

Policy Title:	COUNCIL REMUNERATION
Issue Date:	2001 April
Revised Date:	2019 September 2025 October
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Document #:	133516

1. Purpose

The purpose of this Policy is to define the procedures for setting, reviewing and approving Council remuneration.

This Policy is subject to a review and public disclosure process every four years in the months prior to an election with the intent that any changes would come into effect with the new Council. The City will retain an external consultant to conduct a comprehensive review of Council remuneration in comparison with comparator municipalities in order to determine the appropriate remuneration every four years.

The Finance Department and Human Resources Department will be responsible for administering the Policy.

2. Guidelines

- The City strives to maintain an annual remuneration rate that is aligned with the median (50th percentile) of the comparator municipal market within Metro Vancouver. The median represents the middle point at which equal numbers of values are above and below when the values in the population are ranked by size.
- The City's comparison municipal market includes the following municipalities (based on census population and consolidated expenditures):
 - City of Coquitlam
 - City of Delta
 - City of Maple Ridge
 - City of North Vancouver
 - City of Port Coquitlam

- District of North Vancouver
 - District of West Vancouver
 - Langley Township
- The following components of Council remuneration may be included in the review:
 - Annual remuneration for Mayor and Councillors;
 - Acting Mayor remuneration;
 - Transportation allowance;
 - Incidence of retirement, severance, or transition allowance;
 - Incidence and cost-sharing of benefits premiums;
 - Policy for establishing and reviewing Mayor and Councillor remuneration; and
 - Approach for adjusting remuneration between reviews.
 - The City will provide annual adjustments within the four year period based on changes in the Consumer Price Index (CPI) for the prior year within the region. The CPI assesses price changes associated with the cost of living.
 - Councilors designated as Acting Mayor will receive a monthly amount of \$2,000.00 in addition to their regular remuneration. Legislative Services will ensure that Payroll is provided with acting details annually.
 - The Mayor is entitled to a Transportation Allowance in the amount of \$850 per month in office and Councillors are entitled to \$330 per month in office
 - This flat monthly allowance allows the City to support Mayor and Council in selecting the transportation mode that best suits their needs within the Lower Mainland.
 - The Mayor or any Councillor may elect to not receive a transportation allowance for a calendar year. To exercise this the Mayor or Councillor must advise the Director of Finance of their intentions to do so, on or before December 15th of the preceding year.
 - The Corporate Wellness Program is available to Council members.
 - The health and welfare benefits provided to exempt staff are available to Council members as required (except for life insurance as stipulated below). Council members who are provided equal or better benefits from other sources are not eligible. Council members who pay premiums for benefits from other sources will be reimbursed up to the exempt staff plan equivalent.
 - The Mayor and Council will be entitled to a separation allowance upon completion of their term(s) in office equivalent to ten percent of their highest annual remuneration for each year of service commencing after December 1st, 2008 (with a twelve year cap).

- The Mayor is provided the same life insurance benefits as exempt staff. Each Councillor is enrolled in a \$25,000 City-funded, non-contributory Group Life Insurance Plan. In addition, each Councillor has the option to be enrolled in a non-contributory single life insurance plan to a maximum of \$75,000 subject to evidence of insurability.
- All remuneration and benefits are subject to the Income Tax Act.