

Independent Council Compensation Committee

Final Report and Recommendations

Recommendation

1. That there be no annual adjustment for Council salaries in January 2021 and January 2022 (Recommendation 2.1).
2. That the Council Compensation package changes, be approved and come into effective after the 2021 Edmonton General Election, as follows:
 - a. Flexible Spending Account (\$3,600/year) replacing the current Health Spending Account (Recommendation 4.1).
 - b. Create an option to contribute to a Tax Free Saving Account in addition to the existing retirement options (Recommendation 5.1).
 - c. Increase transition allowance cap from 36 weeks to a maximum of 39 weeks (Recommendation 6.2).
 - d. Vehicle allowance is a flat rate and not indexed annually (Recommendation 7.2).
3. 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.
4. That Administration include an increase in the Mayor/Councillor annual operating budget in the fall of 2021, of \$40,300 due to the increase in the Flexible Spending Account.
5. That the Office of the Clerk provide a report to City Council with a Council Compensation Policy based on the recommendations included within the October 19, 2020, Independent Council Compensation Committee report OCM00067.

Executive Summary

The Independent Council Compensation Committee was established as a temporary Committee of Council by Bylaw 19212 on February 19, 2020. The bylaw stipulated that the Independent Council Compensation Committee will, no later than December 31, 2020, provide a written report to Council with recommendations on the: (a) appropriate compensation for members of Council, including salary, benefits, pensions,

allowances, and any other form of compensation; and (b) frequency of future reviews of compensation.

Following a review of current and historical compensation, comparable jurisdictions and groups, public engagement feedback, and economic data, the Committee's final report puts forth a number of recommendations for Council's consideration (Attachment 1).

Report

This report contains the final report from the Independent Council Compensation Committee.

Once the report is presented to City Council, as per the Independent Council Compensation Committee Bylaw 19212, the Committee will be disbanded.

Attachments

1. Independent Council Compensation Committee 2020 Final Report