

BYLAW NO. 2020-35

THE ELECTED OFFICIAL COMPENSATION REVIEW COMMISSION BYLAW, 2020

---

THE COUNCIL OF THE CITY OF REGINA ENACTS AS FOLLOWS:

**Purpose**

1 The purpose of this Bylaw is to establish the terms of reference, mandate and composition of an independent Elected Official Compensation Review Commission that can be appointed by City Council periodically to review and make recommendations to City Council regarding Council member's compensation.

**Authority**

2 The authority for this Bylaw is sections 55 and 56 of *The Cities Act*.

**Interpretation**

3 In this Bylaw:

- (a) "Commission" means the Elected Official Compensation Review Commission;
- (b) "compensation package" means Council member's salaries;
- (c) "Council" means the council of the City of Regina.

**Establishment and Mandate**

4 The Elected Official Compensation Review Commission shall be appointed by Council in accordance with the timelines set out in section 8 and shall have the following mandate:

- (a) to review and report on the current compensation package of Council members;
- (b) to conduct an interjurisdictional review of the compensation packages of council members in other similarly situated municipalities; and
- (c) to report and make recommendations to Council on possible changes to the compensation package.

**Appointment and Composition of Commission**

5(1) The Commission shall consist of three members appointed by resolution of Council, as follows:

Approved as to form this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_\_.

City Solicitor

- (a) one member nominated by the Johnson Shoyama Graduate School of Public Policy to act as the chairperson of the Commission;
  - (b) one member nominated by the Saskatchewan Federation of Labour; and
  - (c) one member nominated by the Regina Chamber of Commerce.
- (2) No person who is a member of Council, an immediate family member to a member of Council, or an employee of the City shall be appointed as a member of the Commission.
- (3) The term of office for the specific members appointed by resolution of Council expires when the Commission has provided its report and recommendations to Council and Council has made a decision as to the compensation package.

#### **Quorum, Substitute Members, Vacancies, Removal**

- 6(1) Quorum for the Commission shall be a majority of the members appointed to the Commission.
- (2) When a member of the Commission is unable at any time to perform the duties of his or her office by reason of absence or temporary illness, Council may appoint a temporary substitute member on such terms and conditions as Council may prescribe.
- (3) Any vacancy may be filled for the unexpired portion of the term of the person being replaced by the appointment of Council of another eligible person.
- (4) A member of the Commission holds office at the pleasure of Council.
- (5) A member of the Commission may be suspended or removed by Council at any time and another person may be appointed by Council to act in place of the suspended or removed member.

#### **Secretary and Research Assistance**

- 7(1) The City Clerk, or designate, shall act as the secretary of the Commission.
- (2) The Commission will meet at the call of the chairperson.
- (3) The Commission may establish its own procedures.
- (4) The City Manager shall provide an independent compensation professional to work with and provide the Commission with the required research and policy assistance so that the Commission can fulfill its mandate.

**Timing of Appointment and Reporting**

- 8(1) After November 9, 2020, a review of the Council member's compensation package shall occur prior to every second general election.
- (2) Subject to subsection (4), where a review is required pursuant to subsection (1), Council shall appoint the members of the Commission, and the Commission shall be convened on or before January 1<sup>st</sup> of the year in which the general election takes place.
- (3) Once the members of the Commission are appointed and the Commission convened, the Commission shall conduct their review and provide their report and recommendations by June 30<sup>th</sup> of the year in which the general election takes place.
- (4) Notwithstanding subsection (2), for 2020, Council shall appoint the members of the Commission, and the Commission shall conduct the review and provide the report and recommendations by August 26, 2020.
- (5) Notwithstanding subsections (3) and (4), if the Commission is unable to report within the time limits in this section, the Commission shall report to Council at its earliest opportunity and provide the date upon which it will be able to submit its report to Council.

**Decision**

- 9(1) After receiving a report from the Commission pursuant to this Bylaw, Council shall, within 30 days, consider the recommendations of the Commission and may:
    - (a) accept the recommendations, in whole or in part;
    - (b) modify the recommendations, in whole or in part, or
    - (c) reject the recommendations, in whole or in part, and may remit the matter back to the Commission for further investigation and recommendations.
  - (2) Subject to any Council direction, any decision to change the compensation package for Council members shall take effect January 1<sup>st</sup> of the year immediately following the general election.
- 10 Bylaw No. 2001-87, being *The City Council Remuneration Review Commission Bylaw* is repealed.

11 This Bylaw comes into force on the day of passage.

READ A FIRST TIME THIS 27<sup>th</sup> DAY OF May 2020.

READ A SECOND TIME THIS 27<sup>th</sup> DAY OF May 2020.

READ A THIRD TIME AND PASSED THIS 27<sup>th</sup> DAY OF May 2020.

\_\_\_\_\_  
Mayor

\_\_\_\_\_  
City Clerk

(SEAL)

CERTIFIED A TRUE COPY

\_\_\_\_\_  
City Clerk

## ABSTRACT

### BYLAW NO. 2020-35

#### THE ELECTED OFFICIAL COMPENSATION REVIEW COMMISSION BYLAW, 2020

---

PURPOSE:	The purpose of this Bylaw is to establish a framework for an independent Elected Official Compensation Review Commission to be established by Council to periodically review and make recommendations to Council regarding Council member's compensation.
ABSTRACT:	This Bylaw sets up the terms of reference, mandate and composition of an independent Elected Official Compensation Review Commission. It also sets out when a review is to be done and the timelines for appointing and convening the Commission as well as the timelines for the Commission to complete their review and report to Council. The review will occur prior to every second general election with the Commission being appointed by January 1 <sup>st</sup> of the year of the general election and completing its review and report by June 30 <sup>th</sup> of the year of the election. These timelines are altered for 2020.
STATUTORY AUTHORITY:	Sections 55 and 56 of <i>The Cities Act</i>
MINISTER'S APPROVAL:	N/A
PUBLIC HEARING:	N/A
PUBLIC NOTICE:	Setting the remuneration for members of Council is a matter that requires public notice pursuant to section 101 and section 102 of <i>The Cities Act</i> . Public notice was provided on the City's website, public notice board and the Leader Post on February 29, 2020 and May 16, 2020.
REFERENCE:	Report EX20-7 from the March 11, 2020 Executive Committee meeting and CR20-28 from the April 29, 2020 City Council meeting
AMENDS/REPEALS:	New bylaw but repeals Bylaw No. 2001-87

CLASSIFICATION: Administrative

INITIATING DIVISION: Office of the City Clerk

INITIATING DEPARTMENT: Office of the City Clerk