Grossi, Deputy Town Clerk

*Attended electronically

1. Call to Order

The Chair called the meeting to order at 7:02 p.m.

2. Land Acknowledgement

The Committee acknowledged that the meeting took place on Anishinaabe lands, the traditional and treaty territory of the Chippewas of Georgina Island, recognizing the many other Nations whose presence here continues to this day, the special relationship the Chippewas have with the lands and waters of this territory, and that Aurora has shared responsibility for the stewardship of these lands and waters. It was noted that Aurora is part of the treaty lands of the Mississaugas and Chippewas, recognized through Treaty #13 and the Williams Treaties of 1923.

3. Approval of the Agenda

Moved By Stephen Forsey

Seconded By Anita Boyle Evans

That the agenda as circulated by Legislative Services be approved.

Carried

4. Declarations of Pecuniary Interest and General Nature Thereof

There were no declarations of pecuniary interest under the *Municipal Conflict of Interest Act, R.S.O. 1990, c. M.50*.

5. Receipt of the Minutes

5.1 Council Compensation Ad Hoc Committee Meeting Minutes of May 31, 2023

Moved By Chris Polsinelli

Seconded By Anita Boyle Evans

1. That the Council Compensation Ad Hoc Committee meeting minutes of May 31, 2023, be received for information.

Carried

6. Delegations

None.

7. Matters for Consideration

7.1 Memorandum from Manager, Human Resources; Re: Compensation Research Findings

Staff provided a presentation regarding the compensation research findings and reviewed: population, population density, number of constituents served, budgets, wages, and vehicle allowances. They further reviewed council member feedback, pension and benefit options, and part-time versus full-time elected officials.

The Committee and staff discussed the findings compared to Aurora's current offerings and developed recommendations that staff will present to Council at a future General Committee meeting. The Committee

recommended that councillor's wages be increased to a similar level of Newmarket and be equal to approximately the 55-60th percentile of the comparators, with an increased vehicle allowance to \$7,000. The Committee also recommended that the decision regarding the Town funding a benefits and pension plan for councillors be left as a decision for Council. They further recommended that the mayor's wage be increased to the 55-60th percentile of the comparators, with no increase to the vehicle allowance, and continuation of pension and benefits as it is a full-time role.

In relation to severance funding, they recommended that councillors be provided with one month for every year of service to a maximum of four months, and that the mayor be provided with one month for every year of service to a maximum of eight months.

Moved By Stephen Forsey

Seconded By Anita Boyle Evans

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.

Carried

8. Informational Items

None.

9. New Business

None.

10. Adjournment

Moved By Anita Boyle Evans

Seconded By Chris Polsinelli

That the meeting be adjourned at 8:35 p.m.

Carried