

THE MUNICIPALITY OF LAMBTON SHORES

Report TR 05-2025

Council Meeting Date: February 25, 2025

TO: Mayor Cook and Members of Council

FROM: Rebecca Clothier, Director of Financial Services

RE: 2024 Council, Committee and Board Remuneration and Expenses

RECOMMENDATION:

THAT Report TR 05-2025 regarding the Statement of Remuneration and Expenses for 2024 be received, and

THAT Council consider including Council remuneration in the municipality's 2025 market review of staff salaries and wages.

SUMMARY

The purpose of this report is to provide information on the remuneration and expenses paid to Members of Council and individuals appointed to Local Boards or Committees during the 2024 fiscal year. This report ensures compliance with the requirements of the *Municipal Act, 2001*, S.O. 2001, c. 25 ("the Act"), which mandates public disclosure of these payments.

Additionally, this report recommends that Council remuneration be included in the municipality's market review of staff salaries and wages to ensure fair and competitive compensation.

BACKGROUND

Section 284(1) of the *Municipal Act, 2001* requires the Treasurer to submit an itemized statement detailing the remuneration and expenses paid in the previous year to:

- Each member of Council; and
- Each person appointed by the municipality to serve on a Local Board or Committee.

Additionally, Section 284(3) of the Act stipulates that any body, including a Local Board, that provides remuneration or expense reimbursements to an appointee of the municipality must submit this information to the Treasurer for inclusion in the public record by no later than January 31 of each year. Section 284(4) further clarifies that these statements are considered public records, notwithstanding the *Municipal Freedom of Information and Protection of Privacy Act*.

Council remuneration is established by By-Law 19-2023, which sets pay rates for 2023 and provides for annual adjustments aligned with those received by municipal staff. Appendix A of this report contains a detailed breakdown of all payments made under Sections 284(1) and 284(3) of the Act. Pursuant to legislative requirements, the Treasurer must present this report to Council annually by March 31.

Remuneration and expenses paid by the County of Lambton are not included in this report, as they are reported directly by the County of Lambton.

As part of ensuring fair and competitive compensation, it is recommended that Council remuneration be included in the municipality's market review of staff salaries and wages. This review is important to ensure that Council compensation remains aligned with comparable municipalities, reflects the responsibilities and time commitment of elected officials, and supports attracting qualified individuals to serve in public office.

ALTERNATIVES TO CONSIDER

There are no alternatives to consider, as the submission of this report is a legislated requirement.

RECOMMENDED ACTIONS

That Council receives this report for information and considers including Council remuneration in the municipality's 2025 market review of staff salaries and wages.

FINANCIAL IMPACT

There is no additional financial impact associated with receiving this report. The expenses detailed herein did not exceed budgeted amounts for the 2024 fiscal year.

CONSULTATION

Ausable Bayfield Conservation Authority (ABCA)
Bluewater Recycling Association (BRA)
Forest Business Improvement Area (Forest BIA)
Lambton Group OPP Detachment Board
St. Clair Region Conservation Authority (SCRCA)
Lake Huron Primary Water Supply System
Lambton Area Water Supply System (LAWSS)

ATTACHMENTS

Appendix A - Municipality of Lambton Shores Statement of Remuneration, Expenses, and Per Diems for the 2024 Fiscal Year