

To: Mayor and Council **Date:** June 6, 2022
From: Mike Younie, Chief Administrative Officer
Subject: Council Remuneration – List of Comparator Municipalities

Recommendation(s)

That Campbell River, Penticton, Port Moody, Vernon and West Vancouver be used as comparator municipalities to complete the detailed comparative analysis to recommend remuneration for the new Mayor and Council that will be taking office after the October 15, 2022 general election as per C-ADM.06.

Purpose

The purpose of this report is to provide Council with a background on the process of remunerating Mayor and Councillors and to provide a list of comparator municipalities as per the Council Remuneration and Expenses Policy C-ADM.06 (Policy, **Attachment A**). A subsequent report will be presented to Council that makes recommendations to Council with respect to changes to remuneration and the Policy.

Background

The Policy sets the salaries and benefits to be paid to Mayor and Councillors and requires that a detailed comparative analysis be undertaken every four years and considered by the incumbents prior to being implemented January 1 of the year after the municipal election (proposed to be changed to date of inaugural meeting). The first step in the analysis is to decide on the list of comparator local governments that will be used to complete the detailed comparative analysis.

Discussion and Analysis

The City uses a variety of comparator municipalities depending on the task. For CUPE wage decisions, the following comparators are typically used:

| | | |
|----------------|-----------------------------|-------------|
| Kamloops | Chilliwack | Maple Ridge |
| Abbotsford | District of North Vancouver | |
| Port Coquitlam | FVRD | |

For the last exempt staff salary review completed in 2016, the median salaries of the following comparator municipalities were used:

| | | |
|----------------|----------------|-------------------------|
| Campbell River | Vernon | City of North Vancouver |
| Penticton | West Kelowna | Maple Ridge |
| Port Moody | FVRD | New Westminster |
| Chilliwack | Port Coquitlam | |

A comprehensive review of the Policy was completed in 2018 and the following comparators were used:

| | | |
|-----------------------|-------------------|------------------|
| Campbell River | Vernon | Penticton |
| West Vancouver | Port Moody | |

Attachment B provides population and taxation information for various potential comparator municipalities as of 2020 and is an update to the information provided to Council in 2018 when the Policy was last reviewed. Staff is recommending that the same list of comparators as were used in the 2018 analysis be used in the 2022 detailed comparative analysis – namely Campbell River, Vernon, Penticton, Port Moody and West Vancouver.

Financial Implications

There are no financial implications associated with this report at this time.

Communication

No further communication is required.

Summary and Conclusion

Council Remuneration and Expenses Policy C-ADM.06 sets out a comparative process for establishing remuneration for Council members, which includes the types of benefits to which Council members will be entitled. The process will be based on comparisons with other like municipalities, in terms of population, total operating expenditures, total assessed property value and the assessment / property tax mix. The process requires that Council approve the comparator local government organizations prior to completing the detailed analysis. This report recommends that Council approve using Campbell River, Penticton, Port Moody, Vernon and West Vancouver as the comparators.

Report Prepared by: Mike Younie, Chief Administrative Officer

Reviewed by: First Name Last Name, Position

Approved for Inclusion: Mike Younie, Chief Administrative Officer

Attachments)

Attachment A: Council Remuneration and Expenses Policy C-ADM.06

Attachment B: Comparator Municipalities' Statistics