

COUNCIL REMUNERATION TASK FORCE REPORT**Council Remuneration Task Force - 2022 Final Report****Report Purpose**

This report provides the final report and recommendations from the Council Remuneration Task Force.

Recommendation

THAT the recommendations as set out in enclosure 3 of the July 5, 2022 Council Remuneration Task Force - 2022 Final Report be approved; and

THAT Administration amend Policies GOV-001-013, GOV-001-026, and GOV-001-038 to incorporate the changes as set out in enclosure 3 of the July 5, 2022 Council Remuneration Task Force - 2022 Final Report, and bring the amended policies forward for Council's consideration by the end of September 2022.

Report

Strathcona County policy recommends that Council remuneration is reviewed every two terms of Council via an independent committee (Task Force). Council gave three readings to Bylaw 2-2022 in the spring of 2022 to establish the Council Remuneration Task Force Bylaw.

The mandate of the Task Force is to provide recommendations to Council on appropriate compensation for Elected Officials, including salary, benefits, pensions, allowances, and any other form of compensation. Additionally, the bylaw advises that the Task Force will consider the following when fulfilling its mandate:

- compensation that would attract and allow for a diverse range of candidates for the role of Mayor and Council;
- the responsibilities and time commitment requirement of the Mayor and Councillors;
- the current and anticipated economic environment;
- alignment with other comparable Canadian municipalities;
- alignment with policies related to compensation for Strathcona County employees.

The Task Force was comprised of professionals with background and experience in financial services, business and economics, human resources, community service, and public service roles.

Enclosed is the final report from the Council Remuneration Task Force, a presentation outlining the considerations of the task force and their findings, a summary of the Task Force's recommendations, and a comparator chart of the research gathered.

Council and Committee History

February 1, 2022 Council passed Bylaw 2-2022 Council Remuneration Task Force

Enclosure

- 1 Council Remuneration Task Force - 2022 Final Report
- 2 Task Force Presentation
- 3 Summary of Recommendations
- 4 Remuneration Comparator Research