

## **COMMITTEE OF THE WHOLE MAY 17, 2004**

### **SEVERANCE FOR COUNCILLORS**

#### **Recommendation**

The Commissioner of Legal & Administrative Services recommends that a By-law be enacted in the form attached to this report as Attachment 1 with any amendments directed by Council.

#### **Purpose**

The purpose of this report is to clarify the existing severance policy for Councillors by repealing By-law No. 27-97 and replacing it with a new by-law substantially in the form attached to this report. An earlier report to closed session on the policy for severance applying to staff has recommended that a policy be adopted separately for staff.

This report also will compare the City Councillors' severance policy with those of other municipalities as reported in a recent article.

#### **Background - Analysis and Options**

Recently, legal advice was required to interpret the existing severance policy where a break in service occurred for a Regional Councillor and clarification was also required over the eligibility of Councillors who resign. Accordingly, the attached By-law has been drafted to clarify the wording of the policy contained in By-law 27-97 and it omits reference to staff which will be covered by a corporate policy adopted by Council. The attached draft by-law includes the repeal of By-law 27-97.

Attached to this report (Attachment 2) is a comparison with other municipalities prepared by Carly Foster a reporter for the Durham News. In the article, she states incorrectly that Vaughan is the highest in the entire GTA. In fact, Vaughan is the lowest in the GTA since the current severance policy provides for four weeks per year of service while the others calculate on the basis of one month per year of service. Her statement likely related to the absence of a maximum payment in the Vaughan policy. The maximum payment in other municipalities varies from 6 to 24 months. Council is requested to direct staff if it requires an amendment to the By-law to include a maximum payment.

#### **Relationship to Vaughan Vision 2007**

This report is consistent with the priorities previously set by Council and the necessary resources have been allocated and approved.

#### **Conclusion**

It would be appropriate to enact the By-law attached in order to clarify the payment of a severance to Councillors.

#### **Attachments**

1. Draft By-law.
2. Article from the Durham News.

#### **Report prepared by:**

Robert J. Swayze

Respectfully submitted,

Robert J. Swayze  
Commissioner of Legal & Administrative Services  
City Solicitor