



2024 INDEPENDENT COUNCIL COMPENSATION COMMITTEE: FINAL REPORT

RECOMMENDATION

1. That City Council apply to the Workers' Compensation Board to have the *Workers' Compensation Act* apply to all members of Council.
2. That Council Policy C626 - 2021 - 2025 City Council Compensation, be amended as follows:
 - a. remove the years of the policy in the title so that the new title is "City Council Compensation".
 - b. change the review date from 2024/2025 to 2032.

Report Purpose

Decision required

Executive Summary

- The 2024 Independent Council Compensation Committee has submitted their final report, which includes one recommended change to the Council compensation package. The proposed change is included in the first recommendation above.
- Minor updates are also recommended to Council Policy C626 - 2021 - 2025 City Council Compensation, to change the title and confirm the next review of the policy.

REPORT

The Independent Council Compensation Committee was created as a temporary Committee of Council by Bylaw 20702 - Independent Council Compensation Committee.

Administration proceeded with recruitment of committee members through an open competition. The competition opened January 4, 2024, and closed February 7, 2024. On April 19, 2024, four Committee members were appointed. The first meeting was held May 22, 2024. The Committee met seven times in the duration of their mandate and on October 16, 2024, approved

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the Final Report to be presented to Council. The Independent Council Compensation Committee's final report is contained in Attachment 1.

The Committee reviewed all aspects of the Council compensation package and recommended only one change to the benefits component by providing Workers' Compensation insurance coverage to members of Council. Under the Workers' Compensation Regulation, Council may, by motion, apply to the Workers Compensation Board to have the Workers' Compensation Act apply to members of Council. The first part of the recommendation, if approved, would allow Administration to make the application on Council's behalf.

Bylaw 20702 - Independent Council Compensation Committee stipulates that the Committee will, no later than December 31, 2024, provide a written report to Council with their recommendations on the: (a) appropriate compensation for members of Council, including salary, benefits, pensions, allowances, and any other forms of compensation; and (b) frequency of future reviews of compensation.

Once the Committee's final report is presented to City Council, per Bylaw 20702, the Committee will be disbanded and the bylaw is automatically repealed.

ATTACHMENT

1. Independent Council Compensation Committee: 2024 Final Report