

COUNCIL COMPENSATION REVIEW COMMITTEE BYLAW

EXECUTIVE SUMMARY

Council is asked to consider a proposed 'Bylaw to Establish a Council Compensation Review Committee' (Bylaw). The Bylaw is intended to serve as a vehicle to action a decision of Council for a review of Council compensation every four years commencing with the appointment of members to a Council Compensation Review Committee (CCRC) in October 2016.

ADMINISTRATION RECOMMENDATION(S)

1. That Council give three readings to the proposed Bylaw to establish a new Council Compensation Review Committee (Attachment 1).
2. That Council direct the City Clerk's Office to advertise for the Council Compensation Review Committee as part of the 2016 Organizational Meeting of Council.

PREVIOUS COUNCIL DIRECTION / POLICY

The first CCRC was established under Bylaw 31M2002 and reported to Council 2003 March 24. One of the recommendations of the CCRC adopted by Council was that a Task Force be appointed every three years to review Council Compensation.

Subsequent bylaws created CCRCs that reported to Council 2006 July 17 and 2012 January 23. Bylaw 32M2008 established a CCRC to report in 2009 but a Committee was never appointed and Council decided 2009 January 26 (C2009-11, 29M2009) to defer the appointment of the Committee to Organization Day 2010. That Committee reported 2012 January 23 pursuant to Bylaw 32M2008 as amended.

As part of each of the CCRC Bylaws, the Committee was disbanded upon Council receiving its final report.

Following the 2012 CCRC report there continued to be a standing decision of Council that Council appoint a 'Task Force' every three years to review Council compensation. This standing decision contemplated a review of Council compensation by a 'Task Force' in 2015.

2014 November 17 Council amended the standing decision related to timing of Council compensation Task Force reviews and decided on related matters when it approved a Recommendation contained in PFC2014-0867 to:

- "1. Reconsider their decision of 2003 March 24 that a Task Force should be appointed every three years to review Council compensation and defer appointment of a Council Compensation Review Committee (CCRC) to Organization Day 2016 to report to Council no later than 2017 May;
2. Direct that the frequency of subsequent independent reviews of Council compensation be conducted every four years rather than the current three so that the report comes forward in the last year of a term;
3. Direct that henceforth the sitting Council receive the independent Council compensation review report and recommendations by July of the last year of the

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term, consider these, decide upon the recommendations and direct the Administration accordingly with the Council compensation package as amended, if any, to be effective as of the date of Swearing-In of Members of Council for the upcoming term;

4. Direct Law to prepare a new Council Compensation Review Committee Bylaw to establish a Council Compensation Review Committee for consideration of Council by 2015 July; and

5. Direct that the new Bylaw be based on the 2008 Council Compensation Review Bylaw and be consistent with the principles enunciated in Recommendations 1 to 3 above.

6. Direct that the In Camera discussions remain confidential pursuant to Section 24(1) of the *Freedom of Information and Protection of Privacy Act*.”

BACKGROUND

The Bylaw establishing a CCRC is the vehicle used to comply with Council direction to undertake a review of Council compensation.

As directed by Council, Law has drafted a proposed CCRC Bylaw based on 32M2008 as amended and Administration is recommending Council give three readings to the proposed Bylaw.

INVESTIGATION: ALTERNATIVES AND ANALYSIS

Attachment One, '*Proposed Bylaw to Establish a Council Compensation Review Committee*', has been prepared by Law for the consideration of Council. The terms of the proposed Bylaw are consistent with the 2008 CCRC Bylaw as directed with the following modifications:

1. Section 4 has been reworded to provide greater clarity, not substantive change.
2. A sub-section has been added to Section 5 which sets out that Council must give preference to persons with expertise in business, labour and law. Although this sub-section was not contained in the 2008 CCRC Bylaw it is consistent with preferences of previous Council's in appointing CCRC members and the advertisements for CCRC candidates have expressed the preference for citizens with expertise in these areas.

Paragraph 9 of the proposed Bylaw directs that the CCRC submit a report to Council on or before 2017 May. The rationale for this date is anticipation of the following timelines:

DATE	ACTIVITY
2015 July	Council receives the proposed CCRC Bylaw for consideration and approval.
2016 September	Clerk's advertises for members for the CCRC along with all other citizen committee membership opportunities.
2016 October	Council appoints CCRC members in accordance with the Bylaw as part of

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	2016 Organization Day along with other citizen appointments to City Committees.
2017 May	The CCRC works on the review from 2016 October to 2017 May and presents at least a preliminary report sometime in May 2017.
2017 July	Council has till 2017 July to receive & deal with the final report of the CCRC.
2017 October	Any changes made to the compensation package for MofC as result of the CCRC report will be effective with the commencement of the next term.

These timelines provide a framework for the Council compensation review process to be consistent with items 1) to 3) of Council's decision of 2014 November 17 as quoted above and as directed by Council in paragraph 5) therein.

The 2017 July timing for Council finalization of the compensation package to be effective as of the Swearing-In of a new Council 2017 October will allow for the new compensation package to be:

- known to the public 2017 July and
- included in the candidates nomination packages available to persons considering entering their names as Candidates on Nomination Day 2017 September.

Public and candidate awareness of the intended post-election compensation package for the Mayor and Councillors is understood to be consistent with the intent of report PFC2014-0867 which supported the Recommendations quoted above as approved by Council 2017 November 14.

Stakeholder Engagement, Research and Communication

Members of Council.

Strategic Alignment

N/A

Social, Environmental, Economic (External)

N/A

Financial Capacity

Current and Future Operating Budget:

To be determined depending on the Recommendation(s) of the CCRC.

Current and Future Capital Budget:

N/A

Risk Assessment

Failure to approve a CCRC Bylaw and conduct a review will be not be consistent with Council direction to do so.

REASON(S) FOR RECOMMENDATION(S):

To comply with the 2014 November 17 decision of Council.

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ATTACHMENT(S)

1. Proposed Bylaw to Establish a Council Compensation Review Committee