

By-law 2018-145

A By-law of the City of Greater Sudbury Respecting the Remuneration to Members of Council of the City of Greater Sudbury

Whereas pursuant to the *Municipal Act 2001*, S.O. 2001, c. 25, the Council of a municipality may, by By-law, provide for the remuneration of Members of Council of the municipal corporation

Now therefore Council of the City of Greater Sudbury hereby enacts as follows:

1. In this By-law and in the attached schedules:

“Advisor to Audit Committee” means the person appointed by By-law passed by Council from time to time to act as an advisor to Audit Committee;

“City” means the municipal corporation of the City of Greater Sudbury or the geographical area of the City of Greater Sudbury, as the context requires;

“Council” means the Council of the City of Greater Sudbury;

“Councillor” means a person elected as a Councillor of a ward in the City;

“Local Board” means a local board as defined in s. 1 of the *Municipal Act, 2001*, S.O. 2001, c. 25;

“Members of Council” includes the Mayor of the City and all the Councillors and
“Member of Council” means any one of the Members of Council; and

“Treasurer” means the individual appointed by By-law passed by Council, to the position of Treasurer in accordance with the *Municipal Act, 2001*, and includes his or her authorized designate.

Delegation

2.-(1) The administration of this By-law is assigned to the Treasurer who is delegated the authority to:

- (a) make all decisions required of the Treasurer under this By-law;
- (b) perform all administrative functions, necessary for the due administration and implementation of this By-law; and
- (c) establish and amend from time to time, such policies, forms and other documents, and such standards, protocols and procedures as the Treasurer may determine are required to implement and administer this By-law.

(2) The Treasurer may delegate the performance of any one or more of his or her functions under this By-law to one or more persons from time to time as the occasion requires and may impose conditions upon such delegation and may revoke any such delegation. The Treasurer may continue to exercise any function delegated during the delegation.

Remuneration – Members of Council

3.-(1) During each of the periods identified in Column B of the chart below, the Treasurer shall pay remuneration to each Member of Council in accordance with the rates set out or referenced on the corresponding line in Column C of the Chart below:

Column A Line	Column B Period of Time	Column C Compensation Rate for Members of Council
1	April 1, 2018 to and including December 31, 2018	Compensation determined in accordance with Schedule A, based on position(s) held
2	January 1, 2019 to and including March 31 st , 2019	Compensation determined in accordance with Schedule C, based on position(s) held
3	April 1, 2019 to and including March 31, 2020	The compensation rate shall increase over the rate payable as of the immediately prior period (January 1, 2019 to March 31, 2019), by the same percentage increase as that afforded by Council to full-time non-union employees of the City
4	Commencing April 1, 2020 and effective April 1 in each year thereafter to and including April 1, 2022	The compensation rate shall increase over the rate payable as of the immediately prior April 1 to March 31 period, by the same percentage increase as that afforded by Council to full-time non-union employees of the City
5	Effective February 21, 2023 to and including March 31, 2023	Compensation determined in accordance with Schedule C-1, based on position(s) held
6	April 1, 2023 to March 31, 2024	The compensation rate shall increase over the rate payable as of the period from February 21, 2023 to March 31, 2023 as set out in Schedule C-1, by the same percentage increase as that afforded by Council to full-time non-union employees of the City, provided however that the compensation payable to the Mayor shall not increase on April 1, 2023
7	April 1, 2024 to December 10, 2025	The compensation rate shall increase over the rate payable as of the immediately prior April 1 to March 31 period, by the same percentage increase as that afforded by Council to full-time non-union employees of the City and in the case

		of any part year, adjusted pro rata for the number of days in the period
8	December 10, 2025 to March 31, 2026	Compensation determined in accordance with the annual rates set out in Schedule C-A-1, based on position(s) held and adjusted pro rata for the number of days in the period
9	Commencing April 1, 2026 and effective in each year thereafter	The compensation rate shall increase over the rate payable as of the immediately prior April 1 to March 31 period, by the same percentage increase as that afforded by Council to full-time non-union employees of the City, provided that for the April 1, 2026 to March 31, 2027, the increase to the compensation for the Chair of the Emergency and Community Services Committee be based on the rate in Schedule C-A-1

(2) For the purposes of lines 3 and 4 in the chart above, in the event that a rate of increase has not been determined as of April 1st in any year, remuneration for the new April 1st to March 31st period shall continue to be paid at the rate applicable during the immediately preceding period, until such time as a rate of increase is established by Council. Any such rate of increase shall be applied to remuneration payable to Members of Council in the same manner as to full-time non-union employees of the City.

Remuneration - Local Boards

4.-(1) During each of the periods identified in Column B of the chart below, the Treasurer shall pay remuneration, based on position held to each City appointee on the specified Local Boards, and to each Provincial appointee to the Greater Sudbury Police Service Board who is not a Member of Council in accordance with the rates set out or referenced on the corresponding line in Column C of the Chart below:

Column A Line	Column B Period of Time	Column C Compensation Rate for Members of Specified Local Board
1	April 1 st , 2018 to and including December 31 st , 2018	Compensation determined in accordance with Schedule B, based on position(s) held
2	January 1, 2019 to and including March 31 st , 2019	Compensation determined in accordance with Schedule D, based on position(s) held
3	April 1 st , 2019 to and including March 31 st , 2020	The compensation rate shall increase over the rate payable as of the immediately prior period (January 1 st , 2019 to March 31 st , 2019), by the same percentage increase as that afforded by Council to full-time non-union employees of the

		City
4	Commencing April 1 st , 2020 and effective April 1 st in each year thereafter	The compensation rate shall increase over the rate payable as of the immediately prior April 1 st to March 31 st period, by the same percentage increase as that afforded by Council to full-time non-union employees of the City

(2) For the purposes of lines 3 and 4 in the chart above, in the event that a rate of increase has not been determined as of April 1st in any year, remuneration for the new April 1st to March 31st period shall continue to be paid at the rate applicable during the immediately preceding period, until such time as a rate of increase is established by Council. Any such rate of increase shall be applied to remuneration payable to Members of Council in the same manner as to full-time non-union employees of the City.

Advisor to the Audit Committee

5.-(1) The Treasurer shall pay remuneration to the Advisor to the Audit Committee, during the term of the Advisor's appointment, at the rate of \$400 per meeting of Audit Committee actually attended by the Advisor, subject to adjustment in accordance with Section 9.

(2) The Treasurer is authorized to compensate the Advisor to the Audit Committee, for costs associated with the use of his or her personal vehicle while he or she is engaging in the role as Advisor to the Audit Committee and for out of town travel expenses incurred to attend meetings of Audit Committee. Compensation shall be determined in accordance with and paid in the manner provided for in the Payment of Expenses for Members of Council and Municipal Employees By-Law, 2016-16F as amended or replaced from time to time, and the Travel and Business Expenses Policy, as if the Advisor to the Audit Committee were a Member of Council or a Municipal Employee.

Stipend - Attendance at Training and Conferences

5A.-(1) Where a Member of Council attends a conference or a training session related to their role as a Member of Council, the Councillor shall be entitled to receive a stipend of \$75.00 for a full day's attendance. Such stipend shall be in addition to any expenses the Member of Council is entitled to receive pursuant to a by-law or policy of the City of Greater Sudbury.

(2) The Member of Council shall submit a written request to the Treasurer for payment of such stipend, supported by such particulars and documents as the Treasurer may reasonably request."

Allowances Provided to Members of Council

6.-(1) The Treasurer will provide to each Member of Council, during such time as he or she is a Member of Council, a monthly allowance of \$48 for internet expense and \$40 for telephone expense or such other amount as may be applicable, after adjustment in accordance with Section 9. The Treasurer will record each such allowance as a taxable benefit to that Member of Council in accordance with the Canada Revenue Agency requirements.

(2) The Treasurer will provide a monthly vehicle allowance to the Mayor in lieu of payments for in City travel. The allowance shall be \$749 a month, subject to adjustment in accordance with Section 9. The amount of the vehicle allowance shall be recorded by the Treasurer as a taxable benefit to the Mayor in accordance with Canada Revenue Agency requirements.

Parking Pass

7.-(1) The Treasurer is authorized to provide a parking pass for the Tom Davies Square parking lot to each Member of Council without charge.

(2) In the case of each of the Councillors, the Treasurer shall record the amount otherwise payable for such parking pass under the City's Miscellaneous User Fee By-law as a taxable benefit, in accordance with Canada Revenue Agency requirements.

(3) In the case of the Mayor, the Treasurer shall obtain a written declaration from the Mayor every year in order to establish if the Mayor has declared a business requirement to regularly use his or her vehicle to perform his duties. The Treasurer shall assess the taxable portion of the value of the parking pass based on the declaration and Canada Revenue Agency requirements and record the value accordingly.

Council Remuneration - 1/3 Deemed Expense

8.-(1) Until December 31st, 2018, one-third of each of: the remuneration amounts paid to the Members of Council pursuant to section 3 and section 4; the value of the allowances provided for in section 6; and the value of the parking passes provided for in section 7; are deemed to be for expenses, except as provided to in the contrary in subsection 8(2).

(2) Despite subsection 8(1), the value of the parking pass provided to the Mayor is not included in the 1/3 deemed expense calculation, but rather the taxable benefit shall be recorded in accordance with subsection 7(2).

(3) Effective January 1st, 2019, the 1/3 tax free portion referred to in section 8(1) is eliminated and effective January 1st, 2019, Members of Council shall be paid remuneration in accordance with the rates set out in Schedules C and D, which have been amended to ensure that Members of Council are effectively compensated at the same rate as provided for in Section 3.

Annual Inflationary Increase

9. The Treasurer may, in his or her discretion, adjust the amounts of remuneration or allowances set out in section 5 and section 6 on January 1st, in any year, by the amount the Treasurer deems appropriate provided however, that the adjustment to the vehicle allowance provided for in subsection 6(2) shall not exceed the equivalent of the reasonable per-kilometre allowance as established by the Canada Revenue Agency. In exercising his or her discretion, the Treasurer may consider previous adjustments or non-adjustments. The Treasurer shall inform Council of any such adjustment, and this By-law shall be deemed to have been amended accordingly.

Annual Itemized Statements

10.-(1) In accordance with the *Municipal Act 2001*, S.O. 2001, c. 25, section 284, the Treasurer shall, on or before the 31st day of March in each year, submit to Council an itemized statement of the remuneration and expenses paid in the preceding calendar year pursuant to this or any other By-law, to:

- (a) each Member of Council in respect of his or her services as a Member of the Council or any other body, including a Local Board, to which the Member has been appointed by Council or on which the Member holds office by virtue of being a Member of Council;
- (b) each Member of Council in respect of his or her services as an officer or employee of the City or other body described in clause (a);
- (c) each person, other than a Member of Council, appointed by the City to serve as a member of any body, including a local board, in respect of his or her services as a member of the body; and
- (d) the Advisor to the Audit Committee.

(2) The annual Statement of Remuneration and Expenses referred to in subsection (1) shall include amounts paid from January 1 to December 31 in the prior year for:

- (a) salary;
- (b) benefits;

- (c) stipends, per diems and other compensation received as a result of participation/membership on boards/committees at the request of City Council;
- (d) car allowances, mileage reimbursements, internet allowances, phone allowances; and
- (e) all other expenses paid on behalf of a person or reimbursed in accordance with this or any other By-law.

Compensation Review

10A.-(1) For the purposes of this section:

- (a) “Comparator Municipalities” includes the municipalities of Barrie, Brantford, Chatham-Kent, Guelph, Hamilton, Kingston, London, Thunder Bay and Windsor; and
- (b) “50th Percentile” represents the point below which 50% of the data points lie.

(2) Once during each term of Council, the Director of Human Resources and Organizational Development shall:

- (a) conduct a review of the total compensation paid to Members of Council in Sudbury and in each of the Comparator Municipalities; and
- (b) report to Council as to whether the total compensation paid to Members of Council in Sudbury falls within the range of 5% of the 50th Percentile of the total compensation paid to the Comparator Municipalities.

Schedules

11. Each of the following Schedules is incorporated into and forms a part of this By-law:

- Schedule “A” Remuneration – Members of Council, Effective April 1, 2018 to December 31, 2018;
- Schedule “B” Remuneration – City and Provincial Appointees to Local Boards, Effective April 1, 2018 to December 31, 2018;
- Schedule “C” Remuneration – Members of Council, Effective January 1, 2023 to March 31, 2019;
- Schedule “C-1” Remuneration - Members of Council, Effective February 21,2023 to December 9, 2025;
- Schedule “C-A-1” Remuneration - Members of Council Effective December 10, 2025 to March 31, 2026; and
- Schedule “D” Remuneration - City and Provincial Appointees to Local Boards, Effective January 1, 2019 to March 31, 2019.

Repeal

12.-(1) By-law 2017-148F and any by-law amending By-law 2017-148F are hereby repealed.

(2) Despite section 12(1), any amounts which have accrued pursuant to By-law 2017-148F as amended, but which are unpaid as of the date of the repeal of By-law 2017-148F as amended shall continue to be due and payable in accordance with the terms of that By-law as amended.

By-law Review

13. Council shall review this By-law at a public meeting at least once during every four year term of Council.

Effective Date

14. This By-law shall come into force and take effect on passage.

Read and Passed in Open Council this 14th day of August, 2018

Mayor

Clerk

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Schedule "A"
to By-law 2018-145 of the City of Greater Sudbury

Remuneration Rates April 1st, 2018 to December 31st, 2018

The Remuneration to be paid to each Member of Council as described in Column A below during the period April 1st, 2018 to December 31st, 2018 shall be determined in accordance with the rate of remuneration set out in Column B together with any applicable additional remuneration at the rates provided for in Column C for Members of Council who hold additional Council or Committee Positions as identified in Column A and in accordance with Column D for Members of Council who hold additional positions as identified on the specified Local Boards.

Column A Member of Council	Column B Rate of Remuneration	Remuneration payable in addition to Column B, where applicable	
		Column C	Column D
Mayor	\$122,555.16 per annum		
Each Councillor	\$ 36,320.76 per annum		
Councillor appointed as Deputy Mayor		\$ 5,173.13 per annum	
Any Councillor replacing the Mayor other than the Deputy Mayor		\$ 71.82 per day	
One Deputy Mayor acting as Mayor for long-term replacements	\$122,555.16 per annum		
Chair of the Finance and Administration Committee		\$ 3,184.39 per annum	
Chair of the Audit Committee		\$ 2,122.92 per annum	
Chair of the Operations Committee		\$ 2,122.92 per annum	
Chair of the Community Services Committee		\$ 1,061.47 per annum	
Chair of the Emergency Services Committee		\$1,061.47 per annum	
Chair of the Planning Committee		\$ 4,245.87 per annum	
Member of the Planning Committee, other than the Chair		\$ 1,408.00 per annum	
Chair of the Police Service Board			\$1,494.88 Per annum
Chair of the Sudbury & District Health Unit			\$3,223.43 Per annum
Vice-Chair of the Sudbury & District Health Unit			\$1,934.06 Per annum
Member of the Sudbury & District Health Unit			\$1,290.56 Per annum

NOTE 1: One third of the amount paid as remuneration is deemed to be expenses. This 1/3 amount is considered a tax free portion of earnings in accordance with Subsection 8(1) of this By-law.

NOTE 2: Appropriate adjustments shall be made to the annual rate of remuneration where the individual does not hold the position for a full year.

NOTE 3: Where a Member of Council so, chooses, a lesser amount of remuneration may be paid than the Member of Council is otherwise entitled to, if approved by resolution of Council or amendment to this By-law.

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Schedule "B"
to By-law 2018-145 of the City of Greater Sudbury

Remuneration April 1st, 2018 to December 31st, 2018
Council and Provincial Appointees to Local Boards

Local Boards

The Remuneration to be paid to each person described in Column A below during the period April 1st, 2018 to December 31st, 2018 shall be determined in accordance with the rate of remuneration set out in Column B.

Column A Person	Column B Rate of Remuneration
Chair of the Committee of Adjustment	\$ 102.16 per meeting
Member of the Committee of Adjustment, other than the Chair	\$ 81.04 per meeting
A member of the Greater Sudbury Police Services Board who is not the Chair and who is not a Councillor	\$ 8,240.03 per annum
Chair of the Greater Sudbury Police Services Board, provided the Chair is not a Councillor	\$ 9,734.89 per annum

NOTE 1: One third of the amount paid to Members of Council as remuneration is deemed to be expenses. This 1/3 amount is considered a tax free portion of earnings. Remuneration paid to a member of a Local Board who is not a Member of Council has no tax-free expense component.

NOTE 2: Appropriate adjustments shall be made to the annual rate of remuneration where the individual does not hold the position for a full year. Payments per meeting apply only to meetings actually attended.

Schedule "C"
to By-law 2018-145 of the City of Greater Sudbury

Remuneration Rates January 1st, 2019 to March 31st, 2019

The Remuneration to be paid to each Member of Council as described in Column A below during the period January 1st, 2019 to March 31st, 2019 shall be determined in accordance with the rate of remuneration set out in Column B together with any applicable additional remuneration at the rates provided for in Column C for Members of Council who hold additional Council or Committee Positions as identified and in accordance with Column D for Members of Council who hold additional positions as identified on the specified Local Boards.

Column A Member of Council	Column B Rate of Remuneration	Remuneration payable in addition to Column B, where applicable	
		Column C	Column D
Mayor	\$168,230.43 per annum		
Each Councillor	\$ 42,417.72 per annum		
Councillor appointed as Deputy Mayor		\$ 6,040.66 per annum	
Any Councillor replacing the Mayor other than the Deputy Mayor		\$ 83.87 per day	
For long-term replacements, one Deputy Mayor (as determined by Council)	\$168,230.43 per annum		
Chair of the Finance and Administration Committee		\$ 3,718.41 per annum	
Chair of the Audit Committee		\$ 2,478.93 per annum	
Chair of the Operations Committee		\$ 2,478.93 per annum	
Chair of the Community Services Committee		\$ 1,239.47 per annum	
Chair of the Emergency Services Committee		\$ 1,239.47 per annum	
Chair of the Planning Committee		\$ 4,957.90 per annum	
Member of the Planning Committee, other than the Chair		\$ 1,644.12 per annum	
Chair of the Police Service Board			\$1,745.58 Per annum
Chair of the Sudbury & District Health Unit			\$3,223.43 Per annum
Vice-Chair of the Sudbury & District Health Unit			\$2,258.41 Per annum

Member of the Sudbury & District Health Unit			\$1,506.99 Per annum
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NOTE 1: Remuneration will increase commencing April 1st, 2019 in accordance with section 3(1).

NOTE 2: Appropriate adjustments shall be made to the annual rate of remuneration where the individual does not hold the position for a full year.

NOTE 3: Where a Member of Council so, chooses, a lesser amount of remuneration may be paid than the Member of Council is otherwise entitled to, if approved by resolution of Council or amendment to this By-law.

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Schedule “C-1”
to By-law 2018-145 of the City of Greater Sudbury

Remuneration Rates February 21, 2023 to December 9, 2025

The Remuneration to be paid to each Member of Council as described in Column A below during the period February 21, 2023 to December 9, 2025 shall be determined in accordance with the rate of remuneration set out in Column B together with any applicable additional remuneration at the rates provided for in Column C for Members of Council who hold additional Council or Committee Positions as identified and in accordance with Column D for Members of Council who hold additional positions as identified on the specified Local Boards.

Column A Member of Council	Column B Rate of Remuneration	Remuneration payable in addition to Column B, where applicable	
		Column C	Column D
Mayor	\$143,000.00 per annum		
Each Councillor	\$45,236.52 per annum		
Councillor appointed as Deputy Mayor		\$6,442.92 per annum	
Any Councillor replacing the Mayor other than the Deputy Mayor		\$89.46 per day	
For long-term replacements, one Deputy Mayor (as determined by Council)	\$143,000.00 per annum		
Chair of the Finance and Administration Committee		\$3,966.12 per annum	
Chair of the Audit Committee		\$2,644.08 per annum	
Chair of the Operations Committee		\$2,644.08 per annum	
Chair of the Emergency and Community Services Committee		\$1,322.16 per annum	
Chair of the Planning Committee		\$5,288.04 per annum	
Member of the Planning Committee, other than the Chair		\$1,753.68 per annum	
Chair of the Police Service Board			\$1,861.80 Per annum
Chair of the Sudbury & District Health Unit			\$3,438.12 Per annum

Vice-Chair of the Sudbury & District Health Unit			\$2,408.76 Per annum
Member of the Sudbury & District Health Unit			\$1,607.28 Per annum

NOTE 1: Remuneration will increase commencing April 1, 2023, except in the case of the Mayor, where remuneration will not increase until April 1, 2024, and on April 1 in each subsequent year in accordance with section 3(1).

NOTE 2: Appropriate adjustments shall be made to the annual rate of remuneration where the individual does not hold the position for a full year.

NOTE 3: Where a Member of Council so chooses, a lesser amount of remuneration may be paid than the Member of Council is otherwise entitled to, if approved by resolution of Council or amendment to this By-law.

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Schedule "C-A-1"
to By-law 2018-145 of the City of Greater Sudbury

Remuneration Rates December 10, 2025 to March 31, 2026

The Remuneration to be paid to each Member of Council as described in Column A below during the period December 10, 2025 to March 31, 2026 shall be determined in accordance with the rate of remuneration set out in Column B together with any applicable additional remuneration at the rates provided for in Column C for Members of Council who hold additional Council or Committee Positions as identified and in accordance with Column D for Members of Council who hold additional positions as identified on the specified Local Boards and all and in the case of annual rates of remuneration, adjusted for the number of days in the period

Column A Member of Council	Column B Rate of Remuneration	Remuneration payable in addition to Column B, where applicable	
		Column C	Column D
Mayor	\$ 151,714.08 per annum		
Each Councillor	\$ 49,433.40 per annum		
Councillor appointed as Deputy Mayor		\$ 7,040.40 per annum	
Any Councillor replacing the Mayor other than the Deputy Mayor		\$ 97.75 per day	
For long-term replacements, one Deputy Mayor (as determined by Council)	\$ 151,714.08 per annum		
Chair of the Finance and Administration Committee		\$ 4,333.92 per annum	
Chair of the Audit Committee		\$ 2,889.24 per annum	
Chair of the Operations Committee		\$ 2,889.24 per annum	
Chair of the Emergency and Community Services Committee		\$2,889.24 per annum	
Chair of the Planning Committee		\$ 5,778.48 per annum	
Member of the Planning Committee, other than the Chair		\$ 1,916.28 per annum	
Chair of the Police Service Board			\$ 2,034.36 Per annum

Chair of the Sudbury & District Health Unit			\$ 3,756.96 Per annum
Vice-Chair of the Sudbury & District Health Unit			\$ 2,632.08 Per annum
Member of the Sudbury & District Health Unit			\$ 1,756.32 Per annum

NOTE 1: Remuneration will increase commencing April 1, 2026, and on April 1 in each subsequent year in accordance with section 3(1).

NOTE 2: Appropriate adjustments shall be made to the annual rate of remuneration where the individual does not hold the position for a full year.

NOTE 3: Where a Member of Council so chooses, a lesser amount of remuneration may be paid than the Member of Council is otherwise entitled to, if approved by resolution of Council or amendment to this By-law.

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Schedule "D"
to By-law 2018-145 of the City of Greater Sudbury

Local Boards

The Remuneration to be paid to each person described in Column A below during the period January 1st, 2019 to March 31st, 2019 shall be determined in accordance with the rate of remuneration set out in Column B.

Column A Person	Column B Rate of Remuneration
Chair of the Committee of Adjustment	\$ 102.16 per meeting
Member of the Committee of Adjustment, other than the Chair	\$ 81.04 per meeting
Chair of the Greater Sudbury Police Services Board, provided the Chair is not a Councillor	\$ 11,367.42 per annum
Member of the Greater Sudbury Police Services Board, other than the Chair and provided the member is not a Councillor	\$ 8,240.03 per annum

NOTE 1: Remuneration will increase commencing April 1st, 2019 in accordance with section 4(1).

NOTE 2: Appropriate adjustments shall be made to the annual rate of remuneration where the individual does not hold the position for a full year. Payments per meeting apply only to meetings actually attended.