

City Staff Report

Report Date: Oct 17, 2018

Meeting Date: Oct 23, 2018

To: City Manager

From: Director of Corporate and Financial Services

Subject: Council Remuneration Reference Group Recommendations

Purpose

The purpose of this report is to present the recommendations of the Council Remuneration Reference Group appointed by Council.

Summary

The Council Remuneration Reference Group was appointed by Council at the October 2nd, 2018 Council meeting to provide advice to Council regarding any change(s) to remuneration levels for Council.

The reference group includes Councillor Brisco, Coleman and Thapar.

The group reviewed the attached report regarding the changes to the one third tax exemption for Council and discussed other potential changes to Council remuneration.

The main focus of the reference group was to ensure that the compensation package for Council would attract new candidates and ensure retention of candidates. It was also noted that the City is in a period of transition and the work required during this time.

As part of the branding process for the City the issue of providing Quesnel jackets to all of Council has been brought up.

Recommendation

THAT the Council Remuneration Reference Group makes the following recommendations to Council for changes to Council remuneration

- Increase remuneration by 12.4% for the Mayor and 10.5% for Councillors to offset the effect of one third of remuneration no longer being tax free
- Increase the additional compensation for Acting Mayor from \$50 per month to \$200
- Increase the additional compensation for Standing Chair Committee from \$50 per month to \$100
- Increase the additional compensation for Select Chair Committee from \$25 per month to \$50
- Introduce a RRSP Program for Council proposed at 5% of wages
- Have the City pay 50% of premiums for Health and Dental (assuming the required at least 3 Councillors sign up for the program)
- Increase the Mayor's salary by an additional \$5,000 and Councillors by an additional \$1,750 in recognition of the work required as the city is a community in transition.

THAT Council review the proposed recommendations and approve the Annual Review of Council Remuneration and Expenses Policy as amended.

THAT Council provide direction as to whether or not to provide all of Council with Quesnel jackets at approximately \$100 per jacket.

Council Policy

Council's Remuneration is covered by Policy IWC-8 – Draft attached.



Financial Implications

Below is a summary of the financial implications of the proposed changes.

COUNCIL REMUNERATION RECOMMENDATIONS				
	<i>Mayor</i>	<i>Council</i>	<i>Other</i>	<i>Total</i>
Current Yearly Remuneration	44,301.96	15,200.04		135,502.20
Committee/Acting Mayor Previously Approved based on 4 standing committees/5 select committees			4,500.00	4,500.00
<i>Recommendations from Remuneration Reference Group (Brisco, Coleman, Thapar)</i>				
Increase for Tax Change	5,498.04	1,599.96		15,097.80
Increase to Committee/Acting Mayor (Select \$50/Standing \$100/Acting \$200)			5,700.00	5,700.00
Raise for Mayor/Council	5,000.00	1,750.00		15,500.00
RRSP Program 5% of wages			8,815.00	8,815.00
Benefits Program (50% paid by City) Requires at least 3 councillors to commit to entire 4 year term Assumes 3 Family EHB and Dental			4,644.54	4,644.54
Plus CPI Increase as per current policy Jan 1, 2019 (estimated at 3%)				4,518.00
				194,277.54
	Proposed Increase for Budget 2019			58,775.34
	Plus Increased CPI/EI Employer Costs			3,606.14
	Net Change to Budget 2019			62,381.48
	<i>Mayor</i>	<i>Council</i>		
Estimated Base Remuneration 2019	56,294.00	19,054.00		
RRSP 5%	2,814.70	952.70		
	59,108.70	20,006.70		

Base remuneration is before any additional remuneration for acting mayor or committee chair.

City of Quesnel jackets are approximately \$100 each and if provided to all of City Council would be a taxable benefit to the Council members.



Attachments

1. Report from Director of Corporate and Financial Services to Council Remuneration Group on tax policy changes to Council.
2. Draft Policy – Annual Review of Council Remuneration and Expenses – IWC-8