

Compensation Policy for Elected Officials

Recommendation

That City Council Compensation Policy C626, as set out in Attachment 1 of the March 15, 2021, Office of the City Manager report OCC00150, be approved and come into effect October 26, 2021.

Previous Council/Committee Action

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

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 returning no later than the end of the first quarter of 2021.

Executive Summary

Attachment 1, City Council Compensation Policy C626 formalizes the recommendations of the Independent Council Compensation Committee, which were approved by Council on October 19, 2020. The Independent Council Compensation Committee is established by bylaw every two Council terms to review and make recommendations on Council's remuneration. The establishment of a policy creates transparency regarding compensation for members of City Council.

Report

Bylaw 19212 established the Independent Council Compensation Committee, a temporary committee of Council on February 19, 2020. In accordance with its mandate, the committee provided Edmonton's City Council with written 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. The committee's recommendations were approved by Council on October 19, 2020 and will come into effect after the 2021 municipal election.

At the October 19, 2020 meeting, City Council made a motion to formalize the committee's approved recommendations as a Council policy. A Council Compensation

Policy C626 (Attachment 1) ensures that the process for setting remuneration for Edmonton’s elected officials is as transparent as possible.

The next Independent Council Compensation Committee review is scheduled for 2024. Independent Council Compensation Committee recommendations approved through the 2024 review process would take effect for the 2025 to 2029 Council term with a corresponding update to the policy.

Corporate Outcomes and Performance Management

Corporate Outcome(s): Current Corporate Outcomes : The City of Edmonton has a resilient financial position			
Outcome(s)	Measure(s)	Result(s)	Target(s)
The City’s financial governance and policy processes are transparent and allow the City to make consistent decisions.	Effectiveness of the approved policy	N/A	N/A

Risk Assessment

Risk Element	Risk Description	Likelihood	Impact	Risk Score (with current mitigations)	Current Mitigations	Potential Future Mitigations
Corporate Governance - If not approved	Decisions re: remuneration would remain in standalone reports and the historical record of Council motions.	3 - Possible	1 - Minor	3 - Low	Proposed Council Compensation Policy which would codify Council direction (motions) into an official policy.	N/A

Attachments

1. City Council Compensation Policy

Others Reviewing this Report

- K. Fallis-Howell, Acting City Solicitor