



Board / Advisory Committee / Task Force Report

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Date December 10, 2024

To Chair and Members
Committee of the Whole – Planning and Administration

From Chair and Members
Citizen’s Remuneration Review Committee

1.0 Type of Report

Consent Item

Item For Consideration

2.0 Topic **Citizen’s Remuneration Review Committee Report
2024-11-07**

3.0 Recommendation

- A. THAT Report 2024-645 regarding Final Remuneration Recommendations BE RECEIVED; and
- B. THAT effective for the new 2026 term of Council, the remuneration for City Councillors be set at Step 3.0 of Level D (\$32.71/hour plus economic adjustments for 2025, 2026 and 2027 as negotiated for the exempt group) in the exempt wage grid and be based on 25 hours per week starting on January 1, 2027; and
- C. THAT effective for the new term of Council, the remuneration for the Mayor remain under the current provisions; and
- D. THAT Staff BE DIRECTED to include the following other compensation suggestions for consideration for the next term of Council:

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- i. Hire dedicated staff support person(s) to help members of City Council manage their schedules, answer emails, return phone calls, handle social media, assist with newsletter preparation, etc.; and
 - ii. Implement Customer Relationship Management (CRM) software to track constituent inquiries; and
 - iii. Increase orientation to greater than one day for new Councillors to grasp the full scope of City departments and activities; and
 - iv. Create ongoing professional development opportunities for members of City Council, especially in the first year; and
- E. THAT Staff BE DIRECTED to amend the Honorarium Bylaw to implement any wage rate changes to coincide with the effective date of the exempt wage grid, which is usually on January 1st annually.
- F. THAT Council REVIEW the Planning Committee Stipend amount of \$250.00 per meeting.

4.0 Background

At its November 7, 2024 meeting, the Citizen's Remuneration Review Committee met and approved the above recommendations. The Committee added Clause F as an amendment to the final report recommendation. Members have requested that Council review the Planning Stipend amount.

5.0 Conclusion

For Council's consideration.

David Prang, Chair
Citizen's Remuneration Review Committee

Attachments (if applicable)

Appendix A - Final Remuneration Recommendations [Financial Impact: Approximately \$83,000 , beginning with the new term of Council], 2024-645