

Town of Riverview

COUNCIL REPORT FORM



Presented to: Riverview Town Council

Date: March 20, 2025

Subject: Motion to Amend By-Law 100-15-10 "A By-Law Relating to the Payment of Annual Salaries to the Mayor and Councillors of the Town of Riverview"

Motion For Council's Consideration

I move that Riverview Town Council amend By-Law 100-15-10 "A By-Law Relating to the Payment of Annual Salaries to the Mayor and Councillors of the Town of Riverview" by adding the following text as section 8, subsection 2:

"In the event that the provincial government extends the term of Council beyond the normal four-year cycle, then the changes to compensation and benefits will take effect on the 4th Monday in May at the start of that Council's 5th year in office. This is effective May 10, 2021."

Background – Municipal Reform

In 2021, the Province of New Brunswick began a process of municipal reform, the first significant local governance reform in 60 years. The goals of municipal reform were to modernize the local governance system due to the lack of local government representation for 30% of the population, address redundancies in the deliveries of services and infrastructure, and to address challenges in the delivery of services.¹ As a result of the reform, New Brunswick went from having 104 local governments and 236 local service districts to having 77 local governments and 12 rural districts.

Term Extension & Additional Responsibilities

For the municipalities that saw their borders change in a significant way, elections or by-elections were scheduled for November 2022. However, not all municipalities saw their borders change as part of this process. For those communities, including Riverview, the next municipal election was postponed from May 2025 to May 2026, leaving those councils to serve a 5-year term.

The breadth of responsibilities of municipal councils changed because of municipal reform. In addition to their previous duties, councils now must:

¹ https://www2.gnb.ca/content/gnb/en/news/news_release.2021.01.0036.html

- Work collaboratively with other municipalities in their region, through the regional service commissions, on issues relating to economic development, tourism, community development, regional transit, and cost-sharing on recreational infrastructure.
- Additionally, and crucially, the province also decided that in the Capital, Fundy and Southeast Regional Service Commissions, these commissions must partner with government departments and existing local organizations to fund service delivery in the areas of homelessness, poverty reduction and mental health.² This is a substantial additional area of responsibility, and one that has taken up a significant amount of time and effort from this council.
- With these new responsibilities, the province had also committed to instituting fiscal reform for municipalities. To date, that reform has not been decided or implemented, leaving councils with additional responsibilities on one hand, and a lack of consistent funding sources on the other.

Compensation Updates

As part of the municipal reform process, the Province appointed transition coordinators to determine what the salaries should be for the mayor, deputy mayor and councillors in any of the municipalities that saw their borders change. In practice, this meant that in December 2022, 57 of the 77 (74%) municipalities in New Brunswick saw their salaries adjusted by the province,³ reflecting the new populations of those municipalities and their increased responsibilities. Riverview was one of only 20 municipalities in the province where council salaries were not adjusted to reflect these new realities.

For comparison purposes, the table below lists the salaries mandated by the province, along with the current salaries for council in the Town of Riverview. The table also includes salaries for a few additional communities that are often used as comparators for Riverview council salaries. Almost all these salaries will currently be higher than what is shown in the table, as they would have been adjusted annually since the effective date noted in the Date column.

Municipality	Mayor	Deputy Mayor	Councillor	Date	Population (2021)
Fundy Albert	40,000	24,000	20,000	Dec-22	6,120
Salisbury	31,500	13,545	11,970	Dec-22	7,745
St. Stephen	37,000	22,000	17,000	Dec-22	8,165
Tantramar	47,301	28,380	23,650	Dec-22	9,020
Shediac	62,151	24,860	21,753	Dec-22	10,670
Rothsay	50,000	25,500	23,000	Jan-24	11,975
Campbellton	70,000	34,300	30,800	Dec-22	12,000
Belle-Baie	68,000	27,200	23,800	Dec-22	14,335
Edmundston	72,200	32,490	28,880	Jan-25	18,365
Quispamsis	58,258	27,700	24,191	Dec-23	18,780
Riverview	44,616	22,873	18,913	May-24	20,580
Dieppe	78,000	35,100	31,200	Jun-24	28,970

² <https://www2.gnb.ca/content/dam/gnb/Corporate/Promo/localgovreform/docs/WhitePaper-EN-Web.pdf>, p. 21.

³ <https://www2.gnb.ca/content/dam/gnb/Corporate/Promo/localgovreform/docs/remuneration.pdf>

Any box highlighted in red has a salary for that position that is greater than the salary currently offered in the Town of Riverview. The population figures in the table are drawn from the province's statistics⁴ for the new municipal borders.

Conclusion

In summary:

- After being elected to a 4-year term in 2021, the Province extended the term of this council to 5 years;
- As part of the municipal reform process, significant additional responsibilities were given to town council;
- 74% of the municipalities in the province had their council salaries updated in December 2022 to reflect the new council responsibilities and municipal populations. Riverview was not one of those communities; and
- Despite the above and despite now having new comparator salary information that reflects the current realities of municipal responsibilities, our current by-law does not permit any salary increases to be realized by the current council.

For these reasons, I believe that our council compensation by-law should be updated to indicate that in situations where the Province extends the term of council, that council should be entitled to any salary or benefit changes that would have happened as of the date the municipal election was originally planned to be held. In other words, that the salary and benefit changes should be implemented as of the start of that council's 5th year in office.

⁴ <https://www2.gnb.ca/content/dam/gnb/Departments/lg-gl/pdf/MunicipalStatistics-StatistiquesMunicipales/2024.pdf>

CONSIDERATIONS

Legal: Should council agree to this motion, the amendment would have to go through three readings as part of the usual by-law approval process.

Financial: If the by-law change is implemented, then the amount spent on mayor and council salaries and benefits for the current calendar year would likely increase, leading to a small impact on the town's budget.

Policy: N/A

Stakeholders: Town Council

Strategic Plan: N/A

Interdepartmental Consultation: N/A

Communication Plan: If this motion is approved, the public would be notified of the proposed change to the by-law as part of the normal by-law approval process.

OPTIONS

Council can choose to:

1. Maintain the existing wording in the by-law and maintain the current process for updating mayoral and councillor salaries and benefits after the next provincial election.
2. Approve the motion to amend the by-law to include the new subsection.

RECOMMENDATION

That council endorse the motion to amend the by-law.

Prepared by: Councillor John Coughlan