

REPORT

Human Resources & Information Technology

To: Mayor Johnstone and Members of
Council

Date: July 8, 2024

From: Richard Fong
Director of HR & IT

File:

Item #: 2024-394

Subject: 2024 Council Remuneration

RECOMMENDATION

THAT Council receive this report for information.

THAT Council direct staff to conduct a formal review of the Council Remuneration Policy in the months prior to the next general local elections in 2026.

PURPOSE

The purpose of this report is to inform Council that there will be a 4.06% increase to Council remuneration for 2024 retroactive to January 1, 2024. In addition, this report proposes conducting a formal review of Council remuneration in the months prior to the next general local elections in 2026.

BACKGROUND

As per the Council Remuneration Policy (see Attachment #1), the City will provide annual Consumer Price Index (CPI) adjustments to Council remuneration in the years between formal remuneration reviews. Amongst the comparison municipalities, the most common approach to making annual adjustments to Council remuneration is to use the Consumer Price Index (CPI) for the region, which assesses price changes associated with the cost of living. This is also the most common approach found at other municipalities beyond the comparison group.

ANALYSIS

The Statistics Canada Consumer Price Index for British Columbia from January 1, 2023 to December 31, 2023 was 4.06%. As such, Council will receive a 4.06% remuneration increase for 2024 as outlined in the Council Remuneration Policy.

Below is a chart comparing the 2023 salary and the adjusted 2024 salary:

	2023 Salary	2024 Salary (+4.06%)
Mayor	\$147,004.26	\$152,972.56
Councillors	\$ 56,540.38	\$ 58,835.92

Next Review

The current Council Remuneration Policy was last reviewed in late 2018 and subsequently updated in early 2019. Under the Council Remuneration Policy, a formal remuneration review will be conducted by an external consultant every four years with the comparator municipal market in the months prior to an election, with the intent that any changes would be implemented with the new Council. This is consistent with the practice of a number of municipalities in BC to formally review Council remuneration a few months before an election and implementing any changes for the new Council, which mitigates any conflict of interest (perceived or actual) for a current Council to approve remuneration increases during their own term.

The Policy was scheduled to be reviewed in 2022 prior to the last election, but the review was not undertaken due to staffing resource challenges in Human Resources. The next scheduled formal review of the Policy will be in 2026 prior to the next municipal election.

OPTIONS

There are three options for Council's consideration:

Option #1 – THAT Council receive this report for information.

Option #2 – THAT Council direct staff to conduct a formal review of the Council Remuneration Policy in the months prior to the next general local elections in 2026.

Option #3 – THAT Council provide staff with other direction.

Staff recommend Options 1 and 2.

CONCLUSION

There will be a 4.06% increase to Council remuneration for 2024 which is based on the Consumer Price Index for British Columbia for the period January 1, 2023 to December 31, 2023. The increase will be retroactive to January 1, 2024. Furthermore, the next scheduled formal review of the Council Remuneration Policy will be in 2026 in the months prior to the next municipal election.

ATTACHMENTS

Attachment 1 - Council Remuneration Policy

APPROVALS

This report was prepared by:

Richard Fong, Director of Human Resources and Information Technology

This report was approved by:

Richard Fong, Director of Human Resources and Information Technology

Lisa Spitale, Chief Administrative Officer