



## Council Report

### For the Meeting of September 5, 2024

---

**To:** Council **Date:** August 29, 2024  
**From:** C. Kingsley, City Clerk  
**Subject:** Council Remuneration Bylaw, 2024

---

### RECOMMENDATION

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

1. Council Remuneration Bylaw, 2024, No. 24-075

### BACKGROUND

Attached for Council's initial consideration is a copy of the proposed Bylaw No. 24-075.

The issue came before Council on August 1, 2024 where the following resolution was approved:

#### ***Council Remuneration Task Force***

#### ***To be actioned as soon as practicable:***

1. *That the CPI adjustment forgone in 2021 be added to the Mayor and Councillors' compensation retroactive to January 1, 2024. This would bring current councillor remuneration to \$53,259 and the Mayor's to \$133,147.*
3. *The Task Force recommends that staff explore improvements to the current health and wellness benefit levels and explore the possibility and parameters of setting up a retirement allowance, matching RRSP contributions, or other retirement support options for Council members and suggests that the options not necessarily mirror staff benefits but be comparable in value and benefit.*
4. *Councillors be paid an additional \$1,750.00 while in the role of Acting Mayor (per month) as per examples provided in the Drive Organizational Report. (page 8)*
5. *Continue the yearly remuneration cost of living (CPI) adjustments pegged to the previous year's inflation rate, as per current practice.*
6. *We believe the easiest way to address remuneration moving forward would be to realign the Mayor's salary against Canadian capital cities and to maintain the percentage for councillors. We agree with the MNP report recommendation that the Mayor's base salary be undertaken in the last year of a term, so any changes necessary can be applied to the incoming council.*

7. *We recommend Mayor and Council explore solutions to broaden administrative support for councillors.*
8. *That Mayor and Council adopt the MNP recommendations and Rationale on Updating Council committees and related processes to comply with bylaws, and to support efficient and effective use (pages 43 to 47 in the MNP report).*
9. *Recommend that flat rate per diems be explored for councillors to attend committees and/or conferences.*

***To be implemented after the next election:***

10. *Recommend that councillors' remuneration be calculated at 45% of the Mayor's salary and maintain the previously adopted recommendations.*

***Motion to refer:***

***To be actioned as soon as practicable:***

2. *Councillors' annual allowance for travel, education and training be \$5,000.00 and that this amount be per councillor rather than in the global budget.*

*Refer #2 for consideration with receipt of the policy report on this matter to Council.*

The Council Remuneration Bylaw, 2024 includes provisions for the approved resolution parts 1, 4, 5, 6 and 10. Items 2 and 9 will be addressed through policy amendments, and items 3, 7 and 8 will be reported back on separately.

For clarity, the Acting Mayor indemnity (part 4 of the resolution) will be implemented in two parts:

- 1) each Councillor will receive a one-time payment of \$1,750 recognizing their role as Acting Mayor in 2024 to October; and
- 2) from November 2024, an additional indemnity of \$1,750 will be paid for each month a Councillor is Acting Mayor

Implementing the indemnity in this way ensures that each Councillor receives an equal amount from 2024 to the end of this Council term.

Respectfully submitted,

Curt Kingsley  
City Clerk

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

**List of Attachments:**

- Bylaw No. 24-075