

Report to Council



Date: April 8, 2024
To: Council
From: City Manager
Subject: Council Remuneration Adjustments
Department: Office of the City Clerk

Recommendation:

THAT Council receives, for information, the report from the Office of the City Clerk dated April 8, 2024 regarding the Council remuneration bylaw amendment;

AND THAT Bylaw No. 12650, being Amendment No. 12 to Council Remuneration and Expense Bylaw No. 7547, be forwarded for reading consideration.

Purpose:

To amend annual remuneration amounts and adjustments in Council Remuneration and Expense Bylaw No. 7547.

Background:

Council considered adjustments to Council remuneration on [March 25, 2024](#) and directed staff to bring forwarded amendments to Council Remuneration and Expense Bylaw No. 7547. The recommended increases are based on comparable BC municipalities and reflect the scope of services the City delivers. The changes bring the Mayor’s remuneration to the 60th percentile of comparable municipalities in BC and increase Councillor remuneration to 40% of the Mayor’s.

Previous Council Resolution

Resolution	Date
THAT Council receives, for information, the report from Office of the City Clerk dated March 25, 2024 regarding Council Remuneration Update; AND THAT Council direct staff to bring forward amendments to Council Remuneration and Expense Bylaw No. 7547 for Council consideration.	March 25, 2024

Discussion:

The amending bylaw phases in increases to annual remuneration with half the increase immediately and the remaining half at the beginning of 2025.

	Mayor	Councillors
Effective Upon Bylaw Adoption	\$135,848.65	\$50,535.57
Effective January 1, 2025	\$145,200.00	\$58,080.00

Following the general local election in 2026, an adjustment will be made twice per Council term to realign the Mayor’s remuneration with the 60th percentile of comparable BC municipalities and Councillors’ remuneration to 40% of the Mayor’s. This will take place in years one and three of the Council term, following annual municipal reports being published at the end of June. Annual adjustments based on the Consumer Price Index (CPI) will no longer be in place since those resulted in Kelowna falling significantly behind similar municipalities.

A current Council member may choose not to receive the increase by informing the City Clerk in writing within 30 days of adoption of this bylaw. They would remain at the pre-adjustment 2024 remuneration for the remainder of this Council term. All members of Council will receive the new remuneration after the 2026 election.

Conclusion:

The increase to Council remuneration aligns with Council’s direction to adjust the Mayor’s remuneration to match the 60th percentile of comparable BC municipalities and to raise Councillor remuneration to 40% of the Mayor’s. Future adjustments will be made twice per Council term, beginning after the 2026 election.

Considerations applicable to this report:

Financial/Budgetary Considerations: The total cost of the above noted recommendation is \$139,413.60 and will be funded from financial savings identified through implementation of the digital transformation strategy. All changes will be in effect as of adoption of the bylaw amendment.

Considerations not applicable to this report:

Legal/Statutory Authority:

Legal/Statutory Procedural Requirements:

Existing Policy:

Consultation and Engagement:

Communications Comments:

Approved for inclusion: L. Bentley, City Clerk

cc:

J. Sass, Divisional Director, Financial Services

M. Antunes, Financial Planning Manager