

CITY OF PRINCE GEORGE
REVIEW OF COUNCIL REMUNERATION

May 2022

May 24, 2022

Ms. Rae-Ann Emery
Director, Human Resources
City of Prince George
1100 Patricia Boulevard
Prince George, BC
V2L 3V9

Via email: Rae-Ann.Emery@princegeorge.ca

Dear Ms. Emery:

Re: Survey of Council Remuneration

We are pleased to present our report on the survey of Mayor and Council remuneration conducted on behalf of the City of Prince George.

We look forward to discussing this report with you. If you have any questions in the meantime, please call.

Yours truly,

SAINAS CONSULT INC.



Katherine M. Sainas

CITY OF PRINCE GEORGE
REVIEW OF COUNCIL REMUNERATION

May 2022

TABLE OF CONTENTS

<u>INTRODUCTION</u>	<u>1</u>
<u>MARKET FINDINGS</u>	<u>2</u>
COUNCIL MEMBER SALARIES	2
VEHICLE ALLOWANCES	3
ACTING MAYOR PAY	3
GROUP BENEFITS	3
PENSION, RETIREMENT, OR TRANSITION ALLOWANCE	3
APPROACHES FOR REVIEWING AND ADJUSTING COUNCIL MEMBER SALARIES	4
<u>SUMMARY</u>	<u>5</u>



INTRODUCTION

Sainas Consult Inc. recently undertook a review of Council remuneration on behalf of the City of Prince George. This review involved obtaining the following information from the City's comparison municipalities:

- Annual salary;
- Acting Mayor pay;
- Vehicle allowance;
- Incidence and cost-sharing of group benefits;
- Incidence of pension, retirement or transition allowance; and,
- Approaches for reviewing and determining adjustments to pay.

The comparison municipalities are shown in the table below, along with their 2021 population and 2020 consolidated expenses. The tables in this report present the 25th percentile, median, average and 75th percentile of the raw market data. These statistics are defined in Appendix A.

Table 1 - Comparison Municipalities

MUNICIPALITY	2021 EST. POPULATION	2020 CONSOLIDATED EXPENSES
Township of Langley	137,399	\$253,291,000
City of Delta	113,695	\$241,627,618
District of North Vancouver	91,790	\$189,177,601
City of Victoria	94,890	\$210,976,407
City of Saanich	124,639	\$207,024,373
City of Kamloops	101,603	\$203,771,002
City of Kelowna	149,687	\$287,565,695
City of Nanaimo	101,987	\$166,635,898
25th percentile	99,925	\$200,122,652
Median	107,841	\$209,000,390
Average	114,461	\$220,008,699
75th percentile	127,829	\$244,543,464
CITY OF PRINCE GEORGE	82,326	\$172,138,000

Source: Local Government Division of the Ministry of Municipal Affairs & Housing

MARKET FINDINGS

This section contains the market findings.

COUNCIL MEMBER SALARIES

The Mayor and Councillor annual salaries are shown in Table 2 below.

Table 2 - Mayor and Councillor Salaries

MUNICIPALITY	MAYOR	COUNCILLOR	COUNCILLOR VS MAYOR
Township of Langley	\$154,557	\$57,186	37.0%
City of Delta	\$154,264	\$62,788	40.7%
District of North Vancouver	\$129,817	\$51,927	40.0%
City of Victoria	\$118,739	\$47,496	40.0%
City of Saanich	\$127,485	\$50,219	39.4%
City of Kamloops	\$107,004	\$42,802	40.0%
City of Kelowna	\$113,691	\$38,639	34.0%
City of Nanaimo	\$118,296	\$45,667	38.6%
25 th percentile	\$117,145	\$44,951	38.2%
Median	\$123,112	\$48,857	39.7%
Average	\$127,982	\$49,590	38.7%
75th percentile	\$135,929	\$53,242	40.0%
CITY OF PRINCE GEORGE	\$129,461	\$37,908	29.3%

The City of Chilliwack agreed to participate in the survey but did not provide their information in time for this report.

The above table contains the current salaries as of May 2022. One municipality does not make annual adjustments to Council remuneration; thus their rates have remained unchanged since the beginning of the term.

Some of the municipalities may increase their Mayor and Councillor salaries by more than the typical annual adjustment for their next term councils as a result of their own pre-election remuneration reviews.

VEHICLE ALLOWANCES

Vehicle allowances are provided to the Mayor and Councillors at three comparison municipalities, and another of the comparison municipalities provides a vehicle for the Mayor. The average monthly allowances are \$800 for the Mayor and \$320 for Councillors.

The City of Prince George provides a \$750 monthly vehicle allowance to the Mayor.

ACTING MAYOR PAY

Acting Mayor pay is provided by four of the comparison municipalities. The additional pay provided to a Councillor to act for the Mayor averages about 10% of the Mayor's monthly salary, which works out to an average of about \$1200 per month.

The City of Prince George does not provide Acting Mayor pay.

GROUP BENEFITS

Most of the comparison municipalities offer benefits to Council members and pay the premiums. The benefits are typically similar to those provided to staff and include extended health and dental, and life insurance. One municipality does not provide extended health but does pay for dental coverage.

The premium arrangements are generally as follows:

POSITION	100% PREMIUMS PAID	50% PREMIUMS PAID
Mayor	7 municipalities	1 municipality
Councillor	6 municipalities	2 municipalities

The City of Prince George pays 100% of the benefits premiums for the Mayor only, for the same benefits as staff.

PENSION, RETIREMENT, OR TRANSITION ALLOWANCE

None of the municipalities reported pension, retirement or transition allowances.

APPROACHES FOR REVIEWING AND ADJUSTING COUNCIL MEMBER SALARIES

Where a municipality has a policy for reviewing Mayor and Council remuneration, the approach is normally to compare with other municipalities that are similar in size and/or region. For this, they typically conduct a market survey of their comparison municipalities in advance of the next election for decision by the current Council. Three municipalities conduct this sort of market review every year to determine annual adjustments.

For the other municipalities that make adjustments in the years between the more comprehensive reviews, four typically make annual adjustments based on changes in the consumer price index for the relevant region. As noted earlier, one municipality does not adjust Council remuneration during the term between elections.

The City of Prince George's policy is to adjust Council remuneration based on exempt increases or public administration industry averages.

SUMMARY

Table 3 summarizes the current (2022) remuneration for the City of Prince George Mayor and Councillors compared with the average of the comparison market:

Table 3 - City of Prince George Compared With Market at May 1, 2022

	MARKET AVERAGE	CITY OF PRINCE GEORGE	PRINCE GEORGE VS MARKET AVERAGE
MAYOR	\$ 127,982	\$129,461	101%
COUNCILLOR	\$49,590	\$37,908	76%

While the Mayor's salary is very close to the market average, the Councillor salary is significantly below.

Statistics - Definitions:

25th Percentile: This is also referred to as the first quartile. It represents the point below which 25% of the values fall.

Median: This is also referred to as the 50th percentile. When the values in the population are ranked by size, the median represents the point at which equal numbers of values are above and below. It is the “middle” value in the population.

Average: This is the simple average provided for matching positions. Also known as the mean, it is derived from summing all of the values and dividing by number of organizations.

75th Percentile: This is also referred to as the third quartile. It represents the point below which 75% of the values fall.