



## **COUNCIL – AGENDA REPORT**

**Meeting Date:** 17 December 2024

**Subject:** Elected Officials Compensation and Resourcing Review  
Final Report

**Directorate:** City Manager

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### **Issue:**

Council is being asked to accept the Elected Officials Compensation and Resourcing Review final report for information.

### **Policy / Council Direction:**

A motion on May 7, 2024 (and amended on June 18, 2024) was approved by Council for an Elected Officials Compensation and Resourcing Review to be conducted by an external consultant.

### **Background:**

The motion approved by Council (attachment 1) directed Administration to procure an external consultant to provide Council with a report of its findings and recommendations by December 3, 2024 on deliverables pertaining to an elected officials compensation and resourcing review (the 'project').

Through a competitive procurement process, Blue Monarch Management was selected as the successful proponent in delivering this project.

Blue Monarch Management has effectively delivered on all project milestones and deliverables which included the following scope of work:

- conducting a total compensation review of Canadian municipalities with a population of 100,000 or greater;
- surveying and interviewing each councillor regarding their elected official role in their current term of office;
- conducting a facilitated discussion with Council regarding its representation on external boards and committees; and

- recommending content of the councillor role to be included in the next candidate information package for the next municipal election in 2025.

**Council Committee Routed Through:**

This agenda item was not routed through any Council Committees.

**Administration Recommendation:**

That Council accepts the Elected Officials Compensation and Resourcing Review final report, for information.

**Alternatives/Implications:**

Council could choose to expand the scope of this project. This decision will have resource and budget implications.

**Budget Implications:**

The budget approved for the procurement of an external consultant for this project was \$125,000 and was funded from the general operating reserve. The completion of this project is expected to be approximately \$90,000.

**Communications and Engagement:**

Acceptance of this report will enable more accurate information to be placed in the candidate information package for the next municipal general election.

**Recommendation:**

That Council accepts the “Elected Officials Compensation and Resourcing Review Final Report” for information.

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Charlotte Satink  
Manager, Legislative Services and IGM

Staff Presenter:	Charlotte Satink
External Presenter:	Blue Monarch– Rick Bennett, Project Lead
Department:	Legislative Services
Reviewed by:	Charlotte Satink, Tammy Belsham
Attachments:	#1: Motion Approved by Council #2: Final Report