

**ANNUAL REMUNERATION FOR MEMBERS OF COUNCIL POLICY**  
**Council Policy No. 74/24**

**PURPOSE:**

To set the annual remuneration for Council members in accordance to the recommendations that were ratified by Council on October 28, 2024.

**POLICY:**

1. **Mayor's Salary:**  
The Mayor's remuneration assumes a full-time work schedule of 1,800 hours per year and is set at the salary of \$102,424.24/annum (2024 rate).
2. **Councillor's Salary:**  
Effective January 1, 2027, the Councillors' remuneration will increase from 37.5% to 40% of the recommended remuneration for the Mayor.
3. **Annual Pay Increases:**  
Council's remuneration will increase each January by the Consumer Price Index (CPI) for British Columbia (as provided by Stats Canada for October over October of each year) plus 1% to a maximum of 3%.
4. **Pay Freeze in Case of CPI Decrease**  
Council's remuneration will be red-circled/ frozen if there is a decrease in CPI.
5. **Acting Mayor Pay:**  
Councillor's serving as "Acting" Mayor will receive \$500.00 per month.
6. **External Pay Review:**  
An external review of Council remuneration will be conducted once per term of office with the results being reported at least one year before the general local election.
7. **Benefit Coverage:**  
Council's benefit coverage will be maintained at the current level with 100% of the premiums paid by the City, with medical, dental and extended health on the same basis and with the same eligibility criteria as for exempt staff:
  - Group life \$25,000 coverage (reducing to \$12,500 coverage at age 65)
  - Accidental death and dismemberment \$25,000 coverage (reducing to \$12,500 coverage at age 65)
  - Dental
  - Extended health

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8. Tax Declaration:  
City staff will complete a T2200 – Declaration of Conditions of Employment at the end of each fiscal year for those Council members who provide a request in writing to the Chief Human Resources Officer.
9. Health & Wellness:  
Each Council member will receive an annual health and wellness allowance in accordance with the criteria indicated within Health and Wellness Program (Exempt Staff) Administrative Procedure No. 14.