

DATE: June 27, 2022

TO: MAYOR AND COUNCIL

NAME AND TITLE: MARTIN TAYLOR, CHAIR, ADVISORY COMMITTEE ON COUNCIL REMUNERATION

SUBJECT: Proposed Amendments to City of Prince George Council Remuneration Bylaw No. 8414, 2012

ATTACHMENTS:

1. PowerPoint Presentation
2. Terms of Reference for the Advisory Committee on Council Remuneration
3. Council Remuneration Survey, Report dated May 24, 2022 from Sainas Consult Inc.
4. City of Prince George Council Remuneration Bylaw No. 8414, 2012, Amendment Bylaw No. 9328, 2022

RECOMMENDATION:

That Council GIVES FIRST THREE READINGS to “City of Prince George Council Remuneration Bylaw No. 8414, 2012, Amendment Bylaw No. 9328, 2022.”

BACKGROUND:

In accordance with Council Remuneration Bylaw No. 8414, 2012, Council created the Advisory Committee on Council Remuneration (the Committee), and approved the Committee Terms of Reference on February 7, 2022. The City of Prince George Council Remuneration Bylaw No. 8414, 2012 (the Bylaw) required that the Committee complete its work by June 30, 2022.

Council appointed Deborah Abraham, Ethan Anderson, Kyanna Coe, Solomon Kpeh, and Martin Taylor to serve on the Committee.

The Committee met on five occasions to review material and discuss the matters referred to it by Council. The Committee predicated its recommendations on the premise that serving on Council is primarily public service, and that remuneration, expense allowances and benefits be reasonable and be consistent with public expectation while taking into consideration cost of living and the municipal demographics and geographic location.

This report contains the findings and recommendations of the Committee.

DISCUSSION:

REMUNERATION:

The Committee reviewed Mayor and Councillor remuneration of comparator municipalities shown on the table marked Appendix A, derived from the report prepared by Sainas Consult Inc.

RECOMMENDATIONS:

1. In order to ensure parity amongst the City's peer municipality group, the Committee recommends that, in addition to the annual wage adjustment, Council salary be increased using a phase-in approach to more closely align with the Council salaries of surveyed peer municipalities, as follows:
 - a. That effective January 1, 2023, Mayor remuneration be increased by one percent (1%) and Councillor remuneration be increased by three point five percent (3.5%); and
 - b. That effective January 1, 2024, Mayor remuneration be increased by one percent (1%) and Councillor remuneration be increased by three point five percent (3.5%).
2. To provide clarity for the calculation of annual wage adjustments, the Committee recommends that section 2.4(b) of the Bylaw be updated as follows:

“the average of the wage adjustment for the second, third, and fourth quarter of the previous year and the wage adjustment for the first quarter of the current year for the public administration industry published by Human Resources and Skills Development Canada as the “Average Annual Percentage Wage Adjustments by Quarter”.”
3. In order to ensure parity amongst the City's peer municipality group, the Committee recommends that, effective January 1, 2023, the City of Prince George pay 50% of the extended health and dental benefits premiums for Councillors who opt into the group benefits program.
4. To ensure equity and inclusion, the Committee recommends that, effective January 1, 2023, the City of Prince George reimburse the actual costs to a maximum of \$40 per day of babysitting or child-minding expenses, for children under the age of twelve (12), incurred by a Council member while attending a Council or Committee Meeting, Event, or Official Function.
5. Taking into consideration the expanse of the physical boundaries of the municipality and the need for Councillors to use a personal vehicle to discharge the duties of their office, the Committee recommends that Councillors be reimbursed for the use of a personal vehicle for the discharge of the duties of their office at a rate of \$250 per month, inclusive of kilometers driven and vehicle insurance as is the case with the Mayor's vehicle allowance in section 4.4 of the Bylaw.

SUMMARY AND CONCLUSION:

The Advisory Committee recommendations are aimed at ensuring that Mayor and Councillor remuneration is consistent with the average remuneration paid at the City's peer municipalities, recognizes the important of equity and inclusion of all members of Council, and more adequately recognize the considerable contribution these individuals make to our community.

RESPECTFULLY SUBMITTED:

Martin Taylor, Chair
Advisory Committee on Council Remuneration

MEETING DATE: June 27, 2022

APPENDIX A

Municipality	Population (based on 2021 Census)	Mayor Annual Remuneration	Rank	Councillor Annual Remuneration	Rank	Councillor % of Mayor
Langley	137,399	154,557	1	57,186	2	37%
Delta	113,695	154,264	2	62,788	1	40%
North Vancouver	91,790	129,817	3	57,927	3	40%
Prince George	82,326	129,461	4	37,908	9	29.3%
Saanich	124,639	127,485	5	50,219	4	39.4%
Victoria	94,890	118,739	6	47,496	5	40%
Nanaimo	101,987	118,296	7	45,667	6	38.6%
Kelowna	149,687	113,691	8	38,639	8	34%
Kamloops	101,603	107,004	9	42,802	7	40%
Average		127,982		49,590		38.7%