

MIDDLESEX-LONDON BOARD OF HEALTH

REPORT NO. 03-25FFC

TO: Chair and Members of the Finance and Facilities Committee

FROM: Emily Williams, Chief Executive Officer
Dr. Alexander Summers, Medical Officer of Health

DATE: 2025 March 20

2024 BOARD OF HEALTH REMUNERATION

Recommendation

It is recommended that the Finance and Facilities Committee recommend to the Board of Health to receive Report No. 03-25FFC re: “2024 Board of Health Remuneration” for information.

Report Highlights

- Section 49 of the *Health Protection and Promotion Act* outlines the reimbursement of Board of Health members.
- Under Section 284 (1) of the *Municipal Act*, the City of London and Middlesex County Administration are required to report on the remuneration paid to Council members, including remuneration paid to members of Council by Boards and Commissions.
- [Appendix A](#) outlines remuneration for 2024.

Background

[Section 49 of the *Health Protection and Promotion Act \(HPPA\)*](#) speaks to the composition, term, and remuneration of Board of Health members. Subsections (4), (5), (6), & (11) below relate specifically to remuneration and expenses.

Remuneration

(4) A board of health shall pay remuneration to each member of the board of health on a daily basis and all members shall be paid at the same rate. R.S.O. 1990, c. H.7, s. 49 (4).

Expenses

(5) A board of health shall pay the reasonable and actual expenses of each member of the board of health. R.S.O. 1990, c. H.7, s. 49 (5).

Rate of Remuneration

(6) The rate of the remuneration paid by a board of health to a member of the board of health shall not exceed the highest rate of remuneration of a member of a standing committee of a municipality within the health unit served by the board of health, but where no remuneration is paid to members of such standing committees the rate shall not exceed the rate fixed by the Minister and the Minister has power to fix the rate. R.S.O. 1990, c. H.7, s. 49 (6).

Member of Municipal Council

(11) Subsections (4) and (5) do not authorize payment of remuneration or expenses to a member of a board of health, other than the chair, who is a member of the council of a municipality and is paid annual remuneration or expenses, as the case requires, by the municipality. R.S.O. 1990, c. H.7, s. 49 (11).

In relation to Section 49(6) and Board of Health Policy G-410 (Board Member Remuneration and Expenses), the Board of Health's meeting rates for 2024 were \$177.77 per meeting, with the following calculations:

- 100% of the remuneration rate for meetings 1.5 hours or longer
- 50% of the remuneration rate for meetings 30 minutes to 1.5 hours
- 25% of the remuneration rate for meetings less than 30 minutes

2024 Remuneration and Expenses

Under [Section 284 \(1\) of the Municipal Act](#), the City of London and Middlesex County Administration are required to report on the remuneration paid to Council members, including remuneration paid to members of Council by Boards and Commissions. The remuneration report, attached as [Appendix A](#), includes stipends paid for meetings, reimbursements for travel and related expenses that the Health Unit provided to each Board of Health member in 2024.

In addition to the regular Board of Health meetings, the Board of Health operated three committees in 2024: Finance and Facilities Committee, Governance Committee, and the Medical Officer of Health and Chief Executive Officer Performance Appraisal Committee.

The following was the membership of those Committees in 2024:

Finance and Facilities Committee

Matthew (Matt) Newton-Reid (Board Chair)
Michael (Mike) Steele (Vice-Chair)
Selomon Menghsha
Michael (Mike) McGuire
Howard Shears

Governance Committee

Matt Newton-Reid (Board Chair)
Mike Steele (Vice-Chair)
Michelle Smibert
Selomon Menghsha

Medical Officer of Health and Chief Executive Officer Performance Appraisal Committee

Matt Newton-Reid (Board Chair)

Mike Steele (Vice-Chair)

Michelle Smibert

Selomon Menghsha

Consistent with Section 49(11) of the *Health Protection and Promotion Act*, City of London Councillors (Peter Cuddy and Skylar Franke) did not receive remuneration for any Board of Health or Committee meetings unless they act in a Board or Vice-Chair capacity.

This report was prepared by the Associate Director, Operations and Privacy Officer.



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Chief Executive Officer



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Medical Officer of Health

This report refers to the following principle(s) set out in Policy G-490, Appendix A:

- The fiduciary requirements as outlined in the [Ontario Public Health Standards: Requirements for Programs, Services and Accountability](#).
- The *Health Protection and Promotion Act*, R.S.O. 1990, c. H.7
- The *Municipal Act, 2001*, S.O. 2001, c. 25

This topic has been reviewed to be in alignment with goals under the Middlesex-London Health Unit's [Anti-Black Racism Plan](#) and [Taking Action for Reconciliation](#), specifically recommendation #43 (Governance and Leadership, Anti-Black Racism Plan).