



**THE CITY OF EDMONTON
BYLAW 20702
INDEPENDENT COUNCIL COMPENSATION COMMITTEE**

Edmonton City Council enacts:

PART I - PURPOSE, DEFINITIONS AND INTERPRETATION

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| PURPOSE | 1 | The purpose of this bylaw is to establish a temporary council committee, named the Independent Council Compensation Committee, to provide recommendations on compensation for members of Council. |
| DEFINITIONS | 2 | <p>(1) Unless otherwise specified, words used in this bylaw have the same meaning as defined in the <i>Municipal Government Act</i>, RSA 2000, c M-26.</p> <p>(2) In this bylaw:</p> <p>(a) “City” means The City of Edmonton;</p> <p>(b) “City Manager” means the chief administrative officer of the City; and</p> <p>(c) “Council” means the City’s Council.</p> |
| RULES FOR INTERPRETATION | 3 | The marginal notes and headings in this bylaw are for ease of reference only. |

PART II - THE INDEPENDENT COUNCIL COMPENSATION COMMITTEE

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| ESTABLISHMENT | 4 | The Independent Council Compensation Committee is established by this bylaw as a temporary council committee. |
| MANDATE | 5 | <p>(1) The Independent Council Compensation Committee will, no later than December 31, 2024, provide a written report to Council with their recommendations on the:</p> <p>(a) appropriate compensation for members of Council, including salary, benefits, pensions, allowances, and any other forms of compensation; and</p> <p>(b) frequency of future reviews of compensation.</p> |

PRINCIPLES

- (2) The Independent Council Compensation Committee will apply an accountability, transparency, and equity lens to their work.
- 6 The recommendations of the Independent Council Compensation Committee will be based on the following principles:
- (a) compensation must be appropriate to attract a diverse range of candidates;
 - (b) compensation must reflect the responsibilities, accountabilities, and time commitment required from members of Council;
 - (c) compensation must be reasonable in light of economic circumstances and the City's objectives and financial constraints; and
 - (d) compensation must be comparable to other jurisdictions.

PART III - MEMBERSHIP

MEMBERSHIP

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- (1) The Independent Council Compensation Committee will be comprised of up to five members appointed by the City Manager.
 - (2) The City Manager must appoint members with experience or education in one or more of the following areas:
 - (a) financial services and taxation;
 - (b) business and economics;
 - (c) human resources;
 - (d) equity and inclusion;
 - (e) public policy and municipal governance;
 - (f) community service; and/or
 - (g) other experience relevant to the role of a public office holder.

- (3) In the event of a vacancy, the Independent Council Compensation Committee may continue its work until such time as the City Manager appoints a new Member.
- REMUNERATION** 8 (1) Members of the Independent Council Compensation Committee will receive a one-time honorarium of \$2,000 once the written report required by section 5 is presented to Council.
- (2) The chair of the Independent Council Compensation Committee will receive an additional honorarium of \$500, payable concurrently with the honorarium described in subsection (1).
- (3) The City Manager will reimburse members of the Independent Council Compensation Committee for all actual and reasonable expenses incurred while carrying out their duties and approved by the City Manager.
- EXEMPTIONS** 9 Sections 4(2), 5(1), 10, and 11(c) of the Council Committees Bylaw, Bylaw 18156, do not apply to the Independent Council Compensation Committee.
- REPEAL** 10 This bylaw will be automatically repealed on January 1, 2025, or on the date the Independent Council Compensation Committee presents its written report to Council required by section 5, whichever is earlier.

READ a first time this 12th day of December 2023;

READ a second time this 12th day of December 2023;

READ a third time this 12th day of December 2023;

SIGNED AND PASSED this 12th day of December 2023.

THE CITY OF EDMONTON

A. Soti
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MAYOR

Aileen Gussbrach
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CITY CLERK