



Council Compensation Review Committee Bylaw

C2023-1025

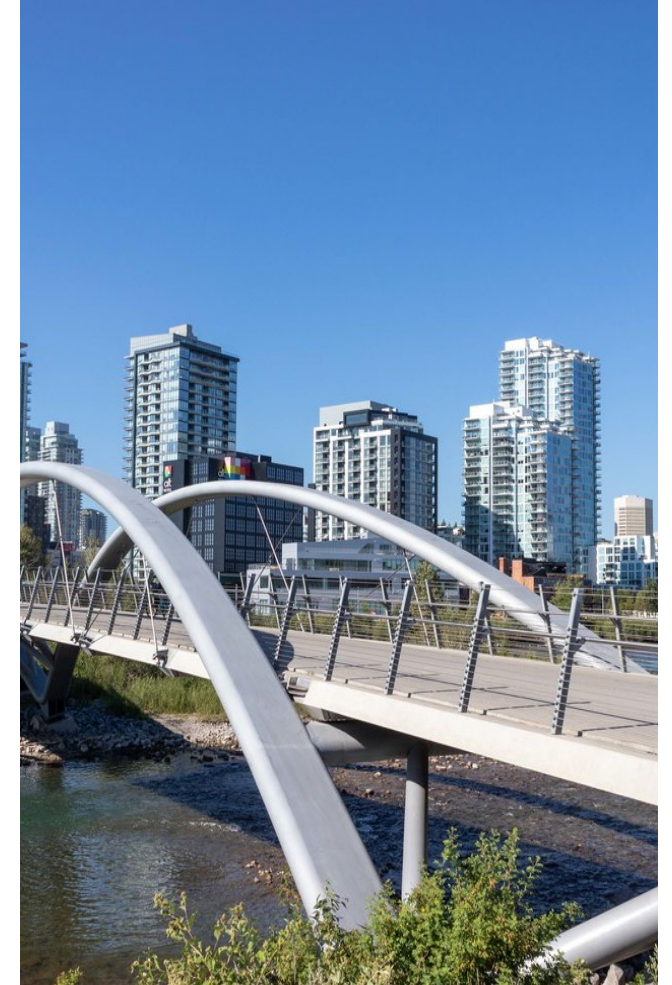
2023 October 24

Recommendation

That Council give three readings to Proposed Bylaw 49M2023 to establish a new Council Compensation View Committee (Attachment 1).

Highlights

- The Council Compensation Review Committee (“CCRC”) conducts an impartial review and assessment of Members of Council’s Compensation package.
- For this cycle, the mandate of the CCRC has been proposed to expand and also include an impartial review and assessment of the compensation for Councillor’s Assistants and to provide recommendations on changes to their compensation.
- The CCRC is not responsible for a review of the Councillors’ Assistants benefits packages.
- Proposed Bylaw 49M2023 establishing the CCRC has been drafted to comply with Council direction to undertake a review of Council compensation and allow for the delivery of CCRC’s final report by 2024 December.



Proposed Bylaw 49M2023

- Repeals previous CCRC Bylaw 30M2019
- Composition of CCRC is up to 5 Public Members appointed by Council
- No ex-officio Members
- Members of Council are precluded from attending CCRC meetings
- Allows for contracting services of third-party compensation consultant to support CCRC
- CCRC may report back through Executive Committee about any challenges on delivering on its mandate that require Council direction.
- CCRC will be disbanded on delivering its final report
- Council shall consider the CCRC's final report when making decisions on compensation packages and related Council policies and bylaws.

Anticipated Timelines

- **2023 October 24** – CCRC established
- **2023 November to 2024 December** – CCRC Public Member recruitment carried out by City Clerk's Office
- **2024 January** – Nominations Committee to shortlist CCRC Public Member candidates
- **2024 February** – CCRC Public Member appointments to be recommended to Council by Nominations Committee
- **2024 February to March** – CCRC Onboarding and procurement of compensation consultant
- **2024 March – December** CCRC meets and carries out its mandate
- **2024 December** - CCRC final report due to Council

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