

**Corporate
Services**

**Office of the
Regional Clerk**

10 Peel Centre Dr.
Brampton, ON
L6T 4B9
tel: 905-791-7800

peelregion.ca

May 2, 2022

Dear Candidate:

The October election is rapidly approaching. As you have filed as a candidate to serve on Regional Council, I am taking this opportunity to provide you with some information about the Region of Peel.

The enclosed information package includes:

- "A Guide to Regional Council" Information Sheet
- Region of Peel's Strategic Plan 2015-2035
- Our Regional Values
- Service Responsibilities Information Sheet
- Council Organizational Structure
- Regional Council Role and Mandate
 - By-law 83-2020 - "A by-law to change the composition of Regional Council pursuant to Section 218 of the Municipal Act, 2001, as amended."
 - By-law 70-2021 - "A by-law to change the composition of Regional Council relating to the appointment and term of office of the Head of Council pursuant to Section 218 of the Municipal Act, 2001, as amended."
- Councillors Remuneration and Benefits
- Regional Ward Map

Should you require additional information on Regional Council and Committees, please feel free to contact me at 905-791-7800, ext. 4095 or Christine Thomson, Deputy Clerk and Manager, Legislative Services, at ext. 4462 or via email to regional.clerk@peelregion.ca. The Candidate information package is available on the Region of Peel web page at www.peelregion.ca.

Sincerely,



Aretha Adams
Regional Clerk and Director of Legislative Services

AA/jj



A Guide to Regional Council

Welcome to Regional Council

Peel is governed by a Chair and 24 Regional Councillors.

Regional Council membership for the 2022-2026 term of Council will be comprised of:

- 3 Local Mayors
- 11 Mississauga Councillors
- 8 Brampton Councillors
- 2 Caledon Councillors

The Regional Chair, who is appointed by Peel's Councillors, presides over meetings of Council and ensures that its decisions are implemented.

All members of Regional Council serve for a four-year term.

In the Regional Chair's absence, the position of Acting Chair is rotated monthly among the members of Council.

A History of the Region of Peel

The Region of Peel has been in existence since 1974 and is comprised of the Cities of Brampton and Mississauga and the Town of Caledon. Situated in the heart of southern Ontario, Peel is the second largest municipality in Ontario.

Regional government provides services and programs that are more cost-effectively delivered over a larger geographic area. Community health, social assistance, construction and maintenance of arterial roads, waste management, water and sanitary sewers, police services, non-profit housing and paramedic services are some of the many municipal programs and services provided by the Region of Peel.

Delegations

- Please notify the Regional Clerk's office in writing prior to the Council meeting at which you wish to speak. Delegation request forms are available online at www.peelregion.ca.
- Delegations to Council or Committees are limited to 5 and 10 minutes respectively.
- A microphone and computer are available for presentations.
- Delegations may attend electronically at electronic meetings.

Regional Council and Committees

Regional Council meets to make decisions, pass by-laws and examine specific issues arising from the four departments of Regional government.

Departments report to Council on items related to: Public Works; Human Services; Health Services; Corporate Services; and Planning and Growth Management.

A copy of the current Council/Committee Meeting Schedule may be obtained at Service Peel, First Floor, 10 Peel Centre Dr., Suite B, Brampton, or by visiting Peel's Web site at www.peelregion.ca.

Agendas

Agendas are produced for Council meetings and include reports that will be discussed at the meeting. Additional items are distributed electronically to Members of Council prior to the meeting date.

Agendas for Regional Council are available to the public the Friday before each meeting and can be accessed by visiting Peel's Web site at www.peelregion.ca Regional Government/Council.

An Agenda Alert service is also available by registering at www.peelregion.ca Regional Government/Council.

For assistance, please contact Clerk's at 905-791-7800, Ext. 4526 or email at council@peelregion.ca.

In Camera Meetings

These items are dealt with In Camera, a closed meeting with only members of Council and Commissioners present. If a meeting moves In Camera, members of the public will be asked to vacate the Council Chamber (electronic meeting videos will be closed) until open Council or Committee resumes:

- a) security of the property;
- b) personal matters;
- c) proposed or pending acquisition or disposition of land;
- d) labour relations;
- e) litigation or potential litigation;
- f) advice that is subject to solicitor-client privilege;
- g) a matter in respect of which a closed meeting can be held under another Act;
- h) information supplied in confidence by Canada;
- i) a trade secret or scientific, technical, commercial, financial or labour relations information supplied in confidence to the municipality;

- j) a trade secret or scientific, technical, commercial, or financial information that belongs to the municipality;
- k) a position, plan, procedure, criteria or instruction to be applied to any negotiations.

For Your Information



THE CAFETERIA located on the First Floor of Suite B **is currently closed**. Please note that food is not permitted in the Council Chamber.



WASHROOMS are located by the Fifth Floor elevators as well as on each floor.



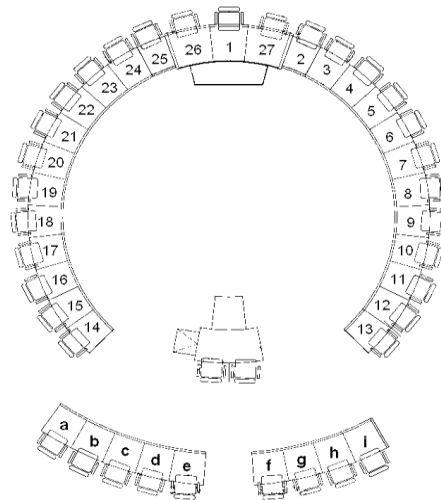
A COURTESY TELEPHONE is located at Access Peel on the first floor and by the 5th Floor elevators.



Service for the Hearing Impaired

The Region of Peel Council Chamber is equipped with an infrared system to enhance sound for the hearing impaired. This system is operational during all Council and Committee meetings and can be accessed through the use of headphones, which can be borrowed from the Clerk's reception on the Fifth Floor.

1. Nando Iannicca, Regional Chair
2. Patrick Brown, Mayor, Brampton
3. George Carlson, Ward 11, Mississauga
4. Bonnie Crombie, Mayor, Mississauga
5. Dipika Damerla, Ward 7, Mississauga
6. Stephen Dasko, Mississauga, Ward 1
7. Gurpreet Singh Dhillon, Wards 9 and 10, Brampton
8. Johanna Downey, Ward 2, Caledon
9. Chris Fonseca, Ward 3, Mississauga
10. Pat Fortini, Wards 7 and 8, Brampton
11. Annette Groves, Ward 5, Caledon
12. Jennifer Innis, Wards 3 and 4, Caledon
13. John Kovac, Ward 4, Mississauga
14. Matt Mahoney, Ward 8, Mississauga
15. Sue McFadden, Ward 10, Mississauga
16. Martin Medeiros, Wards 3 and 4, Brampton
17. Patricia Mullin, Ward 2, Mississauga
18. Michael Palleschi, Wards 2 and 6, Brampton
19. Carolyn Parrish, Ward 5, Mississauga
20. Pat Saito, Ward 9, Mississauga
21. Rowena Santos, Wards 1 and 5, Brampton
22. Ian Sinclair, Ward 1, Caledon
23. Ron Starr, Ward 6, Mississauga
24. Allan Thompson, Mayor, Caledon
25. Paul Vicente, Wards 1 and 5, Brampton
26. Aretha Adams, Regional Clerk
27. Janice Baker, Chief Administrative Officer



- a. Dr. Kate Bingham, Acting Medical Officer of Health
- b. Nancy Polsinelli, Commissioner of Health Services
- c. Sean Baird, Commissioner of Human Services
- d. Kealy Dedman, Commissioner of Public Works
- e. Adrian Smith, Chief Planner
- f. N/A
- g. Patricia Caza, Regional Solicitor
- h. Gary Kent, Commissioner of Corporate Services and Chief Financial Officer
- i. N/A

Need additional information about Regional Council?

Please contact Clerk's, Region of Peel, 10 Peel Centre Dr., Suite A, Brampton, ON L6T 4B9
905-791-7800, Ext. 4526

Web Site: www.peelregion.ca or E-mail: council@peelregion.ca

The Region of Peel's 2015-2035 Strategic Plan



We further support our goals with day-to-day programs and services that improve life for Peel residents

Our Vision describes what we are working towards over the long-term.

Our Mission describes how we will deliver on our vision and the difference we want to make.

Living, Thriving, and Leading are the areas of focus we will improve through this plan.

Four-year priorities are what we are focused on making advances in during this Term of Council.

20-year outcomes are the long-term community trends.

Region of Peel Value Statements



Vision Community for life

Behavioural Success Statements

Behavioural Success Statements

We are **empowered** to make a difference.

- I encourage and introduce new ideas
- I take initiative
- I enable the voice of others
- I feel confident and trusted to make decisions

We are all **leaders** in the work we do.

- I inspire and motivate others
- I am accountable and responsible for actions and decisions
- I role model leadership attributes and competencies
- I extend trust to others
- I strive for excellence in my work

We pursue and embrace **purposeful change**.

- I actively participate in the change process
- I am open to new ideas, thoughts and improvements
- I demonstrate flexibility and willingness to adapt
- I seek new and innovative ways of doing things
- I view resistance as a path to acceptance

We are **genuine** and **transparent**.

- I own successes and failures
- I learn from mistakes
- I say what I mean – I mean what I say
- I engage in frequent feedback and encourage two-way dialogue
- I approach interactions with positive intent

We **care** about and **support** everyone's well-being and success.

- I respect every person for who they are
- I am thoughtful and considerate
- I value diversity and I practice inclusivity
- I enable work-life integration
- I demonstrate compassion and understanding

We find and **implement** solutions **together**.

- I invite and engage our partners to solve problems
- I look for opportunities in problems
- I embrace diversity of thought and opinions

We provide excellent **customer service** every time.

- I anticipate customer needs and take initiative
- I seek and use client feedback to inform decisions
- I demonstrate compassion, sincerity and professionalism

ToCP Alignment

Create a Modernized Workplace

• Attract & Retain Top Talent

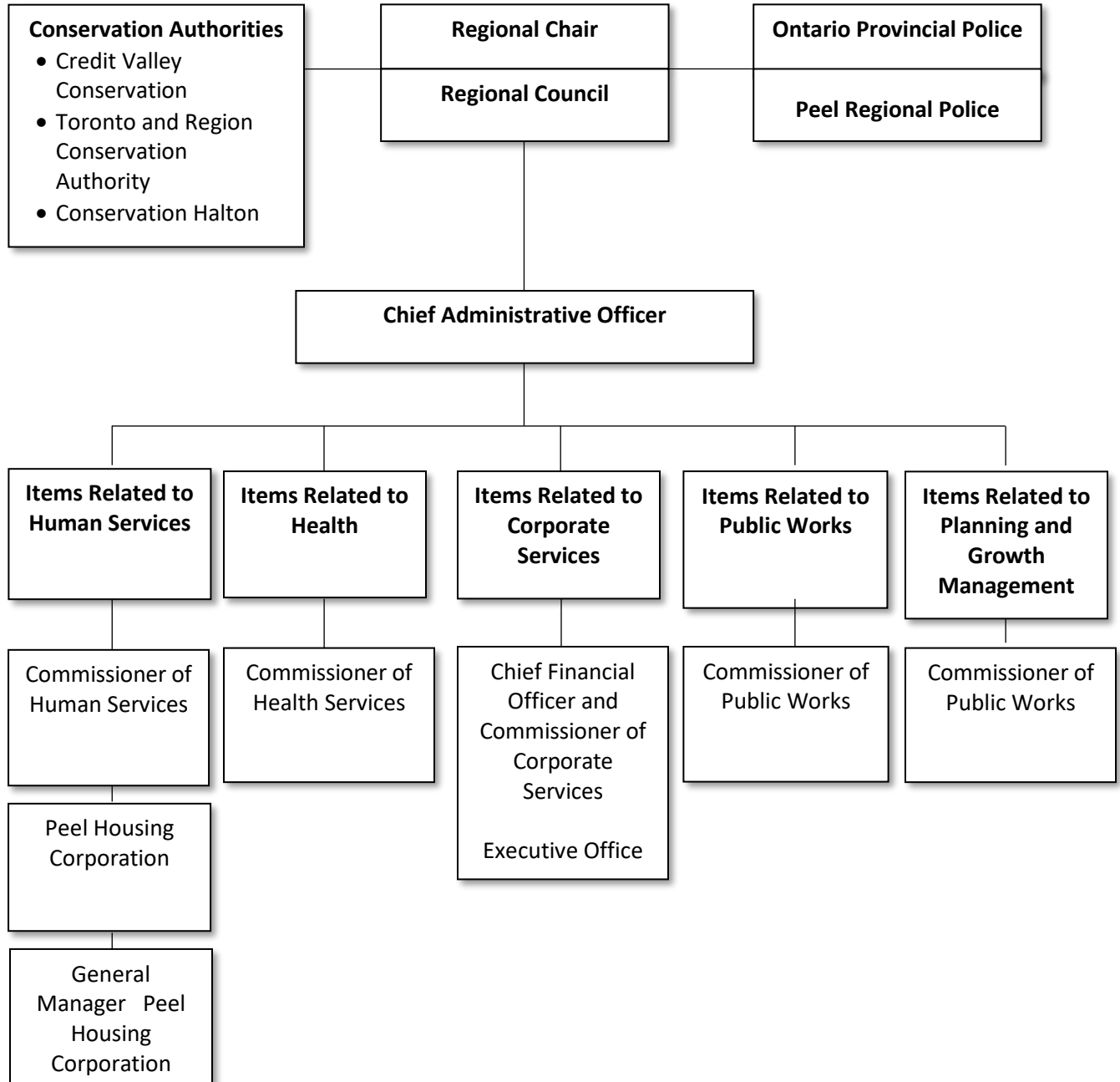
• Modernize Service Delivery

Service Responsibilities

FUNCTION	REGION	LOCAL MUNICIPALITY	SHARE
9-1-1 Emergency Number System	X		
Accessibility Planning			X
Accessible Transportation	X		
Capital Borrowing	X		
Committee of Adjustment		X	
Conservation Authorities	X		
Economic Development		X	
Emergency Planning			X
Fire		X	
GO Transit Capital	X		
Heritage			X
Libraries		X	
Licensing		X	
Long-Term Care Facilities	X		
Marriages		X	
Municipal Hydro Electric Service		X	
Peel Housing Corporation	X		
Ontario Works	X		

FUNCTION	REGION	LOCAL MUNICIPALITY	SHARE
Paramedic Services	X		
Parks		X	
Planning			X
Police	X		
Public Health	X		
Public Transit		X	
Recreational and Community Centres		X	
Roads and Traffic			X
Social Housing	X		
Solid Waste Management	X		
Subsidized Child Care	X		
Tax Collection		X	
Tax Policy			X
Wastewater Collection and Treatment	X		
Water Purification and Distribution	X		

Council Organizational Structure



Regional Council

Role and Mandate

The Regional Municipality of Peel is a statutory corporation and may exercise only those powers granted to it by specific legislation or assumed by it from more general legislation. There are two comprehensive Acts from which the Region of Peel is delegated the majority of its authority: the [Municipal Act](#) and the [Regional Municipality of Peel Act](#). There are numerous statutes such as the [Planning Act](#), the [Municipal Freedom of Information and Protection of Privacy Act \(MFIPPA\)](#), and the [Personal Health Information Protection Act \(PHIPA\)](#) which also confer powers on municipalities.

The powers of the Regional Corporation are exercised by Regional Council which, in turn, exercises its powers by by-law except where otherwise provided. The jurisdiction is confined to the geographical limits of the Region.

The [Municipal Act, 2001](#) and [Regional Municipality of Peel Act, 2005](#) form the legal basis of the political-administrative system established for the Region of Peel, that is, the Council-Committee-Chief Administrative Officer system.

The [Municipal Act, 2001](#), [Regional Municipality of Peel Act, 2005](#), and [Region of Peel By-laws 83-2020 and 70-2021](#) outline the structure of Regional Council and the Regional Corporation, and the powers conferred on Council in the following areas: regional road system; planning; health and Ontario Works; regional sewage works; regional waterworks system; waste management; finance; police; and, paramedic and emergency services.

Composition of Regional Council

The composition of Regional Council is legislated under the [Regional Municipality of Peel Act, 2005](#) and [Region of Peel By-laws 83-2020 and 70-2021](#), in conjunction with section 218 of the [Municipal Act, 2001](#). All members of Regional Council serve a four-year term.

Regional Council membership, for the 2022-2026 Term of Council will be comprised of:

- Regional Chair
- Three (3) Area Municipal Mayors
- Eleven (11) members of Council from the City of Mississauga
- Eight (8) members of Council from the City of Brampton
- Two (2) members of Council from the Town of Caledon

REGIONAL COUNCIL

The Representative, Policy-Making and Managerial Roles

Section 224 of the *Municipal Act, 2001*, describes the statutory role of Council. Each individual Councillor also has a representative role, a policy-making role, and a management role.

The Representative Role - There are two different viewpoints on how to approach your mandate as Regional Councillor. One is that as a Councillor, you have been elected by your constituents to represent their views as closely as possible when dealing with issues that come before Council. The other is that you should use your judgment and think about the best interest of the entire Region. In practice, there is no single, correct approach to the representative role, and on most issues you will find that you fall somewhere between the two viewpoints.

The Policy-Making Role - Council is the policy-making body of the Region. Many policy suggestions, however, will come from staff, whose experience and expertise make them an excellent source of ideas. One of the challenges facing all Councillors is to use the Region's resources to make the policy-making process as broadly-based and rational as possible, in keeping with the [Region's Strategic Plan](#).

The Governance Role - Councillors have the final responsibility for ensuring that the Region's financial and human resources are used as efficiently as possible and in a way that is consistent with the Region's Strategic Plan and the [Term of Council Priorities](#).

Sections of Regional Council

The introduction of the [Integrated Planning Framework](#) supports renewing the organization's Strategic Plan and expanding long term program planning and assists Council in establishing the [Term of Council Priorities](#). To assist with the management of the strategic agenda for the organization's enabling priorities, the [Term of Council Enabling Priorities](#) were established. The sheer number of planned initiatives and competing priorities signaled the need for a stronger and more focused approach for staff to achieve organizational excellence. Together with the [Term of Council Priorities](#) they focus the organization on doing the right things at the right time to advance desired community outcomes. Staff reports the outcomes to Regional Council through Council reports that are organized for presentation through a series of sections.

Staff report to Regional Council through the following sections:

- Items Related to Corporate Services
- Items Related to Health
- Items Related to Human Services
- Items Related to Public Works
- Items Related to Planning and Growth Management

Regional Council



Corporate Services

The Corporate Services section oversees the provision of administrative services. These administrative services are provided by the Executive Office, Finance, Human Resources, Legal Services, Marketing and Communications, Culture and Inclusion, Information Technology, Climate Change and Energy Management, and Real Property Asset Management.

Health

The Health section oversees issues related to the administration of Peel Public Health, Paramedic Services and Long-Term Care. The Health Services department's mandate is to protect the public from health hazards, promote health, control communicable diseases and co-ordinate treatment for resident's physical and mental well-being. The Health Services department is responsible for the management of the Region's five long-term care homes.

The Medical Officer of Health (MOH) reports to the Board of Health, which in Peel is Regional Council, on all public health matters that are of concern or deemed to be a health hazard under the *Health Protection and Promotion Act* (HPPA). The MOH provides direction to public health staff and acts as the main spokesperson on all public health issues and/or strategies. Public Health programs and services are provincially mandated and guided by the HPPA and the Ontario Public Health Standards. The Standards define the responsibilities of Regional Council as the Board of Health and are informed by core public health functions, which include: 1) assessment and surveillance; 2) health promotion and policy development; 3) health protection; 4) disease prevention; and 5) emergency management. Public health work is grounded in a population health approach, which focuses on upstream efforts to prevent diseases, improve health, and address differences in health outcomes among and between groups.

Human Services

The Human Services section oversees issues related to the administration of Ontario Works and Housing Policy and Programs. The Human Services section also provides advice to Council on social policy and provides funding to social service agencies for community programs.

Public Works

The Public Works section oversees the administration of the Public Works department. The responsibilities for this section focus on the efficient and effective planning and provision of road, transportation, water, wastewater and waste management services to meet the growing needs of residents and businesses in the Region of Peel.

THE REGIONAL MUNICIPALITY OF PEEL

BY-LAW NUMBER 83-2020

A by-law to change the composition of Regional Council pursuant to Section 218 of the *Municipal Act, 2001, as amended.*

BE IT ENACTED AND IT IS HEREBY ENACTED as a By-law of The Regional Municipality of Peel through its Council as follows:

1. That the Council of The Regional Municipality of Peel is composed of the following 25 members on the day that the new council is organized following the regular election in 2022;
 - a. A Chair who is appointed/elected in accordance with section 218.1(1) of the *Municipal Act 2001, as amended.*
 - b. Nine persons representing the City of Brampton, comprised of the head of Council and eight other persons selected in such manner as the City of Brampton may, by by-law, specify.
 - c. Three persons representing the Town of Caledon, comprised of the head of Council and two other persons selected in such manner as the Town of Caledon may, by by-law, specify.
 - d. Twelve persons representing the City of Mississauga, comprised of the head of Council and eleven other persons selected in such manner as the City of Mississauga may, by by-law, specify.
2. That the composition, election term and/or appointment of Regional Council shall remain in all respects as it was the day before the coming into force of this By-law, except as specifically provided for in Paragraph 1 of this By-law;
3. That this the By-law shall come into force on the day the new Council is organized following the first regular election following the passing of this By-law;
4. Notwithstanding Paragraph 3 of this By-law, the regular election held immediately before the coming into force of this By-law shall be conducted as if this By-law were already in force.

READ THREE TIMES AND PASSED IN OPEN COUNCIL this 17th day of December, 2020.

A. Adams

Deputy Regional Clerk

N. Iannicca

Regional Chair

THE REGIONAL MUNICIPALITY OF PEEL

BY-LAW NUMBER 70-2021

A by-law to change the composition of Regional Council relating to the appointment and term of office of the Head of Council pursuant to Section 218 of the *Municipal Act, 2001*, as amended.

WHEREAS the Regional Chair is the head of council and a member of Regional Council by operation of the *Regional Municipality of Peel Act, 2005* and holds office for the term of council;

AND WHEREAS, by operation of the *Regional Municipality of Peel Act, 2005*, the Regional Chair is a “stand alone” member of Regional Council in that the Chair does not sit as a member of a local municipal Council;

AND WHEREAS, the ability to enact a by-law to change the composition of Regional Council despite what was provided for in previous legislation is expressly set out in section 3 of the *Regional Municipality of Peel Act, 2005* and section 221 of the *Municipal Act, 2001* (the “Act”) as well as in section 218 of the Act;

AND WHEREAS, section 218(2)(e) of the Act expressly provides that such a by-law may require that if a member of council is appointed by council as the head of the upper tier council, the appointed member must hold office on the council of a lower tier municipality;

AND WHEREAS, section 218(4) of the Act expressly authorizes an upper-tier municipality to change the term of office of an appointed head of council so long as the new term does not extend beyond the term of council;

AND WHEREAS, such a by-law does not require triple majority support because the provision requiring triple majority support, being section 219(1) of the Act, does not require it for a by-law enacted under section 218(2)(e) or section 218(4);

AND WHEREAS, legislation does not require that the Office of the Chair be a full-time position, and further, in authorizing that an appointee who is a member of council may be required to also maintain an office as a local Councillor, the Act is consistent with the Office of the Chair being exercised on a less than full time basis;

AND WHEREAS, the compensation for the position of Regional Chair should be commensurate with the compensation for other extra responsibilities assumed by Councillors who serve on outside boards and be reflective of the part-time nature of the appointment;

AND WHEREAS, in conjunction with the adoption of such a requirement, the selection of two Vice-Chairs from amongst the members of Regional Council

who shall be from two different lower tier municipalities other than that of the Chair, should also be addressed;

AND WHEREAS, for the by-law enacting such changes to be effective immediately following the 2022 municipal election, it must, pursuant to section 219.1(1) of the Act, be enacted in the 2021 calendar year;

THEREFORE BE IT ENACTED AND IT IS HEREBY ENACTED as a By-law of The Regional Municipality of Peel through its Council as follows:

1. That should any future Chair of the Regional Council be appointed from amongst the elected Regional Councillors, that appointee shall:
 - a) be required to continue to sit as, and to fulfill the office of, a member for the lower tier municipal ward to which that appointee was elected; and,
 - b) be appointed to serve for a two-year term and until his or her successor is appointed, provided that Regional Council may re-appoint as Chair the same member or appoint a different member or appoint a Chair who is not an elected member of Regional Council, for the next ensuing two-year term, and provided further that the term shall not extend beyond the term of council.
2. That in the event that an elected member of Regional Council has been appointed as Chair, two Vice-Chairs of Regional Council shall also be appointed from amongst the remaining Regional Councillors, and such Vice-Chairs shall:
 - a) represent two lower tier municipalities that differ from one another and from the municipality represented by the appointee as Chair, and shall continue to sit as members for the lower tier municipal wards to which the appointees as Vice-Chairs have been elected;
 - b) have the role of assisting the Chair and acting from time to time in the place of the Chair at the request of the Chair or when the Chair is absent or refuses to act or the office of the Chair is vacant; and,
 - c) be appointed for a two-year term, provided that, should Regional Council appoint a Chair who is an elected member of Regional Council for the remaining term of council, Regional Council may re-appoint as Vice-Chairs the same member or members or appoint different members for the next ensuing two-year term, subject to the requirements of paragraph 2 a) of this By-law, and provided further that the term shall not extend beyond the term of council.
3. That this By-law shall not prevent Regional Council from appointing a Chair who is not an elected Regional Councillor as provided for in paragraph 1 of this By-law and, where Regional Council so appoints, paragraphs 1 and 2 of this By-law shall not apply, and such Chair shall hold office for the term of council, or such remaining portion thereof, and

until his or her successor is appointed. For greater clarity, there shall be no appointments of Vice-Chair where Regional Council appoints a Chair who is not an elected Regional Councillor as provided for in paragraph 1 of this By-law.

4. That the appointment and term of office of the Chair shall remain in all respects as it was the day before the coming into force of this By-law, except as specifically provided for in this By-law.
5. That the composition of Regional Council shall remain in all respects as it was the day before the coming into force of this By-law, except as specifically provided for in this By-law and in By-law 83-2020.
6. That this By-law shall come into force on the day the new Council is organized following the first regular election following the passing of this By-law.
7. That the issue of remuneration for the Chair and Vice-Chairs and other relevant details, including expense accounts, staffing, and such amendments to the Region of Peel's Procedure By-law as may be required to give effect to this By-law, is hereby referred to the Regional Council Policies and Procedures Committee for discussion and recommendation to Council.

READ THREE TIMES AND PASSED IN OPEN COUNCIL this 9th day of December, 2021.

A. Adams
Deputy Clerk

M. Mahoney
Acting Regional Chair

CATEGORY: HUMAN RESOURCES

SUBCATEGORY: BENEFITS

SUBJECT: REMUNERATION OF COUNCIL MEMBERS

A. PURPOSE

This policy outlines the salary and benefits available to Members of Regional Council. Additional information is available in the Councillors' Reference Manual.

B. SCOPE

This policy applies to the following Members of Council:

Organizational Status	<ul style="list-style-type: none">• Regional Chair and Councillor
Pay Category	<ul style="list-style-type: none">• Salary Rated
Classification	<ul style="list-style-type: none">• Regular Full-time• Regular Part-time

C. POLICY

1. Salary

- a. The remuneration of Members of Council, other than the Chair, is in the amount of \$60,012.25 per annum and is adjusted and maintained to the same extent as the non-union pay band 3.
- b. The remuneration of the Regional Chair is in the amount of \$194,773.00 per annum and is to be adjusted and maintained to the same extent as non-union senior management staff.
- c. No remuneration shall be paid by the Region for attendance at meetings by Regional Councillors appointed to outside boards, commissions or agencies.

2. Benefits – Councillors

- a. Basic Group Life Insurance
 - (i) Councillors, up to age 70, have coverage for three (3) times their basic earnings, with an option of reducing the coverage to two (2) times their basic earnings.

CATEGORY: HUMAN RESOURCES

SUBCATEGORY: BENEFITS

SUBJECT: REMUNERATION OF COUNCIL MEMBERS

(ii) At age 70, Councillors have coverage for one-and-one-half (1½) times their basic earnings with an option of reducing the coverage to one (1) time their basic earnings.

(iii) At age 75, the coverage reduces to \$2,500.

(iv) 100% of premium paid by the Region, therefore, it is a taxable benefit to the Councillor in accordance with the Canada Revenue Agency (CRA).

b. Optional Life Insurance

(i) Councillors, up to age 70, are eligible to purchase optional life insurance for themselves in units of \$10,000 up to a maximum of \$300,000. There is a combined maximum (inclusive of Basic and Optional coverage) of \$1,250,000.

(ii) 100% of premium paid by Councillor through payroll deduction.

(iii) Premium rates are based on age, gender, and smoker/non-smoker status.

(iv) Subject to approval by the Insurance Carrier based on medical evidence of insurability.

(v) Coverage ends at age 70.

c. Optional Spousal Life Insurance

(i) Councillors are eligible to purchase optional spousal life insurance in units of \$10,000 up to a maximum of \$300,000.

(ii) 100% of premium paid by Councillor through payroll deduction.

(iii) Premium rates are based on age, gender, and smoker/non-smoker status.

(iv) Subject to approval by the Insurance Carrier based on medical evidence of insurability.

CATEGORY: HUMAN RESOURCES

SUBCATEGORY: BENEFITS

SUBJECT: REMUNERATION OF COUNCIL MEMBERS

(v) Coverage ends on the date the Councillor reaches age 70, or when their spouse attains age 70, if earlier.

d. Optional Dependant Life Insurance

(i) Councillors are eligible to purchase optional dependant life insurance in the amount of \$10,000 per dependant (no limit to number of dependants).

(ii) 100% of premium paid by Councillor through payroll deduction.

(iii) Premium rate provided by Human Resources.

(iv) Coverage ceases on the eligible dependant's 21st birthday or 25th birthday if the dependant is in full-time attendance at a post-secondary school.

e. Basic Accidental Death and Dismemberment (AD&D)

(i) Councillors, up to age 70, have coverage equal to two (2) times the Councillor's basic earnings, up to a maximum of \$500,000.

(ii) At age 70, coverage changes to one (1) times the Councillor's basic earnings

(iii) Coverage ends at age 75.

(iv) 100% of premium paid by the Region.

f. Optional Accidental Death and Dismemberment (AD&D)

(i) Councillors, up to age 70, may purchase voluntary coverage for themselves and/or their dependants in units of \$20,000 up to a maximum of \$300,000.

(ii) 100% of premium paid by the Councillor through payroll deduction.

(iii) Coverage cannot be purchased past age 65.

g. Critical Illness

CATEGORY: HUMAN RESOURCES

SUBCATEGORY: BENEFITS

SUBJECT: REMUNERATION OF COUNCIL MEMBERS

- (i) Councillors, up to age 65, are eligible to purchase optional Critical Illness Insurance in units of \$10,000 up to a maximum of \$200,000. This may be purchased for the Councillor and/or their spouse.

Child coverage is available in units of \$5,000 up to a maximum of \$20,000. Coverage for child specific conditions is for:

- Cerebral palsy
- Congenital heart disease
- Cystic fibrosis
- Down's syndrome
- Muscular dystrophy
- Type 1 diabetes.

- (ii) 100% of premium paid by the Councillor through payroll deduction.

- (iii) Premium rates are based on age, gender, and smoker/non-smoker status.

- (iv) Subject to approval by the Insurance Carrier based on medical evidence of insurability.

- (v) Coverage is not available past age 65.

- (vi) Critical Illness insurance covers the following impairments (according to plan specifications):

1. Aorta Surgery
2. Alzheimer's Disease
3. Benign Brain Tumour
4. Blindness
5. Cancer
6. Coma
7. Coronary Artery Bypass Surgery
8. Deafness
9. Heart Attack
10. Kidney Failure
11. Loss of Speech
12. Severe Burns
13. Major Organ Failure (requiring transplant)

CATEGORY: HUMAN RESOURCES

SUBCATEGORY: BENEFITS

SUBJECT: REMUNERATION OF COUNCIL MEMBERS

- 14. Major Organ Transplant
- 15. Multiple Sclerosis
- 16. Parkinson's Disease
- 17. Paralysis
- 18. Stroke
- 19. Loss of Independent Existence
- 20. Occupational HIV Infection

h. Health Spending Account (HSA)

- (i) After submitting claims through their municipal employer, Councillors are eligible for coordination of reimbursement for eligible health and dental care expenses as determined by CRA regulations. For assistance in clarifying coordination of benefits, please contact the Benefits Section in Human Resources.
- (ii) An amount, determined by Human Resources annually, is established with the Insurance Carrier on the Councillor's effective date of benefit coverage and at the beginning of each calendar year thereafter. Currently the HSA amount is \$750 annually.
- (iii) 100% paid by the Region.

3. Benefits - Regional Chair

- a. The Regional Chair shall be provided with the same benefits, on the same cost-sharing basis, as those provided for regular, full-time non-union employees, during the term of office. See Policy [HR10-05](#) for full list of coverage.
- b. Basic Group Life Insurance
 - (i) The Regional Chair, up to age 70, has coverage for three (3) times their basic earnings, with an option of reducing the coverage to two (2) times their basic earnings.
 - (ii) At age 70, the Chair has coverage for one-and-one-half (1½) times their basic earnings with an option of reducing the coverage to one (1) time their basic earnings.

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(iii) At age 75, the coverage reduces to \$2,500

(iv) 100% of premium paid by the Region, therefore, it is a taxable benefit to the Chair in accordance with the CRA.

c. Basic Accidental Death and Dismemberment (AD&D)

(i) The Chair, up to age 70, has coverage equal to two (2) times their basic earnings, up to a maximum of \$500,000.

(ii) At age 70, coverage changes to one (1) times the Chair's basic earnings

(iii) Coverage ends at age 75

(iv) 100% of premium paid by the Region.

d. A car shall be provided to the Regional Chair with all expenses paid.

D. Pregnancy and Parental Leave of Absence

1. A Member of Council may take a leave of absence for the Member's pregnancy, the birth of the Members' child or the adoption of a child by the Member in accordance with Section 270 of the Municipal Act, 2001.
2. The pregnancy or parental leave of absence shall be twenty (20) consecutive weeks or less as a result of a Member's pregnancy, the birth of a Members' child or the adoption of a child by the Member in accordance with Section 259 (1.1) of the Municipal Act, 2001.
3. A Member of Council on pregnancy or parental leave will continue to receive their regular salary and benefits for the duration of their leave of absence, up to a maximum of twenty (20) consecutive weeks, or less (i.e. matching the leave of absence time period indicated by the Member if less than twenty (20) consecutive weeks).
4. The Member shall provide advance written notice to the Regional Clerk and Director, Human Resources outlining the expected duration of leave including the start date and the expected return date; and information about which duties, if any, will continue to be undertaken by the Member of Council.

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5. Continuation of Council Duties

- a. The office of a Member of Council shall not become vacant and no resolution of Council is required if a member is absent for twenty (20) consecutive weeks or less and the absence is a result of the member's pregnancy, the birth of the member's child or the adoption of a child by the member;
 - b. A Member of Council on pregnancy or parental leave reserves the right to participate as a Member at any time during their leave; and
 - c. An alternate Member may be appointed as per the procedures for such alternate member attendance.
6. If following the end of a pregnancy or parental leave of absence the Member continues to be absent from the meetings of council for three (3) further successive months without being authorized to do so by a resolution of council within the meaning of clause 259(1)(a) of the *Municipal Act, 2001* S.O. 2001, c.25, the office of the Member shall be considered to have become vacant in accordance with that clause.
7. If the Member of Council's term of office ends prior to the end of the stated leave of absence period, the leave of absence period will also end effective the same date as the end of the term of office (including salary and benefits).

E. End of Term Allowance

1. When a Member of the current or any subsequent Council of the Regional Municipality of Peel (hereinafter referred to as "the Council") ceases to be a member of the Council, such former Member shall be entitled to payment of an End of Term Allowance (previously referred to as Retirement Allowance) pursuant to the provisions of By-law 87-85 as amended by By-law 13-1999.
2. The End of Term Allowance shall be calculated by the Treasurer and Director of Corporate Finance of the Region (hereinafter referred to as "the Treasurer") and payment of it shall be made at the same time as any other final payments by the Region to such Member.
3. Subject to Section D.4. and Sections 8 and 9, the End of Term Allowance for a Member of the Council of the Regional Corporation shall be at the rate of one (1) month's salary for every year of service on the Council, for the period from

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- January 1, 1974 to the date upon which the Member ceases to be a Member of the Council, to a maximum of twelve (12) months in total.
4. The Treasurer, in calculating the amount of the End of Term Allowance pursuant to the previous subsection, shall use twelve (12) months for a year and any remainder of six (6) months or more shall be rounded out to the next highest number and if the remainder is five (5) months or less, the calculation of the years of service shall be unaffected.
 5. Notwithstanding subsection (b) in the case of a Member of the Council who has also been the Chair of the Council and the service in both capacities has been continuous, the End of Term Allowance shall be calculated in two parts, one for the length of service as the Chair and the other as a Member of the Council and the current monthly salary for both positions shall be used in such calculation.
 6. Any End of Term Allowance paid pursuant to this policy shall not be subject to any deduction because of membership in the Ontario Municipal Employees Retirement System (OMERS).
 7. Any former Member of the Council, including the Chair, may prior to receiving payment of an End of Term Allowance pursuant to this policy, give written direction to, and make arrangements with, the Treasurer for payment of the End of Term Allowance to such institution, agency, or person as may be set out in such written direction and the Treasurer is authorized to comply therewith.
 8. No End of Term Allowance shall be payable to a Member of the Council:
 - a. who resigns from the Council at a time when the Member of the Council has been elected or appointed to office in the Legislature of Ontario or in the Parliament of Canada;
 - b. who is deprived of office as a Member of the Council pursuant or as a direct result of a judicial determination; or
 - c. in respect of service on the Council for which an End of Term Allowance has previously been paid to such Member.
 9. This policy shall apply only in relation to the End of Term Allowance of a person who is a Member of the Council as of February 11, 1999; the policy as it read

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previous to the enactment of By-law 13-1999 shall continue to apply to all End of Term Allowances of other persons who have been members of the Council.

F. RESPONSIBILITIES

1. The Region, the Regional Chair and the Councillors are responsible to maintain their respective portions of any benefit premiums and costs applicable for benefits coverage as per the contract with the Insurance Carrier and Benefits Provider.
2. Human Resources is responsible for maintaining the salary and benefits sections of this policy.
3. The Treasurer and Director of Corporate Finance (or their designate) is responsible for maintaining the End of Term Allowance of this policy.
4. The Regional Clerk is responsible for maintaining the Member of Council administration requirements while on a leave of absence.

APPROVAL SOURCE:	By-laws 87-85, 12-1999, 13-1999; CAO Directive 06-11, Resolution 2006-827; amended by Regional Council in subsequent years, latest amendment RCB-2021-65
ORIGINAL DATE:	1985
LAST REVIEW DATE:	March 21, 2022
LAST UPDATE:	March 18, 2022
EFFECTIVE DATE:	March 31, 2022
RESPONSIBILITY:	Corporate Services / Human Resources / Total Rewards

Wards 2022 - 2026

