



## Council Report For the Meeting of March 14, 2024

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**To:** Council **Date:** February 12, 2024  
**From:** Jocelyn Jenkyns, City Manager  
**Subject:** Review of Council Remuneration

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### RECOMMENDATION

That Council receive this report for information.

### EXECUTIVE SUMMARY

In 2021, City Council engaged consultants MNP to conduct a review of the governance structures and processes of the City of Victoria as part of the 2019-2022 Strategic Plan deliverable on “Good governance and civic engagement”.

At Council’s request, MNP engaged internal and external stakeholders to refine the final scope of the review, starting with an initial set of eleven areas of interest provided by Council. One of the areas for review was the Role of Mayor and Council, the scope of which included: role and responsibilities, participation on committees, time commitment and remuneration.

The adoption of the MNP report was not concluded prior to the municipal election in 2022. At the daytime Council of August 3, 2023, Council adopted the following motion:

*That Council direct the city manager to undertake a formal review of base Council remuneration, including considerations of time commitment, principles for appropriate comparators and benchmark levels, a regular review framework and schedule, per diems for external committee appointments that are not already compensated, and conferences, with a report back due by December 31, 2023.*

In August 2023, Drive Organizational Development Ltd. was retained to conduct a review of Council remuneration. The findings of the review are outlined in appendix A.

Respectfully submitted,

Jocelyn Jenkyns  
City Manager

**Report accepted and recommended by the City Manager.**