

CITY OF PRINCE GEORGE
REVIEW OF COUNCIL REMUNERATION

November 2025

November 27, 2025

PRIVATE & CONFIDENTIAL

Mr. Ethan Anderson
Manager of Legislative Services / Corporate Officer
City of Prince George
1100 Patricia Boulevard
Prince George, B.C. V2L 3V9

Via email: Ethan.Anderson@princegeorge.ca

Dear Mr. Anderson:

Re: Review 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

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INTRODUCTION AND MARKET FINDINGS

Sainas Consult Inc. was retained to undertake a review of Council remuneration on behalf of the City of Prince George. This review involved a targeted survey of a number of comparison municipalities for the following information as it pertains to the Mayor and Councillor positions:

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

COUNCIL MEMBER CURRENT REMUNERATION

Table 1, below, presents the comparison municipalities and their 2024 population and 2023 total expenses as reported by the BC Government statistics, Mayor and Councillor annual base remuneration/salary, and the ratios of Councillor to Mayor annual salary.

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%

This table contains the salaries that have been in effect for 2025. It should be noted that the rates are expected to be adjusted for 2026 based on the municipality’s policy for adjustments to Council remuneration. We understand that one of the municipalities did not adjust its Mayor and Council remuneration during this term.

¹ 25th Percentile: This is also referred to as the first quartile. It represents the point below which 25% of the values fall.

² 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.

³ 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.

⁴ 75th Percentile: This is also referred to as the third quartile. It represents the point below which 75% of the values fall.

REGIONAL DIFFERENCES IN COUNCIL REMUNERATION

Five of the comparison municipalities provide vehicle allowances. The four Metro Vancouver municipalities provide a vehicle allowance to both Mayor and Councillors; one municipality provides an allowance to the Mayor only; and, one municipality provides a vehicle to the Mayor. Amongst those municipalities that provide vehicle allowances, the average monthly allowances for the Mayor and Councillors are \$1025 and \$545 respectively.

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

Table 2 contains the average base salary as shown in Table 1, as well as the total cash (salary plus vehicle allowance) for all ten comparison municipalities together and broken down by region.

TABLE 2 - REGIONAL DIFFERENCES IN MAYOR AND COUNCILLOR REMUNERATION

REGION	NO. OF MUNIC.	AVERAGE POPULATION	MAYOR	COUNCILLOR
ALL MUNICIPALITIES	10	127,688		
▪ Average Base Salary			\$157,040	\$62,335
▪ Average Total Cash (including vehicle allowance provided by 5)			\$163,197	\$64,952
METRO VANCOUVER	4	140,186		
▪ Average Base Salary			\$180,169	\$72,003
▪ Average Total Cash (including vehicle allowance provided by 4)			\$192,713	\$78,545
VANCOUVER ISLAND	3	113,000		
▪ Average Base Salary			\$140,527	\$56,282
▪ Average Total Cash (none provide vehicle allowance)			\$140,527	\$56,282
OTHER (FVRD, OKANAGAN)	3	125,713		
▪ Average Base Salary			\$142,715	\$55,496
▪ Average Total Cash (including vehicle allowance provided by 1*)			\$146,515	\$55,496
CITY OF PRINCE GEORGE		84,905		
▪ Base Salary			\$140,068	\$42,678
▪ Total Cash			\$149,068	\$42,678

*Note: Another municipality provides a vehicle, the value of which is not included

ACTING MAYOR PAY

Six of the comparison municipalities provide Acting Mayor pay, while the others do not provide extra pay to a Councillor who acts for the Mayor in their absence.

Where a Councillor is assigned to act for the Mayor for a period of time, the additional monthly pay provided by those six municipalities averages about 10% of the Mayor’s monthly salary, for an average acting pay of \$1350 per month. Most of the Councillors are designated to act for an average of two months per year, while at one municipality, a Councillor is designated as Acting Mayor for four months. Most provide acting pay for the full period that the Councillor is designated as the Acting Mayor, but some provide the extra pay only for the period the Councillor is required to act for the Mayor in their absence.

The City of Prince George does not provide extra pay to a Councillor that is designated as Acting Mayor.

There are also regional differences in the incidence and magnitude of Acting Mayor pay, which is not as prevalent outside Metro Vancouver. When acting pay is included in the Councillor remuneration, the estimated total cash remuneration for a Councillor that receives acting Mayor pay – which, for the purposes of this analysis assumes the average of two months of acting pay in one year and includes vehicle allowance – is shown in Table 3.

Table 3 presents the average total cash Councillor remuneration from Table 2 (salary plus vehicle allowance), and the total cash including the acting Mayor pay for the designated Councillor.

TABLE 3 - ACTING MAYOR PAY

REGION	NO. OF MUNIC.	ACTING MAYOR PAY PROVIDED	AVERAGE COUNCILLOR TOTAL CASH*	AVERAGE ACTING MAYOR TOTAL CASH**
ALL MUNICIPALITIES	10	6		
▪ Average			\$64,952	\$66,569
METRO VANCOUVER	4	3		
▪ Average			\$78,545	\$80,940
VANCOUVER ISLAND	3	1		
▪ Average			\$56,282	\$57,449
OTHER	3	2		
▪ Average			\$55,496	\$56,527
CITY OF PRINCE GEORGE			\$42,678	\$42,678

* Includes vehicle allowance

** Assumes two months of acting pay

NON-SALARY COMPENSATION AND RELATED POLICIES

Group Benefits

All of the municipalities make benefits available to all Council members, and all but one pay 100% of the premiums; except for one that pays 50%. The benefits typically offered include extended health, dental, group life/accidental death & dismemberment, and travel.

The City of Prince George Council Mayor is offered benefits for extended health, dental services, group life, critical illness, accidental death & dismemberment, and weekly accident indemnity, for which the City covers the full cost of premiums. The Councillors are offered accidental death and dismemberment, weekly accident indemnity for which the City covers 100% of the premiums, and extended health and dental for which the city covers 50% of the premiums.

Pension, Retirement, or Transition Allowance

Only one of the municipalities reported a providing an allowance that is paid when a member of council leaves their position.

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. The majority of the surveyed municipalities undertake a review of their policy comparators each term for approval by the current Council and implementation with the next Council.

For annual adjustments, these are typically based on changes in the consumer price index for the relevant region or based on increases provided to excluded staff. However, three municipalities conduct annual or biannual comparisons of their group of comparators and make adjustments based on the market.

The City of Prince George annually adjusts Council remuneration based on the lesser of: the annual percent wage increase applied to City of Prince George exempt staff salaries; or, 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.

For more comprehensive reviews, the City of Prince George's Advisory Council Committee undertakes a review every four years of comparator peer municipalities determined by Bylaw.

SUMMARY

The City of Prince George Mayor and Council remuneration is behind the market when the data is viewed in aggregate. Since the Council remuneration for Metro Vancouver municipalities is greater than for those outside the region, the City should determine how much weight to give to the Metro municipalities in determining appropriate compensation levels. Further, at 30% of the Mayor's pay, the ratio of the City's Councillor to Mayor remuneration is lower than the market average of 40%, resulting in Councillor salaries that are significantly less than the market, in total and by region.

The group benefits offered the City of Prince George Council members are generally in line with the market.