



THE CORPORATION OF THE CITY OF COURTENAY

## STAFF REPORT

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**To:** Council  
**From:** City Manager (CAO)  
**Subject:** Council Remuneration Policy

**File No.:** 0530-00  
**Date:** July 12, 2023

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### **PURPOSE:**

To seek Council adoption of Council Remuneration Policy 1920.00.01 and repeal existing Council Remuneration bylaw.

### **BACKGROUND:**

At the regular meeting of council on June 14, 2023 Council directed staff to update the Council Remuneration Policy to include the following:

- a) Change benefits provider from UBCM to the City benefit provider in alignment with staff policy coverage
- b) To provide a child/eldercare allowance of up to \$3,300 per year, effective at the start of the new Council term in 2026
- c) To provide Acting Mayor pay equivalent to 10% of Mayor's remuneration during the acting month
- d) To provide compensation to council-elect members up to \$200 per day for attending required City orientation and training sessions prior to the day of the Inaugural Meeting of Council
- e) Include an annual remuneration increase equivalent to the CUPE annual contract increase as negotiated starting January 1, 2024
- f) Consider amendments to the Council Remuneration Policy no later than December 31 in the year prior to the general local government election; and,

THAT staff be directed to bring forward any necessary amendments to applicable bylaws in regard to the approved Council Remuneration Policy updates.

### **DISCUSSION:**

Council remuneration policy 1920.00.01 captures the direction given by Council at the June 14, 2023 Council meeting. This policy will be in force until Council provides alternative direction.

Appendix C – Council Remuneration Options Report June 14, 2023 provides details on the background of the new remuneration policy.

### **POLICY ANALYSIS:**

The existing remuneration bylaw will be repealed by bylaw 3103, 2023 and Council Remuneration Policy 1920.00.01 will guide remuneration and the review process going forward.

### **FINANCIAL IMPLICATIONS:**

With the deferral of the child/elder care provision until after the 2026 election the total cost of the proposed policy is reduced. Acting mayor pay (\$8,300) and extended health benefits (\$9,918) will take effect for 2023

however they will only incur a half years' worth of costs. The 2024 financial plan will be adjusted to capture the full year costs of these additions.

**ADMINISTRATIVE IMPLICATIONS:**

Acting mayor pay will commence promptly while the change in extended health benefits is expected to take a month or two depending on current billing cycle and on-boarding process of the new plan.

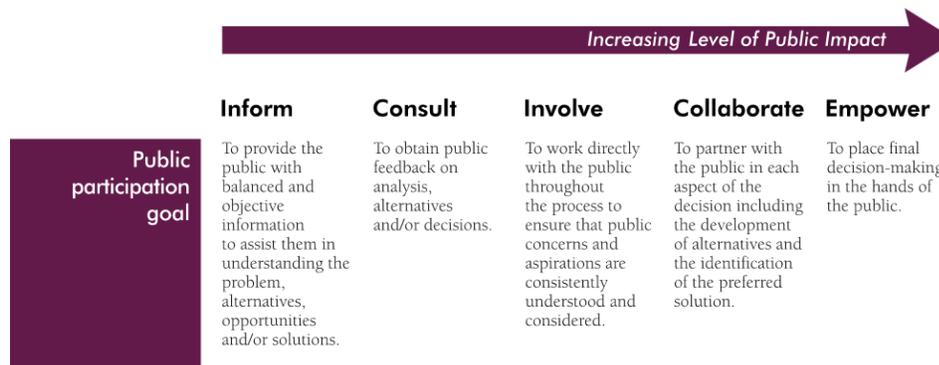
**STRATEGIC PRIORITIES REFERENCE:**

This initiative addresses the following strategic priorities:

- Organizational Well-Being and Sustainability - Ensure capacity to accommodate big change resulting from direct and indirect impacts to our community

**PUBLIC ENGAGEMENT:**

Staff would inform the public based on the IAP2 Spectrum of Public Participation:



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**OPTIONS:**

1. THAT Council adopt Council Remuneration Policy 1920.00.01 and THAT Council give three readings to Bylaw 3103, 2023 – Council Remuneration Repeal Bylaw
2. THAT Council provide alternative direction to staff.

(Bylaw appears in the bylaw section of the agenda)

**ATTACHMENTS:**

- Appendix A – Council Remuneration Policy 1920.00.01
- Appendix B – Bylaw 3103, 2023 - Council Remuneration Repeal Bylaw
- Appendix C – Council Remuneration Options Report June 14, 2023

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