

**DATE:** September 23, 2022

**TO:** MAYOR AND COUNCIL

**NAME AND TITLE:** Walter Babicz, City Manager

**SUBJECT:** Options for Determining Council Remuneration

**ATTACHMENT(S):** Consolidated Version of City of Prince George Council Remuneration Bylaw No. 8412, 2012

**RECOMMENDATION:**

That Council DIRECTS Administration to bring forward the report dated September 23, 2022, from the City Manager titled “Options for Determining Council Remuneration” for consideration by the next Council no later than January 30, 2023.

**PURPOSE:**

For Council information and direction.

**BACKGROUND:**

At the June 27, 2022 Council meeting, Council received a presentation from the Advisory Committee on Council Remuneration and gave first three readings to amendments to the Council Remuneration Bylaw No. 8412, 2012 (attached), which amendments were then adopted by Council at a subsequent meeting.

Later at that same meeting, Council passed a resolution directing Administration to return this report by October 3, 2022. The discussion in connection with Council’s resolution suggested that the main objective was to highlight the issue of future Council remuneration for consideration by the next Council. Administration was requested to return a brief, high level report setting out potential options for the next Council to consider regarding the determination of Council remuneration.

**DISCUSSION:**

**Current Framework for Council Remuneration**

The current framework for determining Council remuneration is set out in the attached Council Remuneration Bylaw. Section 7.1 of that Bylaw provides that a review of Mayor and Councillor remuneration, benefits, and expense reimbursement in comparison to peer municipalities shall be conducted by an advisory committee comprised of members of the public by the second quarter of the last year of each Council’s term.

The peer municipalities to be considered for the purposes of the quadrennial review are as follows:

- City of Chilliwack
- City of Kelowna
- District of Saanich
- Township of Langley
- City of Delta
- City of Kamloops
- District of North Vancouver
- City of Nanaimo
- City of Victoria
- City of Coquitlam

Currently, the Bylaw provides for an annual adjustment to Mayor and Councillor remuneration that is the lesser of:

- (a) the annual percent wage increase applied to City of Prince George exempt staff salaries; or
- (b) 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.

### **Alternative Options**

If Council wishes to explore changes to the current framework of determining Council remuneration, the following options are presented for consideration:

#### **Option 1: Update the Peer Municipalities in the Council Remuneration Bylaw**

The first option presented is to maintain the current framework set out in the Council Remuneration Bylaw, but direct staff to review the peer municipalities referenced in the Bylaw with a view to determining if changes should be made to the peer municipality list. The intent would be to remove and/or replace one or more cities on the list with other cities that are more similar to the City of Prince George in terms of population, trends or challenges. Under this option, staff would return a report to Council with the findings of that research, and present Council with recommendations to amend the Bylaw accordingly.

#### **Option 2: Establish a New Method to Adjust Mayor and Council Remuneration**

The second option presented is to amend the Council Remuneration Bylaw by removing the references to the advisory committee quadrennial review and peer municipalities and instead of forming that advisory committee, provide for automatic future annual adjustments to Mayor and Council remuneration based on one of the following:

- (a) the currently established formula for annual adjustments as set out in the Bylaw; or
- (b) the annual rate of change as adjusted by the Consumer Price Index, British Columbia, over the previous 12 months; or
- (c) the annual increases provided to Members of the Legislative Assembly (MLA's); or

(d) the annual increases provided to Members of Parliament (MP's).

**SUMMARY AND CONCLUSION:**

If Council directs administration to bring this report forward to the next Council for consideration, staff will perform additional research and provide further details regarding the above options, together with any additional options that may be identified for consideration.

**RESPECTFULLY SUBMITTED:**

Walter Babicz, City Manager

Meeting Date: 2022/10/03