

Report to Council

☒ For Council Decision ☐ For Council Direction
☐ For Council Information



TOPIC:	Council Remuneration Review Committee Bylaw No. 12/2025	July 8, 2025
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PURPOSE:

The purpose of this report is to provide Council with an updated Council Remuneration Review Committee Bylaw based on direction provided after the completion of the Council Remuneration Review Committee's most recent process.

RECOMMENDATION:

That Council approve 3rd Reading of the Council Remuneration Review Committee Bylaw No. 12/2025.

RATIONALE:

The recommendations and Bylaw updates brought forward are based on Council direction.

REPORT INFORMATION:

In the Council Remuneration Review Committee Bylaw, the mandate for the Committee is to ensure fair and equitable compensation for elected officials commensurate with their responsibilities while also considering fiscal responsibility and transparency in governance. Through this Bylaw and Committee, Council aims to uphold accountability to the community, attract and retain qualified candidates for public office, and foster public trust through involvement and by aligning compensation with the demands and expectations of civic leadership.

As outlined in the Bylaw, the mandate for the Committee includes:

- Review remuneration and benefits paid to Morinville's Council.
- Provide a report to Council with recommendations for Council's consideration regarding the remuneration and benefits for Morinville's Council, including honorarium, benefits, pensions, per diems, and any other form of remuneration;
- Provide recommendations on revisions to Morinville's policies related to Council remuneration; and
- Provide any methodology to be used to establish future adjustments to remuneration, including comparators and frequency.

As per Council's direction, Administration updated Section 5.0 Quorum, Meetings, and Rules of Procedure 5.4 to reflect that the Committee is required to seek input from current Members of Council as part of the remuneration review.

This amendment ensures that, going forward, the Committee includes input from the current Members of Council in their deliberations on Council remuneration (i.e., what is working well, what is not working well, what they would like to see updated, context and scope of responsibilities, etc.).

IMPACT:

No additional budgetary implications are expected with this update to the Bylaw.

NEXT STEPS:

Upon Council approval, the updated Bylaw would guide the review performed by the next Committee mid-term of the next Council term.

PREVIOUS COUNCIL ACTION:

At the June 24, 2025, Regular Meeting of Council, Council approved 1st and 2nd reading of the Council Remuneration Review Committee Bylaw No. 12/2025.

At the March 18, 2025, Regular Meeting of Council, Council directed Administration to bring the Council Remuneration Review Committee Bylaw No. 10/24 for review no later than September 9, 2025.

At the April 9, 2024, Regular Meeting of Council, Council approved 3rd reading of Council Remuneration Review Committee Bylaw No. 10/2024.

At the February 27, 2024, Regular Meeting of Council, Council approved establishing a Council Remuneration Review Committee, consisting of five Morinville electors and the Manager, Human Resource Services as the Administrative facilitator, to review the Council Remuneration Review results, the Council Remuneration Policy CP194/2022, and develop recommendations for Council consideration.

ALIGNMENT:

2025-CP-106 Council Remuneration Policy

Morinville 2022-2025 Strategic Plan:

Goal 1 - Community Building,

- Boards, committees, task forces, community groups, have participants/members representative of Morinville's diverse population
- Residents and businesses are actively engaged in and aware of decision-making and planning our future

CONSULTATION/ENGAGEMENT:

No additional consultation or engagement will occur at this time until the Committee is created for the mid-term of the next Council.

ALTERNATIVES:

While no specific alternatives have been identified by Administration, Council can provide additional amendments beyond the requirement for the Committee to seek input from the current Council as part of the review process.

PRESENTER:	J. Brush, Manager, Human Resource Services	ATTACHMENTS: <ul style="list-style-type: none">• 2024-Bylaw-10 Council Remuneration Review Committee Bylaw• Draft Council Remuneration Review Committee Bylaw No. 12/2025
PREPARED BY:	J. Brush, Manager, Human Resource Services	
CLEARANCES:	M. Hay, Chief Administrative Officer T. Nosko, Interim General Manager, Corporate and Planning Services	