



## POLICY: Council Remuneration

**PURPOSE:** To define the procedures for setting, reviewing and approving Council indemnities; and to outline the remuneration to be received by the Mayor and Councillors.

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### **POLICY:**

This policy is subject to a review and public disclosure process every three years (triennial analysis, recalculation and public disclosure). Council's indemnity calculation formula (as determined by third party consultant in the 2006 review) is applied every three years to reassess and confirm Council members' ongoing indemnity. The next scheduled review and public process is due December 2012 for an implementation date of January 1, 2013. Human Resources implements the process.

The regression analysis to determine Council's stipend is based on the calculation established by LD Bell Consulting Inc. in the third-party review of 2006.

Based on current research the following calculation variables are consistently applied:

- Municipal peer group Mayor's Salary
- Municipal peer group Councillors' Salary
- Municipal peer group Population
- Municipal peer group Annual Expenditure Budget.

Human Resources collect Mayor and Councillor stipend data from the following Metro Vancouver peer member municipalities:

- |                      |                          |
|----------------------|--------------------------|
| Burnaby              | Coquitlam                |
| Delta                | Langley                  |
| Langley Township     | Maple Ridge              |
| North Vancouver City | North Vancouver District |
| Pitt Meadows         | Port Coquitlam           |
| Port Moody           | Richmond                 |
| West Vancouver       | White Rock               |

Historically, the City strives to maintain an annual remuneration rate close to the Metro Vancouver average, as identified in surveying the peer member municipalities. Human Resources references relevant Canadian and local government websites for supporting statistical data such as:



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Population  
Council compensation  
Expenditure budgets  
Any other relevant data

Within the triennial (three three) cycle, Human Resources will adjust the calculated indemnity for the upcoming year by applying the applicable wage increase based on the Consumer Price Index (CPI).

Human Resources will report annually to Council on adjustments as compared to the Metro Vancouver average prior to any implementation including the triennial full analysis, recalculation and public reporting.

Councillors designated as Acting Mayor, receive a monthly amount of \$1,000.00 in addition to their regular indemnity. Legislative Services is responsible for ensuring Payroll is provided with acting detail annually.

In accordance with subsection 81(3) of the Income Tax Act, one third of every payment authorized by this policy is to be paid as a tax-free, non-accountable allowance for expenses incidental to discharge of the duties of office.

Those health and dental benefits provided to exempt staff are available to Council members as required (except for life insurance as stipulated below). Council members who are provided equal or better benefits from other sources are not eligible. Council members who pay premiums for benefits from other sources will be reimbursed up to the exempt staff plan equivalent. Council family members are not eligible for benefits.

The Mayor and Council will be entitled to a separation allowance upon completion of their term(s) in office equivalent to ten percent of their annual indemnity for each year of service commencing after December 1<sup>st</sup>, 2008 (twelve year cap).

The Mayor is provided the same life insurance benefits as exempt staff. Each Councillor is enrolled in a \$25,000 City-funded, non-contributory Group Life Insurance Plan and in addition, each Councillor has the option to be enrolled in a non-contributory single life insurance plan to a maximum of \$75,000 subject to evidence of insurability.

All benefits are subject to the Income Tax Act.

Prepared: April 2001  
Revised: 2006  
Revised: April 2010