

## **COUNCIL REMUNERATION BYLAW, 2024**

### **A BYLAW OF THE CITY OF VICTORIA**

The purpose of this bylaw is to provide for fair remuneration of Council members, including provisions for automatic regular adjustments to ensure Council members' remuneration is regularly updated and comparable to remuneration paid to municipal councils in other Canadian capital cities.

#### **Contents**

- 1 Title
- 2 Council Remuneration
- 3 Regular Adjustments
- 4 Payment Provisions
- 5 Expense Reimbursement
- 6-8 Transition Provision and Repeal
- 9 Commencement

Under its statutory powers, including sections 114 and 165 of the *Community Charter*, the Council of the Corporation of the City of Victoria in an open meeting assembled enacts the following provisions:

#### **Title**

- 1 This Bylaw may be cited as the "Council Remuneration Bylaw, 2024".

#### **Council Remuneration**

- 2 (1) In 2024, the Mayor shall be paid an annual indemnity of \$133,147.00.
- (2) In 2024, each Council member other than the Mayor shall be paid an annual indemnity of \$53,259.00.
- (3) In addition to the indemnity set forth in subsection (2), each Council member other than the Mayor shall be paid an additional indemnity of \$1,750.00 in recognition of their role as the Acting Mayor prior to the adoption of this Bylaw.

#### **Regular Adjustments**

- 3 (1) The indemnities set out in section 2 shall be adjusted annually, effective on January 1, by an amount equal to the annual increase in the Consumer Price Index (All Items) for Victoria most recently published by Statistics Canada or its successor in function before December 10 of the preceding year.

- (2) Commencing in 2026 and every four years thereafter, effective on the day of the Inaugural Council Meeting held in accordance with section 8 of the Council Procedures Bylaw, the Mayor's indemnity set out in section 2(1) shall be adjusted to equal the average of the indemnities then paid to the mayors of all other Canadian provincial capital cities.

### **Payment Provisions**

- 4 The annual indemnities for each Council member, including the Mayor, must be paid in equal bi-weekly installments on every second Friday throughout each year, in accordance with City of Victoria Finance Department payroll schedules.

### **Expense Reimbursements**

- 5 Each Council member, including the Mayor, must be paid their reasonable expenses, as outlined in the City's Travel Policy, incurred while
- (a) representing the City,
  - (b) engaged in City business, or
  - (c) attending a meeting, course, conference, or convention related to representation of the City, City business, or the duties of their office.

### **Transition Provision and Repeal**

- 6 (1) Section 2 is amended by
- (a) repealing subsection (2) and replacing it with the following:
 

“(2) Each Council member other than the Mayor shall be paid an annual indemnity equal to 45% of the indemnity payable to the Mayor under subsection (1).”; and
  - (b) repealing subsection (3) and replacing it with the following:
 

“(3) In addition to the indemnity set forth in subsection (2), each Council member shall be paid an additional indemnity of \$1,750.00 for each month during which they are the Acting Mayor.”.
- (2) Section 4 is amended by inserting, immediately after the word “schedules”, a comma and the words “provided however that the indemnity under section 2(3) shall only be paid during the pay periods when a Council member is the Acting Mayor”.

7 Notwithstanding section 4, in the year this bylaw comes into force, the bi-weekly payments may be adjusted to ensure the full payment of the annual indemnity under section 2 during that year.

8 The Council Remuneration Bylaw No. 08-103 is repealed.

**Commencement**

9 (1) This Bylaw, except section 6, comes into force on adoption.

(2) Section 6(1)(b) and section 6(2) come into force on November 1, 2024.

(3) Section 6(1)(a) comes into force on November 5, 2026.

|                        |                        |        |                  |      |
|------------------------|------------------------|--------|------------------|------|
| READ A FIRST TIME the  | <b>5<sup>th</sup></b>  | day of | <b>September</b> | 2024 |
| READ A SECOND TIME the | <b>5<sup>th</sup></b>  | day of | <b>September</b> | 2024 |
| READ A THIRD TIME the  | <b>5<sup>th</sup></b>  | day of | <b>September</b> | 2024 |
| ADOPTED on the         | <b>12<sup>th</sup></b> | day of | <b>September</b> | 2024 |

**“CURT KINGSLEY”**  
CITY CLERK

**“MARIANNE ALTO”**  
MAYOR