

Part 1: Members' Compensation

**1 SALARY
A Chart**

SALARY – EFFECTIVE APRIL 1, 2006	Ministerial Salary	Base Salary	Additional Salary	Total
The Premier	\$70,395	\$88,771		\$159,166
Cabinet Ministers with Portfolio	37,550	88,771		126,321
Cabinet Ministers without Portfolio	17,044	88,771		105,815
Parliamentary Assistants	12,694	88,771		101,465
The Speaker		88,771	\$27,696	116,467
Deputy Speaker and Chair of the Committee of the Whole House		88,771	13,138	101,909
Deputy Chairs of the Committee of the Whole House		88,771	9,676	98,447
Chairs of Standing and Select Committees		88,771	12,428	101,199
Vice-Chairs of Standing and Select Committees		88,771	7,102	95,873
Chief Government Whip		88,771	16,245	105,016
Deputy Government Whip		88,771	11,097	99,868
Each of not more than 3 Government Whips		88,771	7,989	96,760
Leader of Official Opposition		88,771	49,002	137,773
Leader of Party with recognized membership of 8 or more in the Assembly		88,771	31,691	120,462
House Leader of Official Opposition		88,771	16,245	105,016
Deputy House Leader of Official Opposition		88,771	7,989	96,760
House Leader of Party with recognized membership of 8 or more in the Assembly		88,771	13,848	102,619
Deputy House Leader of Party with recognized membership of 8 or more in the Assembly		88,771	7,280	96,051
Chief Whip of Official Opposition		88,771	12,428	101,199
Each of not more than 2 Official Opposition Whips		88,771	7,989	96,760
Chief Whip of Party with recognized membership of 8 or more in the Assembly		88,771	11,185	99,956
Whip of Party with recognized membership of 8 or more in the Assembly		88,771	7,280	96,051
Government Caucus Chair		88,771	11,097	99,868
Official Opposition Caucus Chair		88,771	11,097	99,868
Caucus Chair of Party with recognized membership of 8 or more in the Assembly		88,771	10,031	98,802
Members of the Legislative Assembly		88,771		88,771

1 SALARY

- Each Member is entitled to an annual base salary (\$88,771) paid on the last working day of each month, subject to income tax and CPP.
- Additional salary is paid to office holders listed in the salary chart. If a Member holds more than one position, he or she is entitled to be paid for the position with the higher salary.
- The Office of the Assembly has administrative responsibility for processing ministerial salary payments.
- Members are asked to provide Human Resources with revised Personal Tax and Ontario Personal Tax Credits Return forms when changes impacting their income taxes are made.

2 SEVERANCE ALLOWANCE/DEATH BENEFIT

A severance allowance/death benefit is payable upon retirement, defeat, resignation or death of a Member, calculated at one month's base salary for each year of service (pro-rated), subject to a minimum payment of six months and a maximum of twelve months base salary.

A Member may elect to have the severance allowance rolled over into an RRSP account by completing a Tax Waiver Deduction form and returning it to Human Resources within one month of retirement, defeat or resignation. Such transfers are subject to limits set by Canada Revenue Agency. Details are available from Human Resources.

A Member may elect to have their severance paid as a continuation on payroll (minimum of six months and a maximum of twelve months). If the departing Member is not immediately eligible for Former Member health and dental benefits or has active employment benefits elsewhere, health and dental benefits will continue as long as severance is paid as a continuation on payroll. However, life insurance coverage does not continue and terminates at the end of the calendar month in which the Member ceases to hold office.

3 TRANSITION ASSISTANCE

When a MPP leaves office either through resignation, retirement or defeat, a transition amount of \$7,000 is made available. This amount may be used any time up to one year after leaving office and is only provided once in a lifetime. The amount provided may be used for one purpose or for a combination of services, some of which will be a taxable benefit. The intent of this program is to assist the MPP in their move to private life and retirement or in becoming established in a business or career. Transition support includes, but is not limited to:

- The services of a transition firm. An up-to-date list of providers is available from Human Resources. These firms will give the Member the tools (i.e. preparing a professional resume, working with the latest work search techniques, presenting oneself in interviews) and coaching to find employment.
- Assistance on how to start a business and if appropriate look at the issues involved in developing a business plan.
- Assistance with retirement planning (financial and lifestyle).

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- Financial counseling. This would include financial planning, severance pay advice, pension planning and tax advice.
- Courses directly related to employment.
- Other transition services, equipment and supplies are at the discretion of the Director, Human Resources or designate.

Before selecting a transition counseling service, Members are strongly encouraged to meet with at least two firms to discover which of the available services will address their individual needs. As each firm will tailor their program to the individual, it is in the Member's best interest to negotiate and acquire the services they need.

A Member who is unable to meet his/her needs under this program and has an exceptional situation should direct any written inquiry to the Speaker who will then take it to the Board of Internal Economy.

Invoices must be submitted to Human Resources for payment within 12 months following a general election, a bi-election, resignation or retirement. Purchases are not GST exempt.

Any inquiries may be directed to the Director or Manager of Human Resources at 325-3540.

Employee Assistance Program

In addition, the "*Employee Assistance Program*" which provides support during transition will be available to MPPs and their dependents for six months after leaving office.