



# City of Prince George

Advisory Committee on Council  
Remuneration

June 27, 2022

# **Advisory Committee Members:**

- Martin Taylor (Chair)
- Deborah Abraham
- Ethan Anderson
- Kyanna Coe
- Solomon Kpeh

# Remuneration – Comparator Municipalities

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

# Recommendations - Remuneration

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 salary 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 (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 (3.5%).

# Recommendations – Review

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”.”

# Recommendations – Benefits

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 pays 50% of the extended health and dental benefits premiums for Councillors who opt into the group benefits program.

# Recommendations – Expenses

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, incurred by a Council member while attending a Council or Committee meeting, Event, or Official Function.

# Recommendations – Expenses

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.



**Questions?**