

Subject: **Council Remuneration Review Follow Up**

Meeting Date: Tuesday, July 22, 2025

Prepared By: Ushba Khalid, Municipal Intern

Presented By: Ushba Khalid, Municipal Intern

STRATEGIC PLAN ALIGNMENT: (Check all that apply)

	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>
High Quality Infrastructure		Economic Resilience		Quality of Life		Effective Leadership		Level of Service	

RELEVANT LEGISLATION:

Provincial (cite)- N/A

Council Bylaw/Policy (cite)- Policy 3-1 Council Compensation and Expense Reimbursement

BACKGROUND/PROPOSAL:

On June 24, 2025, Council directed Administration to conduct an internal analysis of Council remuneration, as part of the scheduled four-year review. After considering their options, Council proceeded with an internal review, recognizing the benefits of efficiency, internal expertise, and alignment with past practice. The previous review, which was completed in June 2021, resulted in a 15% overall reduction in Council compensation following thorough discussion and deliberation.

The purpose of this review is to ensure that Council remuneration accurately reflects the changing nature of the role, including increased responsibilities and greater time commitments. The findings will help shape the compensation structure for the next Council, which will take office following the municipal election in November 2025.

DISCUSSION/OPTIONS/BENEFITS/DISADVANTAGES/OTHER CONSIDERATIONS:

Administration is seeking direction from Council on which specific components of Council Compensation and Policy 3-1 should be prioritized in the internal analysis. This input will help ensure that the information presented is relevant, focused, and comprehensive.

As part of the analysis, Administration will already be reviewing and providing information related to the following standard components:

- Monthly salaries for the Reeve, Deputy Reeve, and Councillors
- Per diem rates for full and half days
- Mileage rates
- Meal allowance amounts
- Communication allowance amounts
- Divisional meeting allowance amounts

In addition to these core elements, Council is encouraged to identify any additional topics or areas of interest they would specifically like included in the review process. The following areas are suggested for consideration:



REQUEST FOR DECISION

- The effectiveness of the current hybrid model (monthly salary plus per diem) compared to a simplified salary-only or per diem-only approach
- Whether the monthly salary adequately reflects all core responsibilities and recurring duties
- Potential adjustments to the types of activities or meetings eligible for per diem compensation

To note, Administration will conduct the analysis using comparable municipalities, consistent with those used for staff compensation reviews. These municipalities are selected based on similar size, service levels, and geography to ensure relevant benchmarking.

FINANCIAL & STAFFING IMPLICATIONS:

The workload will be incorporated into existing workflows and managed within current staffing resources. No additional financial or staffing implications are anticipated at this time.

RECOMMENDED ENGAGEMENT:

Directive Decision (Information Sharing, One-Way Communication)

Tools: Individual Notification

Other:

ATTACHMENTS:

COUNCIL OPTIONS:

1. That Council direct Administration to conduct the analysis based on the components already identified and return to Council with findings and recommendations for consideration.
2. That Council direct Administration to expand the scope of the internal review to include additional components as identified by Council and return to Council with findings and recommendations for consideration.

RECOMMENDED MOTION:

That Council direct Administration to expand the scope of the internal review of Policy 3-1 to include the following additional components:

FOLLOW-UP ACTIONS:

The internal analysis will be completed within the coming weeks and the results will be presented for Council's review at a future Council meeting.

APPROVAL(S):

Mike Haugen, Chief Administrative Officer

Approved- ☒

