

**ATTACHMENT C**

**2025 COUNCIL REMUNERATION SURVEY RESULTS - REMUNERATION**

<b>Municipality</b>	<b>Population (1)</b>	<b>No. on Council</b>	<b>Acting Mayor</b>	<b>Last review</b>	<b>Mayor</b>	<b>Councillor</b>	<b>Estimated Acting Pay (2)</b>	<b>Total - Councillor</b>
New Westminster	92,435	7	Yes	2024	\$ 152,973	\$ 58,836	\$ 2,000	60,836
North Vancouver (District)	99,068	7	Yes		\$ 162,091	\$ 64,836	\$ 318	65,154
Maple Ridge	106,489	7	Yes	2025	\$ 142,149	\$ 56,859	\$ 4,738	61,597
Victoria	102,860	9	Yes		\$ 135,810	\$ 54,324	\$ 1,750	56,074
Chilliwack	102,305	7	Yes	Jan-25	\$ 139,807	\$ 51,275	\$ 2,330	53,605
Kamloops	109,628	9	No		\$ 139,502	\$ 55,801	\$ -	55,801
Delta	125,162	7	Yes	2023	\$ 187,998	\$ 79,999	\$ 3,133	83,132
Saanich	125,444	9	No	Jun-25	\$ 151,337	\$ 61,446	\$ -	61,446
Langley (District)	162,279	9	Yes	2025	\$ 158,410	\$ 58,612	\$ 990	59,602
Kelowna	165,210	9	Yes	Apr-25	\$ 145,200	\$ 58,080	\$ 525	58,605
Coquitlam	174,247	9	No		\$ 212,500	\$ 84,700	\$ -	84,700
Abbotsford	175,080	9	Yes	2019	\$ 147,250	\$ 58,900	\$ 1,841	60,741
<b>Median of above</b>	<b>117,395</b>				<b>\$ 149,293</b>	<b>\$ 58,724</b>		

*Add: Acting Pay per Policy - 10% of Mayor Base*

**\$ 1,866 \$ 60,590**

<b>City of Nanaimo (current)</b>	110,700	9	Yes	Jan-22	\$ 134,433	\$ 51,377	\$ 1,680	\$ 53,057
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Difference from median					\$ 14,860	\$ 7,347	\$ 186	\$ 7,533
Percentage					10.0%	12.5%		

(1) BC Stats estimated population for 2024 (latest available)

(2) Acting Pay calculations were given but some assumptions were made about how long the acting pay term was when that information was not provided