

# The Corporation of the City of Kenora

## By-Law Number 153 - 2024

### **A By-Law to Provide for Annual Remuneration for the year 2025 for the Mayor, Deputy Mayor and Members of Council of the Corporation of the City of Kenora**

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Whereas Section 283(1) of The Municipal Act, S.O. 2001, c. 25, as amended, provides for payment of remuneration to the Head and Members of Council; and

Whereas Section 283 (4) of The Municipal Act 2001, S.O. 2001, c.25 no part of the remuneration of a member of a Council or local board paid under this section is deemed to be for expenses incidental to his or her duties as a member and a municipality or local board shall not provide that any part of the remuneration is for such deemed expenses; and

Whereas on April 16, 2024, a Notice of Motion directed Administration to report on best practices regarding Council and Professional-Managerial Remuneration policies within Ontario municipalities, specifically as referenced in Policies #CC-15-1 and #HR-3-1 for the City of Kenora; and

Whereas in accordance with Council's direction, Administration's goal was to research and analyze how various municipalities compensate their councils and to create a robust dataset that can inform future decisions regarding Council remuneration;

Now Therefore the Council of the Corporation of the City of Kenora enacts as follows:~

1. That in accordance with Council's Annual Remuneration Policy #CC-15-1, Annual economic adjustment to Council remuneration will be based on the actual annual percentage adjustment approved for the City's Non-Union Group.
2. That Council held the 2024 rates for the Professional and Managerial Employee Group and therefore no increase was included in the 2024 budget for the City's non-union staff or Council.
3. That as a result of the Council compensation review, for the year 2025 the annual remuneration of the Head of Council shall be Fifty Thousand and Six Hundred and Ninety-Five Dollars (\$50,695.00).
4. That for the year 2025 the annual remuneration of the Deputy Head of Council shall be Thirty Thousand and Four Hundred and One Dollar (\$30,401.00).
5. That for the year 2025 annual remuneration of Members of Council shall be Twenty-Two Thousand and Eight Hundred and Sixty-Five Dollars (\$22,865.00) per annum.
6. That for the year 2025 the per diem rate be paid to the Head of Council and Members of Council in the amount of \$199.86 and includes travel days. If four (4) hours or less in duration, then 50% of this approved rate shall be paid.

7. That any other honorariums may be paid to the Head of Council or Members of Council for serving on other Boards, Committees or Commissions, in accordance with City Policy.
8. That all other associated expenses, i.e. travel, meal allowance, out of City mileage, etc. shall be paid in accordance with City Travel Expense statement which is set in accordance with CRA guidelines.

**By-law read a First & Second Time this 19<sup>th</sup> day of November, 2024**

**By-law read a Third & Final Time this 19<sup>th</sup> day of November, 2024**

**The Corporation of the City of Kenora:-**

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**Lindsay Koch, Deputy Mayor**

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**Heather Pihulak, City Clerk**