



Kingston Police

Public Agenda Recommendation Report

To: Kingston Police Services Board
From: Fred Kaustinen, Governedge
Subject: Board Member Remuneration
Date: September 14, 2023

Recommendation:

That effective January 1, 2024, the Board Member Remuneration, in consultation with City Council, be adjusted to:

- \$5,000 per annum for provincial appointees and the Council's community appointee; and
- \$10,000 per annum for the chair, provided they are not an elected member of City Council.

Background:

Legislation, current and forthcoming, requires that provincial appointees to municipal police service boards (like Kingston PSB) be remunerated:

- "The council shall pay the members of the board who are appointed by the Lieutenant Governor in Council or Solicitor General remuneration that is at least equal to the prescribed amount." *PSA 1990 article 17(12)*
- "The members of the municipal board who are appointed by the Lieutenant Governor in Council or by the Minister shall be remunerated in accordance with the regulations made by the Minister." *CSPA 2019 article 34 (4)*

The amount of remuneration has yet to be specified.

Legislation is silent regarding remuneration of council appointees, including the community appointment. Legislation is also silent on potential differences in legislation for board chairs.

Analysis:

In practise, Board Member remuneration is “all over the map”. Typically, the council-appointed community representative is remunerated at the same rate as board members of the same police services board.

Remuneration of municipal councillors typically follows the local municipal policies for councillors on all agencies, boards and commissions (ABC). The City of Kingston’s practise is not to additionally remunerate its councillors for service on ABCs.

Remuneration of police service board chairs typically recognizes that the role of chair, as leader, is significantly more demanding than other police service board roles and is remunerated as high as \$90,000 (Toronto) and \$55,000 (Ottawa) per annum.

In its Strategic Plan, Kingston PSB compared the recent performance of KPS to the police services of Barrie, Chatham-Kent, Guelph, Greater Sudbury, Peterborough, Sarnia and Thunder Bay. The current annual compensation for board members serving on those police service boards is:

Comparator PSB	Chair	Member
1	\$12,125	\$8,788
2	\$6,518	\$5,431
3	\$7,200	\$4,800
4	\$3,500	\$3,000
5	\$6,000	\$4,500
6	\$4,400	\$4,400
7	\$1,998	\$1,665
Average	\$5,962.93	\$4,654.76
KPSB	\$3,500	\$2,500

KPSB board member and chair remuneration significantly trails all but one comparator board, as well as the average of all comparator boards.

The rationale for competitive board member remuneration includes:

- The fundamental principle of fair compensation;

- Fulfillment of the police governance role is increasingly demanding terms of growing complexity, mounting societal expectations, harsher consequences of misgovernance, increased accountability, and burgeoning demands on time and attention – especially for the position of chair – all of which deserve appropriate consideration in setting compensation levels;
- the leadership concept that if the leaders want their authority to be appropriately respected, they must first have, and demonstrate to have, healthy respect for themselves (including compensation);
- all police service members employed by the board receive much more compensation from the board, than the board provides its own board members – suggesting the board thinks of itself as volunteers rather than overseers;
- some jurisdictions are experiencing growing challenges in recruiting police board members, owing in part to the lack of appropriate compensation.

By all accounts, KPSB members are under-renumerated – especially the chair. This is:

- not fair relative to comparators;
- is not consistent with the increasingly demanding conditions of the police governance role;
- does not demonstrate board self-respect in compensation;
- positions the board as volunteers rather than the police governor of/with authority; and
- risks leading to challenges in recruiting future board members and/or nominations for chair.

By all accounts, KPSB members are under-remunerated. It is reasonable and appropriate, in recognition of the gravity, time and comparator rates of the roles, that non-councillor board members' remuneration be increased to at least the average of comparators (approximately \$5,000 per annum), and that remuneration for a non-councillor chair be increased to \$10,000 per annum.



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