

## Council Remuneration Direction

**Recommendation:**

**THAT Council direct staff to retain Western Compensation and Benefits Consultants to conduct a comprehensive independent third-party market review of Council remuneration to inform compensation for the next Council term following the October 17, 2026 Local Election , including:**

- Mayor compensation: comparator analysis and options for market positioning (including review of the 65th percentile, median (50th percentile), and mean comparator analysis);
- Councillor compensation: Review of the appropriateness of Councillor compensation relative to the Mayor (currently set at 40%);
- Review of Acting Mayor compensation;
- Review of vehicle allowance provisions;

**AND;**

**THAT staff report back to Council with the consultant's findings and recommended options prior to the start of the next Council term**

**Report Purpose and Summary Statement:**

The purpose of this report is to provide Council with historical context, current practice information, and external comparator data regarding Council remuneration, and to present options for consideration in advance of the next Council term following the Election October 17, 2026. This report does not propose changes to current remuneration; it seeks Council direction to obtain independent market information and return to Council with options prior to the next term.

**Previous Council Action:****Financial Impact:**

If Council approves the recommendation, there will be a one-time consulting cost to complete the market review, funded from the Human Resources operating budget. Any future changes to remuneration would require a separate Council decision and bylaw, and any ongoing budget impact would be considered through the annual budget process and would apply beginning in the next Council term.

<b>Funding Source:</b>	The consulting review to be funded through the Human Resources operating budget. Any future compensation adjustments would be incorporated into the annual operating budget process.
<b>Strategic Alignment:</b>	Governance & Corporate Excellence
<b>Climate Impact:</b>	n/a
<b>Advisory Committee Consultation:</b>	n/a
<b>Communications:</b>	Should Council proceed with a third-party review, results would be presented at a future Council meeting. Any changes to remuneration would be adopted by bylaw prior to the commencement of the next Council term and communicated publicly in accordance with standard transparency practices.
<b>Applicable Legislation/ Bylaw/Policy:</b>	Bylaw No. 7330-2017

## **COUNCIL RENUMERATION DIRECTION**

### **BACKGROUND:**

The purpose of this report is to provide Council with historical context, current practice information, and external comparator data regarding Council remuneration, and to present options for consideration in advance of the next municipal term.

As the last comprehensive market review was conducted in 2011, this report recommends that Council direct staff to retain Western Compensation and Benefits Consultants (WCBC) to undertake an independent, third-party review of Council compensation to ensure alignment with comparable municipalities and contemporary governance expectations.

### **Historical Background:**

The City last completed a comprehensive market review of Council compensation in 2011. At that time, the Mayor's salary was positioned at the 65th percentile of comparator municipalities, and Councillor compensation was set at 40% of the Mayor's rate.

In 2017, Council adopted a bylaw introducing automatic annual CPI-based increases, assuming the established base compensation remained appropriate. Since that time, no formal market recalibration has occurred.

An internal scan and ad hoc external review of comparable municipalities has recently been conducted to provide preliminary context.

### **Previous Council Action:**

- **2011** – Comprehensive market review completed. Recommended Mayor compensation positioned at the 65th percentile of comparators; Councillor compensation established at 40% of the Mayor's rate.
- **2012** – Recommended increases were not implemented by the incoming Council.
- **2012–2016** – Compensation levels remained unchanged.
- **2017** – Adoption of Bylaw No. 7330-2017 introducing automatic annual Consumer Price Index (CPI)-based adjustments.
- **2018** – Adoption of Bylaw No. 7448-2018 adjusting compensation structure following federal income tax changes.
- **Post-2018** – Direction provided to gather external market data; no structural adjustments implemented beyond CPI increases.

Election years have traditionally provided an opportunity for an outgoing Council to establish remuneration for the incoming Council, ensuring transparency and avoiding in-term adjustments.

## **ANALYSIS:**

### **Project Description:**

The proposed project would involve engaging WCBC to conduct a comprehensive market review of Council remuneration. The review would examine:

- Mayor compensation, including analysis of the 65th percentile target and review of median (50th percentile) and mean (average) positioning.
- Councillor compensation, including assessment of the continued appropriateness of the 40% relationship to the Mayor's rate.
- Acting Mayor compensation; and
- Vehicle allowance provisions.

Comparator municipalities would be confirmed to ensure relevance and defensibility.

### **Purpose and Alignment**

A formal review ensures compensation remains competitive, equitable, and aligned with the scope and complexity of governance responsibilities within a growing municipality.

It also supports transparency and ensures incoming Councils are not placed in a position of determining their own compensation during their term.

### **Application and Procedure**

Should Council approve the recommendation:

1. Human Resources will engage Western Compensation and Benefits Consultants.
2. Comparator municipalities would be confirmed.
3. A comprehensive market analysis will be conducted.
4. Findings and recommendations will be brought forward to Council for consideration.
5. Any approved changes would be enacted via bylaw prior to the next Council term.

**Sustainability/Climate Impact:** not applicable

**Public Engagement:** not applicable

### **Strategic Alignment:**

Ensuring fair and market-aligned compensation supports effective governance, talent attraction to elected office, and responsible fiscal stewardship.

**Advisory Committee Consultation:** not applicable

### **Financial Impact:**

- One-time consulting cost for market review.
- Potential future budget increase if compensation adjustments are approved.

### **Applicable Legislation/Bylaw/Policy:**

Bylaw No. 7330-2017

## **OPTIONS & IMPLICATIONS:**

### **Option 1 – Independent Third-Party Market Review (Recommended)**

Direct staff to engage WCBC to conduct a comprehensive external market review for incoming council implementation.

Implications:

- Ensures independent, objective analysis
- Aligns with governance best practices
- Provides defensible and transparent recommendations
- May result in recommended compensation adjustments

### **Option 2 – Implement adjustments of the External Ad hoc Review**

Direct staff to implement remuneration adjustments identified through the ad hoc External review to position Council remuneration at the 65th percentile of the comparator market, for incoming council

- Can be implemented quickly
- Using available data which minimizes costs
- May be viewed as less objective/defensible than an independent third-party study
- Public scrutiny may increase without a clearly documented, arms-length methodology.

### **Option 3 – Status Quo**

Maintain current bylaw and CPI-based adjustments.

- No immediate financial impact.
- Does not address potential market misalignment after 15 years without structural recalibration

## **CONCLUSION:**

While annual CPI adjustments have maintained inflationary alignment, Council remuneration has not undergone a comprehensive market recalibration since 2011 . CPI adjustments maintain inflation alignment year-over-year, but do not re-establish market positioning relative to comparable municipalities.

Engaging an independent third-party consultant such as Western Compensation and Benefits Consultants would provide Council with objective, market-based recommendations to inform compensation levels for the next Council term and uphold principles of transparency, governance excellence, and fiscal responsibility.

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**Attachments:** (A) Council Remuneration Bylaw No. 7330-2017 (consolidated)

## Report Approval Details

Document Title:	Council Renumeration Seeking Direction.docx
Attachments:	- 7330-2017 Council Remuneration Bylaw (Consolidated).pdf
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This report and all of its attachments were approved and signed as outlined below:

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