

By-law Number 70-2023
of The Regional Municipality of Durham

Being a by-law to provide for the determining, fixing and paying of annual, other remuneration and benefits to the Chair, members of the Regional Council and to each Chair of the other Standing Committees, Transit Executive Committee and members of the Police Services Board.

Now therefore, the Council of The Regional Municipality of Durham hereby enacts as follows:

1. There shall be paid to every member of the Regional Council of the Regional Municipality of Durham, except its Chair, the following annual amounts in respect of their office: (a) the sum of \$60,333 per annum up to and including March 31, 2024; and (b) thereafter such annual amount payable shall be increased by the same percentage as the general increase awarded to the Management Group of the Regional Municipality of Durham with a one year delay.
2. Notwithstanding any other provision herein contained, for those Councillors who are members of Council of a Municipality which has confirmed by by-law its willingness to enter into a joint services agreement with the Region for the harmonization of Councillor's remuneration and benefits between the Region and the Municipality, the Region shall reimburse the Municipality for the cost of providing said Councillors with the remuneration and benefits which are provided for herein. Such reimbursement shall release the Region from any obligation to directly provide said Councillors with any compensation or benefits otherwise provided for herein.
3. The Clerk and the Chair are authorized from time to time to execute a joint services agreement with each Municipality, which has confirmed by by-law its willingness to enter into such an agreement, for the harmonization and single stream payment of Councillor's remuneration and benefits between the Region and the Municipality as provided for in paragraph 2.
4. There shall be paid to the Chair of the Regional Council of the Regional Municipality of Durham, the following annual amounts in respect of their office: (a) the sum of \$206,201 per annum up to and including March 31, 2024, and (b) thereafter such annual amount payable shall be increased by the same percentage as the general increase awarded to the Management Group of the Regional Municipality of Durham with a one year delay.
5. There shall be paid to each Chair of the Standing Committees, Transit Executive Committee and those members of Regional Council who are appointed to the Police Services Board, in addition to the sums payable under any other paragraph of this by-law, in respect of their office the sum of \$6,000.00 per annum.

6. Notwithstanding paragraphs 1, 4 and 5, in any election year the outgoing members of Regional Council and the Chair, for the period commencing November 1st and ending on November 14th shall receive $\frac{1}{2}$ of $\frac{1}{12}$ of the applicable annual amount referred to in paragraphs 1, 4 or 5. The appointed or elected successor members of Regional Council and the Chair shall receive for the period between November 15th and November 30th, $\frac{1}{2}$ of $\frac{1}{12}$ of the applicable annual amount referred to in paragraphs 1, 4 or 5, and for the period between December 1st and December 31st, $\frac{1}{12}$ of the applicable annual amount referred to in paragraphs 1, 4 or 5.
7. In addition, the Region will provide to each member of Regional Council, including the Chair, the following:
 - a. for any member who is enrolled, but not in receipt of a pension from the Ontario Municipal Employees' Retirement System (OMERS), the employer's contributions shall be paid for the compensation payable under paragraphs 1, 4, 5 and 6 of this by-law;
 - b. for any member who is not enrolled in OMERS, in lieu of a pension plan, an annual amount equal to the OMERS Primary Plan contribution rates currently in place, and can change from time to time, multiplied by the compensation payable under paragraphs 1, 4, 5 and 6 of this by-law or such other amount as represents the employer's contributions referred to in sub-paragraph a. For clarity, a member in receipt of an OMERS pension shall receive compensation under this sub-paragraph;
 - c. In a year where a member is enrolled in OMERS or begins receiving an OMERS pension during the year, the member will receive compensation under sub-paragraph b, prorated for the period not enrolled in OMERS.
8. Corporate Services – Human Resources is directed and empowered to ensure that compensation practices for members of Council remain at the 75th percentile of the Council approved comparator group, and further, be authorized to make such changes as are necessary every 2 years.
9. Members of Regional Council, including the Chair, shall be paid for expenses incurred in the normal performance of their duties in accordance with Council approved policies governing same in force from time to time.
10. Members of Regional Council, including the Chair, shall be provided with the same insured benefits program for extended health benefits and dental coverage provided to the Management Group of the Regional Municipality of Durham along with a basic life insurance benefit that is two times their annual remuneration as determined under paragraph 1 and 4 respectively of this by-law.
11. Any member of Regional Council, including the Chair, who is beyond the age of 65, shall have the benefits referred to in paragraph 10 continue until such time as they are no longer a member of Regional Council.
12. Any member of Regional Council, including the Chair, who has at least 15 years service shall, upon leaving office, continue to receive extended health benefits and dental coverage until the age of 65, on the same terms as retired management employees of the Regional Municipality of Durham. This coverage ceases on the last day of the month in which the Regional Councillor turns 65 years of age.

- 13. By-law Number 42-2022, as amended, is hereby repealed.
 - 14. This by-law shall come into force and takes effect on the 20th day of December, 2023.
- This By-law Read and Passed on the 20th day of December, 2023.

J. Henry, Regional Chair and CEO

A. Harras, Regional Clerk