



Council Report For the Meeting of April 4, 2024

To: Council **Date:** March 26, 2024
From: C. Kingsley, City Clerk
Subject: Amendment Bylaw for Council Remuneration Bylaw

RECOMMENDATION

That the following bylaw be given first, second and third readings:

1. Council Remuneration Bylaw, Amendment Bylaw (No. 2) No. 24-027

BACKGROUND

Attached for Council's initial consideration is a copy of the proposed Bylaw No. 24-027.

The issue came before Council on March 14, 2024 where the following resolution was approved:

Review of Council Remuneration

That Council receive the Review of Council Remuneration report for information.

Whereas, eight years ago, City Council initiated a governance review process as part of the 2019-2022 strategic plan; and whereas City Council received the MNP LLP Governance Review in July of 2022; and whereas the previous Council chose not to address the Review's recommendations prior to the end of its mandate, including the hiring of a third-party remuneration consultant, thereby deferring that decision until this Council's mandate; and whereas this Council has committed to implementing the recommendations of the Governance Review, including the issue of remuneration, which is one of the few remaining items left to address; and whereas the third-party remuneration consultant has now completed their work, and compared the City's remuneration practices to 19 comparator cities across Canada, and whereas the MNP Review confirms that City Council is a full-time job, therefore, be it resolved:

1. *That Council direct staff to prepare the necessary bylaws by 11 April 2024 to achieve the following:*
 - A. *Confirm that City Council is a full-time job;*
 - B. *Set base remuneration rate for City Councillors at 50% that of the Mayor's salary so that Councillor remuneration better aligns with: 1) the median percentile for salary in Victoria's comparator cities, and 2) the remuneration practices of numerous other mid-sized cities across the country;*

