

NOTICE OF MOTION

Submitted in accordance with Procedure Bylaw No. B-10/2024

Presented By: Councillor Spearman

TITLE: Elected Officials Compensation and Resourcing Review

WHEREAS When the current Council members ran in the 2021 Municipal Election, the communication of the time commitment required of elected officials as evidenced in the City of Airdrie's 2021 Candidate Information Package for the City of Airdrie's Municipal Election identified the Mayor position as full-time;

AND WHEREAS It was also advertised in the same package the amount of time spent on duties as an elected official is left to the discretion of each member of Council (an average of 10 hours per week, up to 40 hours per week) with the work designated to evenings and weekends;

AND WHEREAS The *Municipal Government Act* specifies the general duties of Councillor and the Mayor (Chief Elected Official);

AND WHEREAS The *Council Remuneration Policy* provides for different remuneration rates for the Mayor from the other six Councillors being 47% of the Mayors position as full-time;

AND WHEREAS Each member of Council provides varying levels of their time and service, some more and some less, with respect to attending municipal matters including all meetings of City Council and any of its internal and external committee appointments;

AND WHEREAS Council is being asked to adopt a new Council committee governance structure with committees meeting at 9:00 am on the second and fourth weeks of each month causing scheduling conflicts with elected officials who maintain full-time employment in addition to their role as elected officials;

AND WHEREAS The City of Airdrie is growing in population at a fast pace and there is a need to review the total compensation and resourcing to provide clarity to potential candidates seeking to run in the next municipal election in 2025 and to support elected officials for the next electoral term which will likely usher the City of Airdrie into 100,000 residents;

THEREFORE, BE IT RESOLVED THAT:

Administration be directed through an external consultant to provide Council recommendations by TBD of implementation options with costing to conduct the following with a completion date no later than January 1, 2025:

- 1 A complete analysis of the amount of time each Council member currently performs in their role as an elected official for official municipal matters such as Council Meetings, Council Committees meetings, Strategy Sessions, Budget Meetings, and Legal Training Sessions;

- 2 A complete analysis of comparable North American municipalities with a population of 100,000 residents or greater, with an elected Mayor at-large or with a Ward System of the following:
 - (a) A total compensation analysis of its elected officials;
 - (b) Per-diem amounts and purpose for its elected officials;
 - (c) The Council budgets and staff resourcing that supports elected officials; and
 - (d) The number of Council boards and committees (internal and external) requiring elected official appointments and the number of elected officials appointed;
- 3 A complete analysis of the total amount of time and the identification of the type of work associated with the dedication of time that each Council member currently performs in their role as a representative on external boards and committees currently identified in the Committees Bylaw;
- 4 A complete analysis of the total amount of time and the identification of the type of work associated with the dedication of time that each Council member could perform in their role as a representative at conferences, at intergovernmental meetings, in advocacy efforts on behalf of the city;
- 5 A complete analysis of the total amount of time and the identification of the type of work associated with the dedication of time that each Council member may be expected to perform around professional development and certifications;
- 6 A facilitated discussion with Council to review what is the value to the City to have elected official representation on external boards and committees currently identified in the Committees Bylaw;
- 7 A survey of each current Council member of the areas of work that each member considers essential to being an elected official and the estimated time that is dedicated to these areas of work (e.g. ceremonial functions, meetings with residents, answering correspondence, committee work, community events, community service, communications, etc.), and;
- 8 A draft Candidate Information package for Council's review prior to the start of the nomination period on January 1, 2025 of the next general municipal election.

Respectfully Submitted:

Councillor Spearman