



Committee of the Whole Report For the Meeting of August 1, 2024

To: Committee of the Whole
From: Jocelyn Jenkyns, City Manager
Subject: Council Remuneration Task Force
Date: July 25, 2024

RECOMMENDATION

That Council received this report for information.

EXECUTIVE SUMMARY

At the meeting held April 4, 2024, Council directed the City Manager to strike an independent task force comprised of diverse community, non-profit, labour, government, and business leaders, using the UBCM councillor remuneration guide and its terms of reference, a report to be completed by July 1st and the work remunerated with a stipend for task force members, to:

1. Review council's decision on pay and benefits in light of the recommendations of the MNP Governance Review and the information in the remuneration consultant's report;
2. Conduct interviews with councillors to determine accurate time commitments for city-related work;
3. Make a recommendation to council on any salary adjustments, benefits adjustments, per diems for committee appointments and conferences, and other compensatory options, and the effective date of any such adjustments;
4. Task force to be overseen and facilitated by a senior member of City staff, as per recommendations of UBCM guidebook.

A task force was established in June comprised of the following individuals:

- Chair Margaret Lucas - former City Councillor, former City Remuneration advisor and business representative
- Ron Rice - Executive Director, Victoria Native Friendship Centre
- Stephanie Smith - former President of BCGEU

The Task Force work included:

- Developing Terms of Reference based on adopted Council Member Motion.
- Individual interviews with Councillors.

- Review of Drive Report with an eye to any missing data.
- Review of 2008 Council remuneration report for reference.
- Review will endorse Council decision or make further recommendations.

The report from the Task Force with recommendations to Council is provided in Attachment A for Council consideration.

CONCLUSIONS

The Task Force has concluded their review and has provided recommendations to Council for consideration.

Respectfully submitted,

Jocelyn Jenkyns
City Manager

Report accepted and recommended by the City Manager

List of Attachments

Attachment A - Remuneration Report 2024