

**ATTACHMENT D**

**2025 Council Remuneration Survey Results - Annual Pay Adjustment**

Municipality	Method to Determine Salary Increase	Reference
<p><b>New Westminster</b></p>	<p><b><u>2. Guidelines</u></b></p> <ul style="list-style-type: none"> <li>• The City Strives to maintain an annual remuneration rate that is aligned with the median (50<sup>th</sup> percentile) of the comparator municipal market within Metro Vancouver. The median represents the middle point at which equal numbers of values are above and below when the values in the population are ranked by size.</li>   <li>• The City's Comparison municipal market includes the following municipalities (based on census population and consolidated expenditures):               <ul style="list-style-type: none"> <li>○ City of Coquitlam</li> <li>○ City of Delta</li> <li>○ City of Maple Ridge</li> <li>○ City of North Vancouver</li> <li>○ City of Port Coquitlam</li> <li>○ District of North Vancouver</li> <li>○ District of West Vancouver</li> <li>○ Langley Township</li> </ul> </li>   <li>• The City will provide annual adjustments within the four year period based on changes in the Consumer Price Index (CPI) for the prior year within the region. The COI assess price changes associated with cost of living.</li> </ul>	<p>Council Remuneration Policy</p>

## ATTACHMENT D

### Council Remuneration Survey 2025

<p><b>North Vancouver (District)</b></p>	<p><b>1. Remuneration and Benefits Review</b></p> <p>Remuneration and benefits for Council will be reviewed by a qualified independent third party in the fourth year of a Council’s mandate before the term of the sitting Council expires.</p> <p><b>3. Annual Remuneration Adjustment</b></p> <p>Effective January 1st, for any given year, during a sitting Council’s term, annual remuneration, under 2.1 and 2.2 above, will be adjusted by the annual percentage change for the prior calendar year of the Statistics Canada All Items Consumer Price Index (CPI) for Vancouver.</p>	<p>Council Remuneration Policy</p>
<p><b>Maple Ridge</b></p>	<p>5. Commencing June 1, 2017, base salary will be adjusted annually, on June 1st of each year, by a percentage equivalent to the percentage increase in the Vancouver Consumer Price Index increase for the previous calendar year. In years where there is no change, or a decrease, in the Consumer Price Index, base salary will remain the same as the previous year.</p>	<p>Council Remuneration Bylaw No. 7974-2023</p>
<p><b>Victoria</b></p>	<p><b>Regular Adjustments</b></p> <p><b>3</b> (1) The indemnities set out in section 2 shall be adjusted annually, effective on January 1, by an amount equal to the annual increase in the Consumer Price Index (All Items) for Victoria most recently published by Statistics Canada or its successor in function before December 10 of the preceding year.</p> <p>(2) Commencing in 2026 and every four years thereafter, effective on the day of the Inaugural Council Meeting held in accordance with section 8 of the Council Procedures Bylaw, the Mayor’s indemnity set out in section 2(1) shall be adjusted to equal the average of the indemnities then paid to the mayors of all other Canadian provincial capital cities.</p>	<p>Council Remuneration Bylaw No. 24-075</p>

ATTACHMENT D

Council Remuneration Survey 2025

<p><b>Chilliwack</b></p>	<p>1. The remuneration paid to the Mayor shall be:</p> <ul style="list-style-type: none"><li>(1) \$118,486.54 per annum; and,</li><li>(2) commencing January 1, 2020, and in the first, second, and third year of each term of Office thereafter, said remuneration shall be increased by an amount equivalent to the annual rate of change as adjusted by the Consumer Price Index, British Columbia, over the previous 12 months provided that the rate is greater than zero; and,</li><li>(3) in the fourth year of Office, by an amount equivalent to the average of 10 similarly sized local governments by population, in the last year of office, shall be increased by an amount equal to 2 weeks remuneration for each year of service, to a maximum of 18 weeks.</li></ul> <p>2. The remuneration paid to Members of Council shall be:</p> <ul style="list-style-type: none"><li>(1) \$42,571.13 per annum; and,</li><li>(2) commencing January 1, 2020, and in the first, second, and third year of each term of Office thereafter, said remuneration shall be increased by an amount equivalent to the annual rate of change as adjusted by the Consumer Price Index, British Columbia, over the previous 12 months provided that the rate is greater than zero; and,</li><li>(3) in the fourth year of Office, by an amount equivalent to the average of 10 similarly sized local governments by population.</li></ul>	<p>Council Remuneration and Expense Bylaw No. 4606</p>
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ATTACHMENT D

Council Remuneration Survey 2025

<p>Kamloops</p>	<p><b>REMUNERATION TO THE MAYOR</b></p> <p>2. The annual remuneration for Mayor shall be adjusted annually as follows:</p> <ul style="list-style-type: none"><li>• The Corporate Services Director is to calculate the average biweekly mayoral remuneration for the following communities after removing the single highest and lowest remuneration values: Kamloops, Delta, Langley (Township), Victoria, North Vancouver (District), Abbotsford, Maple Ridge, Saanich, Port Coquitlam, Nanaimo, Chilliwack, Prince George, Coquitlam, and Kelowna.</li><li>• The average remuneration shall be calculated from remuneration data in effect and available in January of each calendar year. Updates from municipalities that change their Council remuneration later in the year shall be reflected in subsequent year.</li><li>• If the Mayor's current annual remuneration is:<ul style="list-style-type: none"><li>- below 90% of the calculated average, the Mayor's remuneration shall be increased by two times the Consumer Price Index published by Statistics Canada for Vancouver for the 12-month period (January to December) for the previous year;</li><li>- between 90% and 100% of the calculated average, the Mayor's remuneration shall be increased by the Consumer Price Index published by Statistics Canada for Vancouver for the 12-month period (January to December) for the previous year;</li><li>- Over 100% of the calculated average, there shall be no increase and the Mayor's remuneration shall remain the same as the previous year.</li></ul></li></ul>	<p>Council Policy – Remuneration, Travel Expenses, Insurance and Communications Allowance (No. GGL-3)</p>
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**ATTACHMENT D**

**Council Remuneration Survey 2025**

	<p><b>REMUNERATION TO COUNCILLORS</b></p> <p>4. Effective January 1, 2019, all compensation will be taxed as full income and be subject to deductions for CPP contributions, as per CRA rules</p> <p>5. The remuneration for each Councillor shall be 40% of the Mayor's annual remuneration.</p>	
<p><b>Delta</b></p>	<p><b>Council Remuneration</b></p> <p>12. Subsequent to the date of adoption, the Mayor will receive a one-time payment based on the differential between the current and pre-existing remuneration to November 7, 2022.</p> <p>13. Effective the final date of adoption, the Mayor's annual salary is set at \$175,273.</p> <p>14. Subsequent to the date of adoption, each Councilor will receive a one-time payment based on the differential between the current and pre-existing remuneration to November 7, 2022.</p> <p>15. Effective the final date of adoption, a Councillor's annual salary is set at \$74,399.</p> <p>16. Commencing on January 1, 2024 and on January 1 of each subsequent year, the salary paid to:</p> <p>(a) each Councillor will be increased by CPI;</p> <p>(b) the Mayor's salary will be adjusted by multiplying the salary paid to a Councillor by a factor of 2.35</p> <p>except that if there is a decrease in CPI, then Council members' salaries will remain the same as the previous year.</p>	<p>Delta Mayor and Council Members Remuneration and Expense Bylaw No. 8241, 2023</p>

**ATTACHMENT D**

**Council Remuneration Survey 2025**

<p><b>Saanich</b></p>	<p><b>1. REMUNERATION</b></p> <p>a. The amounts of the remuneration shall be determined annually and shall be based on the average of the remuneration of Council members in other municipalities of comparable size:</p> <p align="center">                 Abbotsford                      Delta                      Kamloops                  Kelowna                          Langley (Town)        Nanaimo                  North Vancouver              Victoria             </p> <p>b. The remuneration shall be paid in arrears in equal bi-weekly installments except that any retroactive payments shall be paid in lump sums. Rate adjustments shall be implemented the first pay date in June for the calendar year.</p>	<p>Council Remuneration and Expenses Policy</p>
<p><b>Langley (District)</b></p>	<p><b>3. Policy</b></p> <p>3.1. Council’s remuneration has been authorized by Council resolution to be calculated by the following method:</p> <p>3.1.1. That the salary of a Federal Member of Parliament, a BC Provincial Court Judge, a BC Provincial Cabinet Minister, a BC Provincial MLA, the job rate of a Superintendent of the RCMP and the Principal of the largest high school in Langley be defined as the comparators; Effective January 1, 2019, the Mayor’s salary be benchmarked at 96% of the average salary of comparators for the calendar year 2019 and thereafter, less the highest and lowest salary of the comparators.</p> <p>3.1.2. That the salary of each Councillor shall be benchmarked at 37% of the Mayor’s salary;</p>	<p>Council Remuneration Policy (No. 01-017)</p>

**ATTACHMENT D**

**Council Remuneration Survey 2025**

	<p>3.1.3. That the comparators' salaries be reviewed in the first quarter of each year and if the average salary has increased, adjustments be made to Mayor and Councillors' salaries retroactive to January 1st of the year in which the annual review was conducted;</p> <p>3.1.4. That, if based on the annual review of the comparator salaries, the average salary has decreased, the Mayor and Councillors' salaries be frozen until it is determined as a result of the annual review of the comparator salaries that an increase is warranted;</p> <p>3.1.5. The process and/or formula for determining Mayor and Councillor remuneration be reviewed by an independent task force in 2023 or thereafter.</p>	
<p><b>Kelowna</b></p>	<p><b>2. Mayor's Remuneration</b></p> <p>2.3 Following the 2026 general local election and continuing thereafter, in years one and three of each Council term, the Mayor's remuneration will be adjusted to match the 60th percentile of Mayor's remuneration in comparable municipalities in British Columbia for the twelve month period January to December of the previous year.</p> <p>2.4 The City Clerk and the Divisional Director, Financial Services are delegated the authority to determine comparable municipalities for the purposes of section 2.3, with a minimum of ten municipalities to be referenced</p> <p><b>3. Councillors' Remuneration</b></p> <p>3.3 Following the 2026 general local election and continuing thereafter, in years one and three of each Council term, the Councillors' remuneration will be adjusted to match 40% of the Mayor's indemnity, as determined by section 2.3 of this bylaw.</p>	<p>Council Remuneration and Expense Bylaw No. 7547</p>

**ATTACHMENT D**

**Council Remuneration Survey 2025**

	<p>3.4 A member of Council may choose not to receive the annual remuneration adjustment established in sections 2.1 or 3.1 of this bylaw by informing the City Clerk in writing within 30 days of adoption of this bylaw.</p>					
<p><b>Coquitlam</b></p>	<p>No Information Provided</p>					
<p><b>Abbotsford</b></p>	<p><b>Remuneration adjustment</b></p> <p>For mayor, deputy mayor, and councillors, annual increases will be applied as follows:</p> <table border="1" data-bbox="491 651 1541 1321"> <thead> <tr> <th data-bbox="491 651 1018 699">Scheduled Increases</th> <th data-bbox="1018 651 1541 699">Basis</th> </tr> </thead> <tbody> <tr> <td data-bbox="491 699 1018 1321"> <p>January 1, 2019 and every year after</p> </td> <td data-bbox="1018 699 1541 1321"> <p>1) Average Abbotsford FT Worker’s Salary utilizing the Statistics Canada Census data from the Statistics Canada website to calculate</p> <p>2) Years when there is no recent Statistics Canada Census data to use, will utilize the Vancouver CPI from November-November.</p> <p>a. If the Vancouver CPI results in a negative increase, there will be no increase and the status quo remuneration will continue until the following year.</p> </td> </tr> </tbody> </table>	Scheduled Increases	Basis	<p>January 1, 2019 and every year after</p>	<p>1) Average Abbotsford FT Worker’s Salary utilizing the Statistics Canada Census data from the Statistics Canada website to calculate</p> <p>2) Years when there is no recent Statistics Canada Census data to use, will utilize the Vancouver CPI from November-November.</p> <p>a. If the Vancouver CPI results in a negative increase, there will be no increase and the status quo remuneration will continue until the following year.</p>	<p>Council Remuneration and Expenses Policy (C001-05)</p>
Scheduled Increases	Basis					
<p>January 1, 2019 and every year after</p>	<p>1) Average Abbotsford FT Worker’s Salary utilizing the Statistics Canada Census data from the Statistics Canada website to calculate</p> <p>2) Years when there is no recent Statistics Canada Census data to use, will utilize the Vancouver CPI from November-November.</p> <p>a. If the Vancouver CPI results in a negative increase, there will be no increase and the status quo remuneration will continue until the following year.</p>					

ATTACHMENT D

ANNUAL ADJUSTMENT EXAMPLE

**Example 1:** Mayor & Council Salary increase - 2025 with no cap

Position	2024 Wages	2025 Actual	2025 BC CPI	Difference	No. on Council	Total Increase
Mayor	\$ 131,797	\$ 134,433	\$ 135,224	\$ 791	1	\$ 791
Councillors	\$ 52,017	\$ 53,057	\$ 53,369	\$ 312	8	\$ 2,496
						<u>\$ 3,287</u>
<i>2024 BC CPI</i>		2.60%				
<i>2025 Nanaimo Increase - Cap</i>		2.00%				

**Example 2:** Mayor & Council Salary increase - 2025 year using an usually high CPI rate

Position	2024 Wages	2025 Actual	2025 BC CPI	Difference	No. on Council	Total Increase
Mayor	\$ 131,797	\$ 134,433	\$ 140,891	\$ 6,458	1	\$ 6,458
Councillors	\$ 52,017	\$ 53,057	\$ 55,606	\$ 2,549	8	\$ 20,392
						<u>\$ 26,850</u>
<i>Example - BC CPI</i>		6.90%				
<i>2025 Nanaimo Increase - Cap</i>		2.00%				