

BYLAW 20702

Independent Council Compensation Committee

Recommendation

That Bylaw 20702 be given the appropriate readings.

Purpose

To establish a temporary Council Committee, named the Independent Council Compensation Committee, to provide recommendations on compensation for members of Council starting after the October 2025 municipal election.

Readings

Bylaw 20702 is ready for three readings.

A majority vote by City Council on all three readings is required for passage.

If Council wishes to give three readings during a single meeting, then prior to moving to third reading, Council must unanimously agree “That Bylaw 20702 be considered for third reading.”

REPORT

Since 2000, temporary Independent Council Compensation Committees have been established to review and make recommendations on the remuneration provided to members of Council. On January 23, 2013, Council approved the Independent Council Compensation Committee report 2013COC003 which recommended an Independent Council Compensation Committee be established every two Council terms. However, on October 19, 2020, the Independent Council Compensation Committee 2020 Final Report was presented to Council and stated that due to the “current levels of economic volatility creating uncertainty in the medium and long term, it is recommended to have another compensation review sooner than the usual eight year period.”

At the October 19, 2020, City Council meeting, the following motion was passed:

That another review of Council’s Compensation be conducted in 2024 by an independent committee of Council and provide recommendations on the frequency and timing of future reviews.

BYLAW 20702 - Independent Council Compensation Committee

This bylaw is being presented to Council for the purpose of establishing a new Council Compensation Committee in 2024, to provide recommendations effective from the 2025 election. The timing of this report is to allow recruitment to this committee to align with the broader Civic Agency recruitment that is launching in December 2023.

The 2024 Independent Council Compensation Committee will review and make recommendations to Council on:

- Compensation for members of Council after the 2025 election, including salary, benefits, pensions, allowances, and any other form of compensation; and
- Frequency of future reviews of compensation.

The Committee will report its recommendations to Council by December 31, 2024, and the committee will automatically dissolve through repeal of the bylaw on January 1, 2025.

The City Clerk, on behalf of the City Manager, will recruit and appoint Committee members on the basis of expertise and credentials in financial services and taxation, business and economics, human resources, community service, municipal governance, public policy and/or other experience relevant to the role of a public office holder.

Budget/Financial Implications

Members of the Independent Council Compensation Committee will be reimbursed for all approved expenses incurred while carrying out their duties. The Committee members will receive one-time honorariums as outlined in Attachment 1. These costs will be covered by the 2024 Office of the City Clerk Operating Budget.

Attachment

1. Bylaw 20702 - Independent Council Compensation Committee

Others Reviewing the Report

- M. Plouffe, City Solicitor