



**CITY OF CHARLOTTETOWN
REMUNERATION BYLAW
AMENDMENT BYLAW #2021-RMN-01B**

Amend the City of Charlottetown Remuneration Bylaw (#2021-RMN-01) to implement the recommendations from the Remuneration and Allowances Commission as outlined in their report as presented to Council on October 12, 2023.

RESOLVED: THAT the bylaw to amend the "CITY OF CHARLOTTETOWN REMUNERATION BYLAW" (#2021-RMN-01) be read a **first** time.

*Councilor
Doiron
opposed
9-1*

Moved by Councillor _____ *[Signature]* ~~X~~ John McAleer
 Seconded by Councillor _____ *[Signature]* ~~X~~ Julie McCabe
 Date: November 14, 2023

RESOLVED: THAT the bylaw now be approved as a City Bylaw and that it be entitled the "CITY OF CHARLOTTETOWN REMUNERATION BYLAW" (#2021-RMN-01) and that it be read a second time at the next public meeting of Council.

Moved by Councillor _____ *[Signature]* ~~X~~ John McAleer
 Seconded by Councillor _____ *[Signature]* ~~X~~ Julie McCabe
 Date: November 14, 2023

*9-1
Councilor
Doiron
opposed*

THEREFORE, BE IT RESOLVED: THAT the "CITY OF CHARLOTTETOWN REMUNERATION BYLAW" (#2021-RMN-01) be read a **second** time and that the said Bylaw now be approved and adopted.

Moved by Councillor _____ *[Signature]* John McAleer
 Seconded by Councillor _____ *[Signature]* Trevor Mackinnon
 Date: *November 24, 2023*

Carried

This Remuneration Amendment Bylaw (#2021-RMN-01B), was adopted by a majority of Council members present at a Council meeting held on 24 day of November, 2023.

[Signature]
 Philip Brown, Mayor

[Signature]
 Eleanor Mohammed, CAO

*6-1
Councilor
Doiron
opposed
and
Councilors
Carried
Tweel, McCabe
and Burnard
absent*

City of Charlottetown
A Bylaw to Amend the Remuneration Bylaw
Bylaw #2020-RMN-01B

BE IT ENACTED by the Council of the City of Charlottetown as follows:

PART I – INTERPRETATION AND APPLICATION

1. Title

1.1. This bylaw shall be known and cited as the “Remuneration Amendment Bylaw.”

2. Purpose

2.1. The purpose of this bylaw is to amend the City of Charlottetown’s Remuneration Bylaw to implement the recommendations from the Remuneration and Allowances Commission as outlined in their report as presented to Council on October 12, 2023.

3. Authority

3.1. Pursuant to Section Part 5, Section 134 (1) – Revision of Bylaws of the Municipal Government Act R.S.P.E.I. 1988, Cap M-12.1.

4. Definitions

4.1. In this bylaw, any word and term that is defined in the *Municipal Government Act*, or the City of Charlottetown Remuneration Bylaw has the same meaning as in that Act or bylaw.

5. Section 4 – Definitions - of the City of Charlottetown Remuneration Bylaw is hereby amended by the following:

5.1. Add definition: “Advisory Committee” means an Advisory Committee, Advisory Board or Task Force established by Council consisting of resident members appointed by Council.

6. Section 5 – Establishing a Remuneration Bylaw – of the City of Charlottetown Remuneration Bylaw is hereby amended by the following:

6.1. Subsection 5.1(b) - individuals who have been appointed by Council to municipal ~~Committees~~ Advisory Committees are provided reasonable remuneration for their service to the City of Charlottetown

Subsection 5.1(c) - ensure the orderly and consistent payment and reimbursement to the Mayor, Deputy Mayor, Councillors, and Advisory Committee Members.

7. Section 6 – Remuneration of Council Members – of the City of Charlottetown Remuneration Bylaw is hereby amended by the following:

7.1. Delete subsection 6.1 through to 6.3 and replace with the following table:

	2023	2024	2025	2026
	5.04% (CPI Adj)	2%	2%	2%
Councillor	\$42,859.59	\$43,716.78	\$44,591.11	\$45,482.94
Deputy Mayor	\$46,813.75	\$47,750.03	\$48,705.03	\$49,679.13
Mayor	\$83,489.78	\$85,159.58	\$86,862.77	\$88,416.43

*2024-2026 Salaries do not reflect any CPI adjustments

- 7.2 Subsection 6.6 – Remuneration for the Mayor, Deputy Mayor and Councillors shall be adjusted annually on January 1 ~~on a yearly basis~~ by a rate equivalent to the lowest negotiated percentage given to any City employee by their respective bargaining unit, adjusted for CPI as show in Schedule “A” herein.
8. Section 8 – Remuneration of Appointees – of the City of Charlottetown Remuneration Bylaw is hereby amended by the following:
- 8.1. Subsection 8.1 - Delete ~~“For the purpose of this section, “Council Committee” means a Committee or Advisory Board established by the municipality that only consists of members appointed by Council.”~~
- 8.2. Subsection 8.1 to read as: Subject to sections 6.3 to 6.6 herein, persons, other than Members of Council, appointed by Council as members of ~~the following Council Committees~~ an Advisory Committee shall receive remuneration, up to \$100 per month, pro rated based on the number of meetings held per month. Remuneration is, subject to attendance at all meetings held each month and members will not be compensated for cancelled meetings.
- 8.3. Subsection 8.1 - Delete (a) through (i):
~~(a) Affordable Housing Advisory Committee~~
~~(b) Arts & Culture Advisory Board~~
~~(c) Civic Board for Persons with Disabilities~~
~~(d) Design Review Board~~
~~(e) Heritage Board~~
~~(f) Mayor’s Task Force on Active Transportation~~
~~(g) Planning Board~~
~~(h) Seniors Engagement Committee~~
~~(i) Youth Engagement Committee~~
9. Section 9 - Remuneration and Allowances Commission - of the City of Charlottetown Remuneration Bylaw is hereby amended by the following:

- 9.1. Adding new subsection – 9.2 The Commission must be appointed no less than four months prior to the end of the current Council's term. The newly appointed Commission shall put forth recommendations that will apply to the Incoming Council.
- 9.2. Subsection 9.2 becomes 9.3 and reads as “The Commission shall be made up of three (3) members, who shall not be a Member of Council or **Municipal City staff.**”
- 9.3. Subsection 9.3 now becomes 9.4 and reads as “The Members of the Commission shall be compensated for their time at an amount agreed upon by Council at the time of appointment.”
- 9.4. Subsection 9.4 becomes Subsection 9.5 - The Members of the Commission shall be compensated for their time at an amount agreed upon by the **Council Advisory Committee** Mayor at the time of appointment.
- 9.5. Renumber subsequent subsections accordingly.

10. SCHEDULE 'A' - of the City of Charlottetown Remuneration Bylaw is hereby amended by the following:

- 10.1. Include new wording:

Cost of Living Differential

In any year where the Consumer Price Index as determined by Statistics Canada for the Province of Prince Edward Island (CPI) is more than one percentage point greater than any salary increase for that year, the City shall calculate the dollar difference between the salary increase and CPI less one percent (CPI - 1 %) and shall:

- (a) pay the dollar difference to the elected member of Council in a lump sum within forty-five (45) days of the issuing of the CPI by Statistics Canada; and
- (b) add the dollar difference to the elected member’s basic salary to form their new basic salary for that year.

For purposes of greater clarity under no circumstances will the wages of elected members be reduced as a result of CPI being less than the negotiated wage increases. The following examples will govern the calculation of the percentage difference to be applied to their basic salary:

	Eg. 1	Eg. 2
#1. Salary increase:	2%	2%
#2. CPI:	3%	4%
#3. CPI less 1%:	2%	3%
#4. adjustment to basic salary for year	0%	1%
(i.e.: #3 - #1 = basic salary adjustment)		

#5. Lump sum payment 0% 1%
(i.e.: #3 - #1 = basic salary adjustment)

9.2 Communication and Technology
The City shall offer each elected member a communication device, or an allowance of \$50/month in lieu of, to ensure the efficient flow of information between elected members, city officials and their constituents.

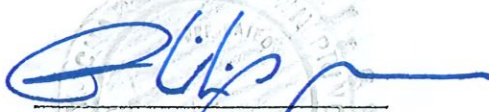
PART II - Approval and Adoption

11. Effective Date

11.1. This Remuneration Amendment Bylaw, #2020-RMN-01B, shall be effective on the date of approval and adoption below.

First Reading:
This Remuneration Amendment Bylaw, #2020-RMN-01B, was read a first time and approved by a majority of members present at the Council meeting held on the 14th day of November, 2023.
Second Reading:
This Remuneration Amendment Bylaw, #2020-RMN-01B, was read a second time and approved by a majority of members present at the Council meeting held on the 24th day of November, 2023.
Approval and Adoption by Council:
This Remuneration Amendment Bylaw, #2020-RMN-01B, was approved and adopted by a majority of Council members present at the Council meeting held on the 24th day of November, 2023.

12. Witness the corporate seal of the City of Charlottetown.



Mayor (sealed signature)



Chief Administrative Officer (sealed signature)

This Remuneration Amendment Bylaw, #2021-RMN-01B, adopted by the Council of the City of Charlottetown on the 24th day of November, 2023 is certified to be a true copy.



Chief Administrative Officer

November 24, 2023

Date