



**LEGISLATIVE AND COURT
SERVICES DEPARTMENT
MEMORANDUM**

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TO: MAYOR, J. LEHMAN AND MEMBERS OF COUNCIL

FROM: B. DEWOLFSMITH, MANAGER OF TOTAL REWARDS AND HR TECHNOLOGY

NOTED: C. GIANINO, DIRECTOR OF HUMAN RESOURCES
M. PROWSE, CHIEF ADMINISTRATIVE OFFICER

RE: RESPONSES TO INQUIRIES – BENEFITS AND OMERS PACKAGES FOR MAYOR AND MEMBERS OF COUNCIL

DATE: MARCH 7, 2022

The purpose of this Memorandum is to provide members of Council with responses to questions asked at General Committee on February 28, 2022, concerning the recommendations of the Council Compensation Review Committee associated with benefits and OMERS packages.

1. Why is OMERS requiring Councillors to be all in as a group if they are part-time?

OMERS has Councillors as a group classified as Continuous Full Time (CFT) members under the pension plan. CFT members of an organization are required to be all in or all out as a group, as per OMERS regulations. Although individual municipalities may consider their elected officials part-time, others have full-time councillors, and OMERS has determined that they are CFT, whether the municipality considers them part-time or full-time. OMERS only allows a Mayoral position to be considered as a separate group from Councillors under the plan.

2. What happens if a member of Council is already an OMERS CFT member with another organization and then becomes an elected official?

The member would be considered a dual member and would have a membership number for each position. Earnings, contributions and credited service would be reported separately for each of the positions/employers.

3. What if a member of Council is above “retirement age”, for example older than 65 – would they still be required to be part of the OMERS pension plan or would they be able to opt out due to age?

OMERS does not give the option to opt out for CFT members. That being said members cannot enrol later than November 30 of the year of their 71st birthday. In addition, existing OMERS members who previously retired and are already collecting their OMERS pension, but subsequently gain employment with an OMERS employer will have the option of stopping their pension and re-enrolling in OMERS, or they may choose to continue to collect their pension and not re-enroll in OMERS.

4. What would all the perks/benefit costs amount to as a percentage of a councillor’s salary if all the proposed changes were made?

The total would include OMERS contributions, benefits premiums (assuming family benefits) and transportation allowance, which total to \$12,109.44 per councillor. The honorarium is recommended to become \$40,983. The benefits/perks therefore would be 29.5% of the honorarium as a percentage. If the OMERS contributions were removed, the total perks/benefits would total to \$8,534.44, which would be 20.8% of the honorarium as a percentage.



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5. What would be the OMERS employee contribution per pay period for councillors?

The contribution per pay would be $\$3,885/26 = \149.42 per pay period.