

**To:** Mayor and Council **Date:** July 4, 2022  
**From:** Mike Younie, Chief Administrative Officer  
**Subject:** **Council Remuneration Effective November 2022**

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### **Recommendation(s)**

1. That the Mayor's annual salary be established at \$103,933 starting on the date of the inaugural Council meeting after the general local election on October 15, 2022;
2. That a Councillor's salary be established at \$51,967 starting on the date of the inaugural Council meeting after the general local election on October 15, 2022; and
3. That Council Remuneration and Expenses Policy C-ADM.06 be amended as per the Chief Administrative Officer's report dated July 4, 2022.

### **Purpose**

The purpose of this report is to propose salaries for Mayor and Councillors for their 2022-2026 term as per Policy ADM.06(C) Council Remuneration and Expenses (Policy) and some minor amendments to this Policy.

### **Background**

Council approved an amended Policy in May 2018 that sets out the process by which to review remuneration for an incoming Council. This report reviews the Policy and recommends minor amendments in addition to new salaries for the Council that will be elected through the October 15, 2022 general election.

At its June 6, 2022 meeting, Council resolved to use Campbell River, Penticton, Vernon, West Vancouver and Penticton as comparators.

### **Discussion and Analysis**

Staff have researched salaries from a variety of comparator municipalities (**Attachment B**). Typically this information is based on the last annual report published by each municipality – in this case 2020. The consumer price index has been applied to each municipality to calculate a 2022 salary. Exceptions to this are Chilliwack and West Kelowna where 2021 and 2022 data were available, respectively.

Based on the Policy and the 2022 salary information, the Mayor would receive an annual salary of \$103,933 and a Councillor would receive an annual salary of \$51,967 for November to December 2022 with annual consumer price index adjustments made from 2023-2026.

### **Benefits**

The Mayor and Councillors do receive Employment Insurance and Canada Pension Plan benefits from the City. Under the existing remuneration policy, the Mayor receives benefits including Extended Health and Dental paid in full by the City. The City also pays the Employer Health Tax which is not really a benefit given the recent change from the province. Councillors are offered

the same benefits but would be paid for entirely by the Councillor. Optional life and accident insurance is available to both Mayor and Councillors but entirely at their cost. Dependents of either the Mayor or Councillors are offered coverage but have to pay for it themselves under the current policy.

There is great variation in the benefits offered to elected officials in British Columbia. Of the comparator municipalities, Campbell River and West Vancouver offer the same as Mission, Vernon and Port Moody offer the same benefits as Mission to both Mayor and Councillors at the city's cost and Penticton covers 50% of the cost of the same benefits as Mission to both Mayor and Councillors. The argument against providing benefits to Councillors in most cases is that it is a part time position and benefits are not normally provided to part time employees.

However, part time employees at the City receive an additional 16.4% in lieu of benefits. For those part time employees working 30 hours (43%) or more per 70 hour pay period, they have the option of receiving benefits provided to full time union employees instead of the 16.4% in lieu. These include the City paying 85% of the cost of the Extended Health premiums and 100% of Dental premiums.

### Amendments to Policy ADM.06 Council Remuneration and Expenses

Staff reviewed the Policy and recommend that the following changes be made:

- Change District to City throughout
- Section 2(e) is replaced with the following:
  - Any recommendations for Remuneration are intended to apply to the new incoming Council starting on the date of inauguration. The Mayor's annual salary shall be set at \$103,933 and individual Councillors' salaries will be set at 50% of the Mayor's annual salary.

### **Financial Implications**

If approved, the proposed 2023 Financial Plan will include the revised salaries approved by Council.

### **Communication**

It is important to note that the salaries being recommended in this report are effective for the next Council elected through the 2022 general local election on October 15, 2022. The current Council is not voting for changes to the existing salaries currently in effect.

### **Summary and Conclusion**

Council Remuneration and Expenses Policy C-ADM.06 sets out the process for establishing the salaries for the Mayor and Councillors. Staff have researched the salaries for the comparator municipalities and revised salaries for the next Council are recommended.

**Report Prepared by:** Mike Younie, Chief Administrative Officer

**Reviewed by:** Heather Gherman, Director of Human Resources

**Approved for Inclusion:** Mike Younie, Chief Administrative Officer

**Attachment(s)**

Attachment A:

Council Remuneration and Expenses Policy C-ADM.06

Attachment B:

Comparator Municipalities' Remuneration for Elected Officials (2022)