



MISSISSAUGA

THE CORPORATION OF THE CITY OF MISSISSAUGA

Mayor and Councillor's Remuneration and Benefits By-law 0511-2002

(Amended by 0035-2007, 0048-2010, 0001-2016)

WHEREAS Section 242 of *the Municipal Act*, R.S.O. 1990, c.M. 45 as amended, authorizes the council of a municipality to pass by-laws for the payment of remuneration to the members of council and provides that such remuneration may be determined in any manner that council considers advisable;

AND WHEREAS Section 253 of *the Municipal Act* authorizes the council of a municipality to pass by-laws for providing any or all of the members of council with any benefits that may be provided to the employees of a municipality under Paragraphs 48 and 49 of section 207 of the *Municipal Act* and with any other benefit of like nature that council considers appropriate.

AND WHEREAS in 1999 a Citizens Task Force established by Council recommended changes to the salaries and benefits then received by the Mayor and Members of Council;

AND WHEREAS By-law Number 137-99 was enacted to provide for the remuneration, economic adjustments and benefits of the Mayor and Members of Council in light of the recommendations of the Citizens Task Force;

AND WHEREAS the Citizens Task Force also recommended that there be a further review of the pension benefits available to the Mayor and Members of Council;

AND WHEREAS until 2003, under section 255(1) of the *Municipal Act* one third of the remuneration of an elected Member of Council is deemed to be an allowance for expenses incidental to the discharge of duties performed as a Member of Council and, therefore, not subject to income tax;

AND WHEREAS new legislation enacted in 2001, comprising section 255(2) of the *Municipal Act* and section 283 of the *Municipal Act*, 2001 (the "*New Municipal Act*"), provides that the allowance for expenses referred to above will cease to apply on January 1, 2003 unless a municipality passes a resolution before January 1, 2003 stating its intention that the allowance for expenses shall continue;

AND WHEREAS Council wishes to discontinue the allowance for expenses effective January 1, 2003;

AND WHEREAS it is appropriate to enact a new by-law to which updates By-law 137-99 by including the discontinuance of the allowance for expenses together with related changes to the remuneration and pension contributions in respect of the Mayor and Members of Council and by implementing housekeeping amendments;

NOW THEREFORE the Council of The Corporation of the City of Mississauga ENACTS as follows:

1. Effective January 1, 2003 the annual remuneration for the Mayor of The Corporation of the City of Mississauga shall be \$111,636, plus the adjustment referred to in Section 3 of this By-law until such time as Section 3 of this By-law is repealed. (0048-2010)
2. Effective January 1, 2003 the annual remuneration for each Member of Council of The Corporation of the City of Mississauga, other than the Mayor, shall be \$66,455, plus the adjustment referred to in Section 3 of this By-law until such time as Section 3 of this By-law is repealed. (0048-2010)
3. REPEALED BY BY-LAW 0035-2007

4. If an economic adjustment increase is awarded in any year to full time non-union staff of The Corporation of the City of Mississauga, the salaries for the Mayor and for the Members of Council shall also receive the same increase.
5. A \$10,000 death benefit shall be payable to the estate of the Mayor and the estate of each Member of Council where such person dies during the term of office, and the cost of such benefit shall be paid by The Corporation of the City of Mississauga.
6. Subject to the restrictions below, severance allowance shall be payable to the Mayor and to each Member of Council upon retirement, resignation or death of a Member of Council while in office, or upon failure to be re-elected to office for the term immediately following a current term of office. No severance allowance shall be payable, however, in the following circumstances: (0001-2016)
 - 1) where the purpose of a retirement or resignation is to assume a position as an elected or appointed officer holder at any level of government, including another municipality; or (0001-2016)
 - 2) where the purpose of a retirement or resignation is to assume paid employment with another organization or business; or (0001-2016)
 - 3) where the Mayor or Member of Council ceases to hold office as a result of involuntary removal from office, other than through failure to be re-elected or death; (0001-2016)

The severance allowance shall be calculated on the basis of one month's base salary for each year of service up to a maximum of 12 months' base salary, payable in a lump sum. (0001-2016)

7. When eligible to receive a severance allowance, the Mayor and each Member of Council will also receive the benefits in sections 9 and 10 of this By-law calculated on the basis of one month for each year of service up to a maximum of 12 months, but they shall not be entitled to receive the benefits in Section 11 of this By-law.
8. When eligible to receive a severance allowance, the Mayor and each Member of Council will be entitled to a transition allowance, to a maximum allowable cost of \$6,000, for appropriate counselling, either to re-establish him/herself in a business or public career or to prepare themselves for retirement. In the event that the Mayor or a Member of Council does not avail him/herself of counselling, the counselling allowance will not be due or payable.
9. The Corporation of the City of Mississauga shall pay for the whole of the insurance premium cost of the plan of hospital care insurance and of the health services insurance for the Mayor and each Member of Council.
10. The Corporation of the City of Mississauga shall pay for the whole of the insurance premium cost of the provision of group life insurance, group accident insurance, extended hospital, medical, and dental services, for the Mayor and each Member of Council. (0048-2010)
11. The Mayor and each Member of Council shall pay for the whole of the insurance premium cost of the provision of long term disability insurance for himself or herself, unless the Mayor and/or a Member of Council has opted out of the long term disability insurance program during the optional opt out period before September 1, 2009. (0048-2010)
12. In accordance with subsection 3 of Section 243 of the *Municipal Act*, an amount as defined in Appendix A to this by-law shall be paid to the Mayor and to all Councillors in recognition of mileage expenses incurred for travel related to his/her duties as a Member of Council.
13. As authorized by subsection 2 of Section 255 of the *Municipal Act*, the allowance for expenses equal to one-third of a member of council's remuneration shall be discontinued effective from and after January 1, 2003.

14. Effective January 1, 2003, contributions to the OMERS pension plan on behalf of the Mayor and Members of Council that are payable by The Corporation of the City of Mississauga and the Mayor and Members of Council shall be calculated on the basis of the full amount of their taxable, pensionable income from the City.
15. This By-law shall come into effect on January 1, 2003, on which date By-law 137-99 shall be repealed.
16. This by-law shall be known as the Mayor and Councillors' Remuneration and Benefits By-law, 2003.

ENACTED AND PASSED this 11th day of December, 2002
Signed by Hazel McCallion, Mayor and Crystal Greer, City Clerk

APPENDIX A

The payment specified in section number 12 of the Mayor and Councillors' Remuneration and Benefits By-law will be determined on the following basis:

- 1) **Councillors**, not including the Mayor, will be paid the Runzheimer fixed and operating standard costs car allowance for full sized vehicles, as defined in the "Runzheimer Vehicle Standard Cost Schedule" for travel on City business, not including travel to and from City Hall, and shall be payable in twelve (12) equal monthly installments through the City's payroll system.

The Runzheimer car allowance is based on estimated mileage of 20,000 kilometres or 12,423 miles per year. This mileage estimate shall continue in effect unless adjusted by council, no more frequently than annually, effective January 1 in a given year.

For the 2003 calendar year the Councillors' car allowance shall be \$14,609.04 or \$1,217.42 per month. This figure shall be adjusted on January 1 of each year based on the most recent information available from Runzheimer on December 31 of the preceding year.

- 2) **The Mayor** will be provided with a City supplied vehicle.
- 3) The Councillor Car Allowance rate, as set out in Section 1 of this Appendix A, set at \$1,442 per month (\$17,304 annually) as of January 1st 2006, shall continue to be paid for 2007, and shall remain fixed until such time as the Runzheimer fixed and operating standard costs car allowance for mid- size vehicles exceeds \$1,442 per month (\$17,304 annually) as of January 1st of any given year, following which the Councillor Car Allowance rate shall be adjusted, and shall continue to be adjusted on a go forward basis, in accordance with Section 1 of this Appendix A. (35-07)