



Committee Report to Council

1100 Patricia Blvd. | Prince George, BC, Canada, V2L 3V9 | PrinceGeorge.ca

Date: January 2, 2026

To: **Mayor and Council**

Name and title: Advisory Committee on Council Remuneration

Subject: Options for Consideration regarding Council Remuneration

Attachment(s):

1. Appendix "A"
2. Terms of Reference for the Advisory Committee on Council Remuneration
3. City of Prince George Review of Council Remuneration, dated November 2025 from Sainas Consult Inc.
4. City of Prince George Council Remuneration Bylaw No. 8414, 2012

Recommendation(s):

That Council:

1. CONSIDERS the options related to Council remuneration and future remuneration review frameworks outlined in the report dated January 2, 2026 from the Advisory Committee on Council Remuneration, titled "Proposed Amendments to City of Prince George Council Remuneration Bylaw No. 8414, 2012"; and
2. DISSOLVES the Advisory Committee on Council Remuneration, having fulfilled the mandate assigned by Council.

Purpose:

To present Council with recommendations from the Advisory Committee on Council Remuneration regarding proposed amendments to "City of Prince George Council Remuneration Bylaw No. 8414, 2012", and approaches for determining future Council remuneration.

Background:

At its July 14, 2025 regular meeting, Council established the Advisory Committee on Council Remuneration and approved its Terms of Reference. Council directed the Committee to:

- Review current Mayor and Councillor remuneration against that of peer municipalities;
- Provide recommendations for any adjustments to remuneration, with changes effective January 1, 2027; and
- Examine and recommend alternative approaches for determining future Council remuneration.

The Committee met four times from October through December 2025 to complete its mandate. Its analysis included a comparative review of compensation levels among peer municipalities informed by

data contained in the City of Prince George Council Remuneration Report dated November 2025 prepared by Sainas Consult Inc.

Discussion:

The Committee reviewed Mayor and Councillor remuneration for peer municipalities, as summarized in Appendix "A". Based on this comparative analysis, the Committee determined that the City's current remuneration levels fall below the median of its peer group. While the Committee did not recommend changes to existing benefits and allowance set out in the Council Remuneration Bylaw, it concluded that current remuneration levels may undermine equity among elected officials and may limit the City's ability to attract qualified and diverse candidates for elected office.

Accordingly, the Committee submits the following option for Council's consideration:

Remuneration Option

1. Implement a Performance-Based Compensation Model

That Council consider implementing a performance-based compensation model, whereby incremental remuneration increases are tied to approved performance metrics, with maximum compensation capped at the median as follows:

- a. Mayor remuneration: \$148,268; and
- b. Councillor remuneration: \$58,346.

The Committee asserts that Council would be best positioned to decide what those metrics are, but provided examples such as; attendance at meetings, budgeting, business starts, etc.

The Committee asserts that if a metric based model was not tenable, Council should review whether an arm's length model be adopted such as a remuneration framework whereby the Mayor's remuneration is tied to a percentage of provincial Minister remuneration and Councillor remuneration is tied to a percentage of Member of Legislative Assembly remuneration, to a maximum of the median salary of peer municipalities.

Future Review Framework

The Committee recommends that, due to the sensitivity and complexity of Council remuneration and the exposure of committee members to public scrutiny, future reviews not be conducted by a committee of public members.

Summary and conclusion:

The Committee's recommendations are intended to align Mayor and Councillor remuneration with the median of peer municipalities and to strengthen the City's ability to attract capable, representative, and community-focused candidates for elected office. Adoption of these recommendations supports equity among elected officials, recognizes the increasing complexity and demands of municipal governance, and affirms the significant contributions made by members of Council to the community.

Respectfully submitted:

Denis Leduc dit Gendron, Chair
Advisory Committee on Council Remuneration

Meeting date: 2026-02-02

Document Number: 789717

Appendix "A"

TABLE 1 - CURRENT MAYOR AND COUNCILLOR BASE REMUNERATION

| MUNICIPALITY | MUNICIPAL POPULATION AND TOTAL EXPENSES | | COUNCIL MEMBER BASE REMUNERATION | | |
|-----------------------------|---|-----------------------|----------------------------------|-------------------|---------------------|
| | POPULATION (2024) | TOTAL EXPENSES (2023) | MAYOR SALARY | COUNCILLOR SALARY | COUNCILLOR VS MAYOR |
| City of Coquitlam | 174,248 | \$332,782,000 | \$212,500 | \$84,700 | 40% |
| Township of Langley | 162,269 | \$336,248,000 | \$158,410 | \$58,612 | 37% |
| City of Delta | 125,165 | \$290,561,628 | \$187,675 | \$79,862 | 43% |
| District of North Vancouver | 99,063 | \$238,711,291 | \$162,091 | \$64,836 | 40% |
| City of Saanich | 125,436 | \$258,077,347 | \$151,337 | \$61,466 | 41% |
| City of Nanaimo | 110,707 | \$206,039,640 | \$134,433 | \$53,057 | 39% |
| City of Victoria | 102,856 | \$275,501,452 | \$135,810 | \$54,324 | 40% |
| City of Kelowna | 165,200 | \$372,327,149 | \$145,200 | \$58,080 | 40% |
| City of Kamloops | 109,633 | \$250,632,105 | \$139,502 | \$55,801 | 40% |
| City of Chilliwack | 102,306 | \$186,800,354 | \$143,442 | \$52,608 | 37% |

| STATISTICS | POPULATION | TOTAL EXPENSES (2023) | MAYOR SALARY | COUNCILLOR SALARY | COUNCILLOR VS MAYOR |
|--|------------|-----------------------|--------------|-------------------|---------------------|
| 25 th Percentile ¹ | 104,550 | \$241,691,495 | \$140,487 | \$54,693 | 40% |
| Median ² | 117,936 | \$266,789,400 | \$148,268 | \$58,346 | 40% |
| Average ³ | 127,688 | \$274,768,097 | \$157,040 | \$62,335 | 40% |
| 75 th Percentile ⁴ | 153,061 | \$322,226,907 | \$161,171 | \$63,994 | 40% |

| | | | | | |
|------------------------------|---------------|--------------------|------------------|-----------------|------------|
| CITY OF PRINCE GEORGE | 84,905 | 196,552,000 | \$140,068 | \$42,678 | 30% |
|------------------------------|---------------|--------------------|------------------|-----------------|------------|