

Corporate Report

REPORT NUMBER 098-2025-City Manager's Office-Human Resources

DATE

PREPARED

February 19, 2025

FILE

MEETING DATE

March 24, 2025

SUBJECT

2025 Council Remuneration

RECOMMENDATION

WITH RESPECT to Report 098-2025 (City Manager's Office – Human Resources) as per the direction of City Council in Report R 29/2018, we recommend that the remuneration for City Council be amended for the annual adjustment of half the rate of inflation for Thunder Bay for 2024 excluding the month of December (1.1%);

AND THAT this increase be retroactive to January 1, 2025;

AND THAT Administration continue to present annual adjustments as directed, that equal half the rate of inflation for the previous calendar year for Thunder Bay;

AND THAT annual adjustments be presented to City Council for approval in conjunction with the annual review of By-law 164-1989 (Non-union and Managerial Personnel of the Corporation of the City of Thunder Bay);

AND THAT any necessary by-laws be presented to City Council for ratification.

EXECUTIVE SUMMARY

As per Report R 29/2018 (Council Remuneration Advisory Committee), direction was provided to Administration to present a recommendation for annual adjustments to City Council remuneration commencing January 1, 2020, and that the annual adjustment be equal to half the rate of inflation for Thunder Bay. This direction was in keeping with the efforts of the Council Remuneration Committee to maintain the level of remuneration with comparator municipalities.

This report provides for a recommendation for an annual adjustment of half the rate of inflation for 2024 for Thunder Bay (1.1%).

The 2024 annual CPI (December 2023 to December 2024) for Thunder Bay is 1.3%. However, this figure includes the impact of the temporary HST holiday (December 2024 to February 2025) which significantly reduces the annual calculation for CPI. If

December 2024 data is removed from the calculation, the “adjusted” CPI for Thunder Bay is 2.2%.

DISCUSSION

In keeping with the recommendation for an annual adjustment of half the rate of inflation for Thunder Bay, adjustments over the previous 4 years have been as follows:

Year	Thunder Bay CPI	Approved Annual Adjustment	Mayor	Councillor
2024	2.1%	1.05%	\$99,842.92	\$32,822.33
2023	5.8%	2.9%	\$98,805.46	\$32,481.28
2022	4.7%	2.35%	\$96,020.86	\$31,566.08
2021	1.1%	0.55%	\$93,816.07	\$30,841.20

Administration recommends an annual adjustment of 1.1% effective January 1, 2025, which would adjust the remuneration of City Council as follows:

	2024	2025
Councillor	\$32,822.33	\$ 33,183.38
Mayor	\$99,842.92	\$100,941.19

FINANCIAL IMPLICATION

The total financial impact for the recommended change effective January 1, 2025, is \$6,814.27. The cost of this increase has been included in the approved 2025 budget.

CONCLUSION

It is concluded that the changes to Council’s remuneration as per the previous recommendation of the Council Remuneration Committee should be approved by City Council.

It is further concluded that recommendations for ongoing adjustments based on half the rate of inflation for the previous year for Thunder Bay should be presented to City Council for approval annually in conjunction with the annual presentation of By-law164-1989 (Non-union and Managerial Personnel of the Corporation of the City of Thunder Bay).

BACKGROUND

At the April 23, 2018 meeting of City Council, a resolution was passed that provided direction to Administration relative to the remuneration of City Council. This was the result of work completed by the Council Remuneration Advisory Committee established in 2017 at the direction of City Council. The purpose of this committee was to review remuneration for members of City Council and the Mayor and provide recommendations based on data collected from a variety of sources and public feedback.

The Council Remuneration Advisory Committee completed their review by collecting data from citizens in our community via an online survey and the collection of surveys distributed in the MyTbay publication, as well as collecting statistics from other single tier municipalities and interviews with Members of Council and the Mayor. The City Clerk and Deputy City Clerk participated in the review as resources to the Committee and assisted with data collection and administration of minutes and reports. One of the most significant findings of that work resulted in the recommendation for annual increases to remuneration for city council to ensure that the city did not fall behind comparator municipalities. The recommendation to increase annually in the amount of half of CPI was created to ensure that the benchmark for an increase is specific and appropriate to the community of Thunder Bay.

Following the presentation of Report R 29/2018 (Council Remuneration Advisory Committee), direction was provided to Administration to present annual increases for City Council beginning on January 1, 2020 and that the annual increase be equal to half the rate of inflation for Thunder Bay.

REPORT PREPARED BY

Karie Ortgiese, Director Human Resources

REPORT SIGNED AND VERIFIED BY

Name, John Collin

Date (03/14/2025)