

Date: June 25, 2025

To: **Mayor and Council**

Name and title: Ethan Anderson, Manager of Legislative Services / Corporate Officer

Subject: 2026 Council Remuneration Review

Attachment(s): Appendix "A" – Advisory Committee on Council Remuneration Terms of Reference  
Appendix "B" – City of Prince George Council Remuneration Bylaw No. 8414, 2012

## Recommendation(s):

That Council:

1. AUTHORIZES the establishment of an Advisory Committee on Council Remuneration as required by "City of Prince George Council Remuneration Bylaw No. 8414, 2012", to conduct an independent review of Council remuneration with any adjustments that Council may approve, to be effective January 1, 2027;
2. APPROVES the draft Advisory Committee on Council Remuneration Terms of Reference attached as Appendix "A" to the report dated June 25, 2025 from the Manager of Legislative Services titled "2026 Council Remuneration Review"; and
3. DIRECTS Administration to advertise inviting community members to apply for a position on the Advisory Committee on Council Remuneration.

## PURPOSE:

The purpose of this report is to provide Council with background information regarding the City of Prince George Council Remuneration Bylaw No. 8414, 2012 ("Council Remuneration Bylaw"), and to recommend the quadrennial review of Council's remuneration take place in the coming months.

## DISCUSSION:

The Council Remuneration Bylaw outlines the remuneration, benefits, and expense reimbursements allowances for the Mayor and Councillors. The bylaw requires a comprehensive review of these provisions every four years, comparing them to those of peer municipalities. This review must be completed by the end of the second quarter of the final year of Council's term.

As the next municipal election is scheduled for October 17, 2026, this independent review must be completed before June 30, 2026. However, given that election planning efforts will begin in January 2026, placing significant demands on committee support staff, Administration recommends that the review be undertaken in fall 2025, with a final report presented to Council at a Regular Council meeting in December 2025 or January 2026.

A new independent Committee is proposed to be established with the mandate to review, develop, and recommend remuneration for the 2026 – 2030 Council term.

The proposed Terms of Reference, attached as Appendix “A”, identify the Committee as an independent advisory body responsible for reviewing and making recommendations on remuneration (base salary and per diems), and benefits and allowances for Mayor and Councillors.

In addition, consistent with Council’s direction at the January 16, 2023 regular meeting, the Committee will also provide recommendations on the framework for future Council remuneration reviews. The Committee’s recommendations will be submitted for Council’s consideration and may be accepted, modified, or declined at Council’s discretion.

The following timeline is proposed for the 2026 Council Remuneration Review:

Action/Deadline	Action
Committee Recruitment Advertising	July 15 to August 12, 2025
Committee Application Deadline	Tuesday, August 12 at 5:00 p.m.
Council Consideration of Applications and Subsequent Appointments to the Committee	Monday, August 18, 2025
Committee Recommendations to Council	December 2025 or January 2026.

**CONCLUSION:**

Administration has prepared a draft Terms of Reference for the Advisory Committee on Council Remuneration (attached as Appendix A) and recommends that Council approve the resolutions outlined above to proceed with the 2026 Council Remuneration Review.

**RESPECTFULLY SUBMITTED:**

Ethan Anderson Corporate Officer/Manager of Legislative Services

**APPROVED BY:**

Walter Babicz, City Manager

Meeting Date: 2025/07/14