

BYLAW NO. 2020-62

THE REGINA CITY COUNCIL REMUNERATION AMENDMENT BYLAW, 2020

THE COUNCIL OF THE CITY OF REGINA ENACTS AS FOLLOWS:

- 1 The purpose of this Bylaw is to provide for a method of calculating remuneration adjustments for the Mayor and Councillors.
- 2 The authority for this Bylaw is section 56 of *The Cities Act*.
- 3 Bylaw 2001-108, being *The Regina City Council Remuneration Bylaw, 2001* is amended in the manner set forth in this Bylaw.
- 4 The following section is added after section 1:

“Definitions

- 1.1 (a) **‘City’** means the municipal corporation of the City of Regina or where the context requires the geographical area within the city limits;
- (b) **‘comparator cities’** means the following cities:
 - (i) Abbotsford, British Columbia;
 - (ii) Burnaby, British Columbia;
 - (iii) Coquitlam, British Columbia;
 - (iv) Gatineau, Quebec;
 - (v) Greater Sudbury, Ontario;
 - (vi) Kelowna, British Columbia;
 - (vii) Kitchener, Ontario;
 - (viii) Lethbridge, Alberta;
 - (ix) London, Ontario;
 - (x) Red Deer, Alberta;
 - (xi) Richmond, British Columbia;

Approved as to form this _____ day of _____, 20____.

City Solicitor

- (xii) Saskatoon, Saskatchewan;
- (xiii) Windsor, Ontario.
- (c) **‘consumer price index’** means the all items Regina CMA geographic area consumer price index as released by Statistics Canada;
- (d) **‘Council’** means the Council of the City of Regina;
- (e) **‘Councillor’** means a member of Council other than the Mayor of the City;
- (f) **‘remuneration’** means the base amount paid to the Mayor or a Councillor for the performance of their duties as elected officials and does not include any benefits, or reimbursement or allowances for expenses or any stipends, commissions, bonuses or any additional amounts that they may be provided from time to time.”

5 Sections 2 and 2.1 are repealed and the following substituted:

“Remuneration for Mayor

2(1) As of January 1, 2021, the annual remuneration for the Mayor shall be calculated in accordance with the following formula:

$$ABS = ((PBS \times CPI) + PBS) + ((MI \times CPI) + MI)$$

Where:

ABS means the annual base remuneration for the Mayor for the year in which the adjustment is being made;

PBS means the annual base remuneration for the Mayor from the year immediately preceding the year in which the adjustment is being made, which is \$148,163 for 2020;

CPI means the average of the percentage change of the previous year’s annual increases or decreases to the consumer price index as reported each month from November to October, rounded to the nearest hundredth, divided by 100 with the resulting amount rounded to the nearest thousandth;

MI means the median increment which is calculated by subtracting the PBS from the median of the comparator cities, which for 2020 equals \$151,015, and dividing this number by 3.

- (2) As of January 1, 2022, the annual remuneration for the Mayor shall be calculated in accordance with the following formula:

$$ABS = ((PBS \times CPI) + PBS) + ((MI \times CPI) + MI)$$

Where:

ABS means the annual base remuneration for the Mayor for the year in which the adjustment is being made;

PBS means the annual base remuneration for the Mayor from the year immediately preceding the year in which the adjustment is being made;

CPI means the average of the percentage change of the previous year's annual increases or decreases to the consumer price index as reported each month from November to October, rounded to the nearest hundredth, divided by 100 with the resulting amount rounded to the nearest thousandth;

MI means the median increment calculated in accordance with subsection (1) including the accumulated CPI adjustment from subsection (1).

- (3) As of January 1, 2023, the annual remuneration for the Mayor shall be calculated in accordance with the following formula:

$$ABS = ((PBS \times CPI) + PBS) + ((MI \times CPI) + MI)$$

Where:

ABS means the annual base remuneration for the Mayor for the year in which the adjustment is being made;

PBS means the annual base remuneration for the Mayor from the year immediately preceding the year in which the adjustment is being made;

CPI means the average of the percentage change of the previous year's annual increases or decreases to the consumer price index as reported each month from November to October, rounded to the nearest hundredth, divided by 100 with the resulting amount rounded to the nearest thousandth;

MI means the median increment calculated in accordance with subsection (2) including the accumulated CPI adjustment from subsection (2).

- (4) As of January 1, 2024, the annual remuneration for the Mayor shall be calculated in accordance with the following formula:

$$ABS = ((PBS \times CPI) + PBS)$$

Where:

ABS means the annual base remuneration for the Mayor for the year in which the adjustment is being made;

PBS means the annual base remuneration for the Mayor from the year immediately preceding the year in which the adjustment is being made;

CPI means the average of the percentage change of the previous year's annual increases or decreases to the consumer price index as reported each month from November to October rounded to the nearest hundredth, divided by 100 with the resulting amount rounded to the nearest thousandth.

- (5) Every four years commencing on November 1, 2024, the annual base remuneration for the Mayor shall be reviewed and adjusted each year for the subsequent four year period based on the median of the comparator cities in accordance with the following:

- (a) where the percentage increase or decrease between the Mayor's annual remuneration in the year in which the review is taking place and the median of the annual base remuneration for the mayors in the comparator cities in the year the review is taking place is an amount equal to 5% or less, then the new annual base remuneration for each subsequent year of the four year term is calculated in accordance with the following formula:

$$ABS = ((PBS \times CPI) + PBS)$$

Where:

ABS means the annual base remuneration for the Mayor for the year in which the adjustment is being made;

PBS means the annual base remuneration for the Mayor from the year immediately preceding the year in which the adjustment is being made including the accumulated CPI adjustment from the previous year;

CPI means the average of the percentage change of the previous year's annual increases or decreases to the consumer price index as reported each month from November to October, rounded to the nearest hundredth, divided by 100 with the resulting amount rounded to the nearest thousandth;

(b) where the percentage increase or decrease between the Mayor's annual remuneration in the year in which the review is taking place and the median of the annual base remuneration for the mayors in the comparator cities in the year the review is taking place is an amount equal to 10% or less but greater than 5% then:

(i) the median of the comparator cities is used as the annual base remuneration for the first year of the four year period in accordance with the following formula:

$$ABS = ((PBS \times CPI) + PBS)$$

Where:

ABS means the annual base remuneration for the Mayor for the year in which the adjustment is being made;

PBS means the median of the annual base remuneration for the mayors in the comparator cities in the year the review is taking place;

CPI means the average of the percentage change of the previous year's annual increases or decreases to the consumer price index as reported each month from November to October, rounded to the nearest hundredth, divided by 100 with the resulting amount rounded to the nearest thousandth;

(ii) for the second, third and fourth years of the four year term the annual base remuneration is calculated in accordance with the following formula:

$$ABS = ((PBS \times CPI) + PBS)$$

Where:

ABS means the annual base remuneration for the Mayor for the year in which the adjustment is being made;

PBS means the annual base remuneration for the Mayor from the year immediately preceding the year in which the adjustment is being made including the accumulated CPI adjustment from the previous year;

CPI means the average of the percentage change of the previous year's annual increases or decreases to the consumer price index as reported each month from November to October, rounded to the nearest hundredth, divided by 100 with the resulting amount rounded to the nearest thousandth;

(c) where the percentage increase or decrease between the Mayor's annual remuneration in the year in which the review is taking place and the median of the annual base remuneration for the mayors in the comparator cities in the year the review is taking place is an amount greater than 10% then:

(i) the new annual base remuneration for the first year of the four year term is calculated in accordance with the following formula:

$$ABS = ((PBS \times CPI) + PBS) + ((MI \times CPI) + MI)$$

Where:

ABS means the annual base remuneration for the Mayor for the year in which the adjustment is being made;

PBS means the annual base remuneration for the Mayor from the year immediately preceding the year in which the adjustment is being made;

CPI means the average of the percentage change of the previous year's annual increases or decreases to the consumer price index as reported each month from November to October, rounded to the nearest hundredth, divided by 100 with the resulting amount rounded to the nearest thousandth;

MI means the median increment which is calculated by subtracting the PBS from the median of the comparator cities and dividing this number by 3;

(ii) the new annual base remuneration for the second year of the four year term is calculated in accordance with the following formula:

$$ABS = ((PBS \times CPI) + PBS) + ((MI \times CPI) + MI)$$

Where:

ABS means the annual base remuneration for the Mayor for the year in which the adjustment is being made;

PBS means the annual base remuneration for the Mayor from the year immediately preceding the year in which the adjustment is being made;

CPI means the average of the percentage change of the previous year's annual increases or decreases to the consumer price index as reported each month from November to October, rounded to the nearest hundredth, divided by 100 with the resulting amount rounded to the nearest thousandth;

MI means the median increment calculated in accordance with clause (5)(c)(i) including the accumulated CPI adjustment from clause (5)(c)(i);

- (iii) the new annual base remuneration for the third year of the four year term is calculated in accordance with the following formula:

$$ABS = ((PBS \times CPI) + PBS) + ((MI \times CPI) + MI)$$

Where:

ABS means the annual base remuneration for the Mayor for the year in which the adjustment is being made;

PBS means the annual base remuneration for the Mayor from the year immediately preceding the year in which the adjustment is being made;

CPI means the average of the percentage change of the previous year's annual increases or decreases to the consumer price index as reported each month from November to October, rounded to the nearest hundredth, divided by 100 with the resulting amount rounded to the nearest thousandth;

MI means the median increment calculated in accordance with clause (5)(c)(ii) including the accumulated CPI adjustment from clause (5)(c)(ii);

- (iv) the new annual base remuneration for the fourth year of the four year term is calculated in accordance with the following formula:

$$ABS = ((PBS \times CPI) + PBS)$$

Where:

ABS means the annual base remuneration for the Mayor for the year in which the adjustment is being made;

PBS means the annual base remuneration for the Mayor from the year immediately preceding the year in which the adjustment is being made;

CPI means the average of the percentage change of the previous year's annual increases or decreases to the consumer price index as reported each month from November to October, rounded to the nearest hundredth, divided by 100 with the resulting amount rounded to the nearest thousandth;

- (6) For the purposes of the formula in clause 5(c), if $(MI \times CPI)$ equals a negative amount, this amount shall be changed to a positive amount unless CPI is a negative amount.

Remuneration for Councillors

- 2.1(1) As of January 1, 2021, the annual remuneration for each Councillor shall be calculated in accordance with the following formula:

$$ABS = ((PBS \times CPI) + PBS) + ((MI \times CPI) + MI)$$

Where:

ABS means the annual base remuneration for a Councillor for the year in which the adjustment is being made;

PBS means the annual base remuneration for a Councillor from the year immediately preceding the year in which the adjustment is being made, which is \$45,530 for 2020;

CPI means the average of the percentage change of the previous year's annual increases or decreases to the consumer price index as reported each month from November to October, rounded to the nearest hundredth, divided by 100 with the resulting amount rounded to the nearest thousandth;

MI means the median increment which is calculated by subtracting the PBS from the median of the comparator cities, which for 2020 was \$57,660, and dividing this number by 3.

- (2) As of January 1, 2022, the annual remuneration for each Councillor shall be calculated in accordance with the following formula:

$$ABS = ((PBS \times CPI) + PBS) + ((MI \times CPI) + MI)$$

Where:

ABS means the annual base remuneration for a Councillor for the year in which the adjustment is being made;

PBS means the annual base remuneration for a Councillor from the year immediately preceding the year in which the adjustment is being made;

CPI means the average of the percentage change of the previous year's annual increases or decreases to the consumer price index as reported each month from November to October, rounded to the nearest hundredth, divided by 100 with the resulting amount rounded to the nearest thousandth;

MI means the median increment calculated in accordance with subsection (1) including the accumulated CPI adjustment from subsection (1).

- (3) As of January 1, 2023, the annual remuneration for each Councillor shall be calculated in accordance with the following formula:

$$ABS = ((PBS \times CPI) + PBS) + ((MI \times CPI) + MI)$$

Where:

ABS means the annual base remuneration for a Councillor for the year in which the adjustment is being made;

PBS means the annual base remuneration for a Councillor from the year immediately preceding the year in which the adjustment is being made;

CPI means the average of the percentage change of the previous year's annual increases or decreases to the consumer price index as reported each month from November to October, rounded to the nearest hundredth, divided by 100 with the resulting amount rounded to the nearest thousandth;

MI means the median increment calculated in accordance with subsection (2) including the accumulated CPI adjustment from subsection (2).

- (4) As of January 1, 2024, the annual remuneration for each Councillor shall be calculated in accordance with the following formula:

$$ABS = ((PBS \times CPI) + PBS)$$

Where:

ABS means the annual base remuneration for a Councillor for the year in which the adjustment is being made;

PBS means the annual base remuneration for a Councillor from the year immediately preceding the year in which the adjustment is being made;

CPI means the average of the percentage change of the previous year's annual increases or decreases to the consumer price index as reported each month from November to October rounded to the nearest hundredth, divided by 100 with the resulting amount rounded to the nearest thousandth.

- (5) Every four years commencing on November 1, 2024, the annual base remuneration for each Councillor shall be reviewed and adjusted each year for the subsequent four year period based on the median of the comparator cities in accordance with the following:

- (a) where the percentage increase or decrease between a Councillor's annual remuneration in the year in which the review is taking place and the median of the annual base remuneration for the councillors in the comparator cities in the year the review is taking place is an amount equal to 5% or less, then the new annual base remuneration for each year of the four year term is calculated in accordance with the following formula:

$$ABS = ((PBS \times CPI) + PBS)$$

Where:

ABS means the annual base remuneration for a Councillor for the year in which the adjustment is being made;

PBS means the annual base remuneration for a Councillor from the year immediately preceding the year in which the adjustment is being

made including the accumulated CPI adjustment from the previous year;

CPI means the average of the percentage change of the previous year's annual increases or decreases to the consumer price index as reported each month from November to October, rounded to the nearest hundredth, divided by 100 with the resulting amount rounded to the nearest thousandth;

(b) where the percentage increase or decrease between a Councillor's annual remuneration in the year in which the review is taking place and the median of the annual base remuneration for the councillors in the comparator cities in the year the review is taking place is an amount equal to 10% or less but greater than 5% then:

(i) the median of the comparator cities is used as the annual base remuneration for the first year of the four year period in accordance with the following formula:

$$ABS = ((PBS \times CPI) + PBS)$$

Where:

ABS means the annual base remuneration for a Councillor for the year in which the adjustment is being made;

PBS means the median of the annual base remuneration for the councillors in the comparator cities in the year the review is taking place;

CPI means the average of the percentage change of the previous year's annual increases or decreases to the consumer price index as reported each month from November to October, rounded to the nearest hundredth, divided by 100 with the resulting amount rounded to the nearest thousandth;

(ii) for the second, third and fourth years of the four year term the annual base remuneration is calculated in accordance with the following formula:

$$ABS = ((PBS \times CPI) + PBS)$$

Where:

ABS means the annual base remuneration for a Councillor for the year in which the adjustment is being made;

PBS means the annual base remuneration for a Councillor from the year immediately preceding the year in which the adjustment is being made including the accumulated CPI adjustment from the previous year;

CPI means the average of the percentage change of the previous year's annual increases or decreases to the consumer price index as reported each month from November to October, rounded to the nearest hundredth, divided by 100 with the resulting amount rounded to the nearest thousandth;

(c) where the percentage increase or decrease between a Councillor's annual remuneration in the year in which the review is taking place and the median of the annual base remuneration for the councillors in the comparator cities in the year the review is taking place is an amount greater than 10% then:

(i) the new annual base remuneration for the first year of the four year term is calculated in accordance with the following formula:

$$ABS = ((PBS \times CPI) + PBS) + ((MI \times CPI) + MI)$$

Where:

ABS means the annual base remuneration for a Councillor for the year in which the adjustment is being made;

PBS means the annual base remuneration for a Councillor from the year immediately preceding the year in which the adjustment is being made;

CPI means the average of the percentage change of the previous year's annual increases or decreases to the consumer price index as reported each month from November to October, rounded to the nearest hundredth, divided by 100 with the resulting amount rounded to the nearest thousandth;

MI means the median increment which is calculated by subtracting the PBS from the median of the comparator cities and dividing this number by 3;

- (ii) the new annual base remuneration for the second year of the four year term is calculated in accordance with the following formula:

$$ABS = ((PBS \times CPI) + PBS) + ((MI \times CPI) + MI)$$

Where:

ABS means the annual base remuneration for a Councillor for the year in which the adjustment is being made;

PBS means the annual base remuneration for a Councillor from the year immediately preceding the year in which the adjustment is being made;

CPI means the average of the percentage change of the previous year's annual increases or decreases to the consumer price index as reported each month from November to October, rounded to the nearest hundredth, divided by 100 with the resulting amount rounded to the nearest thousandth;

MI means the median increment calculated in accordance with clause (5)(c)(i) including the accumulated CPI adjustment from clause (5)(c)(i);

- (iii) the new annual base remuneration for the third year of the four year term is calculated in accordance with the following formula:

$$ABS = ((PBS \times CPI) + PBS) + ((MI \times CPI) + MI)$$

Where:

ABS means the annual base remuneration for a Councillor for the year in which the adjustment is being made;

PBS means the annual base remuneration for a Councillor from the year immediately preceding the year in which the adjustment is being made;

CPI means the average of the percentage change of the previous year's annual increases or decreases to the consumer price index as reported each month from November to

October, rounded to the nearest hundredth, divided by 100 with the resulting amount rounded to the nearest thousandth;

MI means the median increment calculated in accordance with clause (5)(c)(ii) including the accumulated CPI adjustment from clause (5)(c)(ii);

- (iv) the new annual base remuneration for the fourth year of the four year term is calculated in accordance with the following formula:

$$ABS = ((PBS \times CPI) + PBS)$$

Where:

ABS means the annual base remuneration for a Councillor for the year in which the adjustment is being made;

PBS means the annual base remuneration for a Councillor from the year immediately preceding the year in which the adjustment is being made;

CPI means the average of the percentage change of the previous year's annual increases or decreases to the consumer price index as reported each month from November to October, rounded to the nearest hundredth, divided by 100 with the resulting amount rounded to the nearest thousandth.

- (6) For the purposes of the formula in clause 5(c), if (MI x CPI) equals a negative amount, this amount shall be changed to a positive amount unless CPI is a negative amount.

New remuneration effective January 1st

- 2.2 Where an adjustment is required for the remuneration calculated in sections 2 and 2.1, the new remuneration is effective as of the first day in January.

Rounding

- 2.3 Where there are dollar amounts used in the formulae in sections 2 and 2.1, the amounts shall be rounded to the nearest whole dollar.

Benefits

- 2.4(1) The Mayor and Councillors may elect to receive medical and dental benefits comparable to the current benefits of City Out of Scope staff.

(2) If the Mayor or a Councillor elects to receive medical and dental benefits, the associated annual costs for medical (100% employer funded) and dental benefits (50/50 employee/employer cost shared) be funded from the Mayor’s Office Budget and Council Office Budget, respectively.”

6 Bylaw 2020-35 being *The Elected Official Compensation Review Commission Bylaw, 2020* is repealed.

7 This Bylaw comes into force on January 1, 2021.

READ A FIRST TIME THIS 30th DAY OF September 2020.

READ A SECOND TIME THIS 30th DAY OF September 2020.

READ A THIRD TIME AND PASSED THIS 28th DAY OF October 2020.

Mayor

City Clerk

(SEAL)

CERTIFIED A TRUE COPY

City Clerk

ABSTRACT

BYLAW NO. 2020-62

THE REGINA CITY COUNCIL REMUNERATION AMENDMENT BYLAW, 2020

PURPOSE:	The purpose of this Bylaw is to amend Bylaw 2001-108 to provide for a method of calculating remuneration adjustments for the Mayor and other members of Council that are based on the median of comparator cities and are also adjusted by an amount consistent with the consumer price index. This Bylaw also repeals Bylaw 2020-35 as that bylaw is no longer needed because Bylaw 2001-108 provides a mechanism for a review of the remuneration every four years.
ABSTRACT:	This Bylaw sets out the formulae to be applied to adjust the Mayor and Councillors' remuneration based on the median of a number of comparator cities as well as the all items Regina CMA geographic area consumer price index as released by Statistics Canada. The Bylaw sets out the formulae for the remuneration for 2021, 2022, 2023 and 2024 and then for 2025 sets up a mechanism and formulae for determining future remuneration based on the median of comparator cities. These formulae and mechanisms were recommended by the Elected Official Compensation Review Commission in its final report that was issued in August 2020. The mechanism and formula for future adjustments allows the adjustments to be automatically made instead of having Council initiate a review to determine the amounts.
STATUTORY AUTHORITY:	Section 56 of <i>The Cities Act</i>
MINISTER'S APPROVAL:	N/A
PUBLIC HEARING:	N/A
PUBLIC NOTICE:	Clause 101(1)(o) and subsection 101(2) require that public notice be provided prior to Council considering Council member remuneration. Public notice was provided on August

15, 2020 in the Leader Post, on the City's website and public notice board.

REFERENCE: Report CR20-73 from the August 26, 2020 City Council meeting and Report CM20-24 from the September 30, 2020 City Council meeting.

AMENDS/REPEALS: Amends Bylaw 2001-108 and repeals Bylaw 2020-35

CLASSIFICATION: Administrative

INITIATING DIVISION: City Manager's Office

INITIATING DEPARTMENT: City Clerk's Office