

MUNICIPALITY OF NORTH COWICHAN
REVIEW OF COUNCIL REMUNERATION

May 2022

MUNICIPALITY OF NORTH COWICHAN

REVIEW OF COUNCIL REMUNERATION

May 2022

TABLE OF CONTENTS

INTRODUCTION	1
MARKET FINDINGS	2
COUNCIL MEMBER CURRENT SALARY	2
VEHICLE ALLOWANCES	3
ACTING MAYOR PAY	3
GROUP BENEFITS	3
PENSION, RETIREMENT, OR TRANSITION ALLOWANCE	3
APPROACHES FOR REVIEWING AND ADJUSTING COUNCIL MEMBER SALARIES	3
SUMMARY	4



INTRODUCTION

Sainas Consult Inc. recently undertook a review of Council remuneration on behalf of the Municipality of North Cowichan. This review involved a survey of a number of comparison municipalities for the following information as it pertains to the Mayor and Councillor positions:

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

The survey municipalities are shown in the table below, along with their 2021 population and 2020 consolidated expenses. The tables in this report present the 25th percentile, median, average and 75th percentile of the raw market data. These statistics are defined in Appendix A.

Table 1 - Survey Municipalities

MUNICIPALITY	2021 EST. POPULATION	2020 CONSOLIDATED EXPENSES
City of Langford	47,313	\$63,679,794
City of Vernon	44,916	\$81,514,000
City of Mission	43,270	\$72,987,916
City of West Kelowna	38,311	\$67,734,398
City of Campbell River	36,623	\$63,366,776
City of Penticton	36,362	\$109,343,779
City of Port Moody	35,951	\$72,579,043
City of Langley	28,957	\$48,682,189
City of Courtenay	28,902	\$50,910,727
25th percentile	35,951	\$63,366,776
Median	36,623	\$67,734,398
Average	37,845	\$70,088,736
75th percentile	43,270	\$72,987,916
MUNICIPALITY OF NORTH COWICHAN	32,850	\$48,822,383

Source: Local Government Division of the Ministry of Municipal Affairs & Housing

MARKET FINDINGS

This section contains the market findings.

COUNCIL MEMBER CURRENT SALARY

The Mayor and Councillor current annual salaries are shown in Table 2 below.

Table 2 - Current Mayor and Councillor Salaries

MUNICIPALITY	MAYOR	COUNCILLOR	COUNCILLOR VS MAYOR
City of Langford	\$80,580	\$29,114	36.1%
City of Vernon	\$101,133	\$37,419	37.0%
City of Mission	\$89,042	\$44,519	50.0%
City of West Kelowna	\$76,203	\$25,439	33.4%
City of Campbell River	\$80,176	\$30,467	38.0%
City of Penticton	\$83,036	\$27,494	33.1%
City of Port Moody	\$118,315	\$42,931	36.3%
City of Langley	\$135,260	\$60,867	45.0%
City of Courtenay	\$72,300	\$25,332	35.0%
25 th percentile	\$80,176	\$27,494	35.0%
Median	\$83,036	\$30,467	36.3%
Average	\$92,894	\$35,954	38.2%
75th percentile	\$101,133	\$42,931	38.0%
MUNICIPALITY OF NORTH COWICHAN	\$84,758	\$30,513	36.0%

The above table contains the current salaries provided by the comparison municipalities as of April 1, 2022. One municipality does not make annual adjustments to Council remuneration; thus their rates have remained unchanged since the beginning of the term.

Some of the municipalities may increase their Mayor and Councillor salaries by more than the typical annual adjustment for their next term councils as a result of their own pre-election remuneration reviews.

VEHICLE ALLOWANCES

Vehicle allowances are provided to the Mayor and Councillors at one of the comparison municipalities.

The Municipality of North Cowichan does not provide vehicle allowances to Council members.

ACTING MAYOR PAY

Three of the comparison municipalities provide Acting Mayor pay. The additional pay provided to a Councillor to act for the Mayor averages about 7% of the Mayor's monthly salary, which works out to an average of about \$600 per month.

The Municipality of North Cowichan provides an additional amount of \$389.76 per month to each Councillor while serving as Acting Mayor.

GROUP BENEFITS

One of the municipalities does not make benefits available to Council members. Two offer the benefits to Council members but do not pay the premiums. One pays the premiums for the Mayor only, and the remaining five municipalities provide benefits to all Council members and pay the premiums. These benefits typically are for extended health, dental, group life/accidental death & dismemberment, and travel.

Municipality of North Cowichan Council members are offered benefits for extended health and dental services similar to those provided to employees and officers.

PENSION, RETIREMENT, OR TRANSITION ALLOWANCE

None of the municipalities reported pension, retirement or transition allowances.

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. For this, they typically conduct a market survey of their comparison municipalities in advance of the next election for decision by the current Council.

For adjustments in the years in between the more comprehensive reviews, the municipalities typically make annual adjustments based on changes in the consumer price index for the relevant region. As noted earlier, one municipality does not adjust Council remuneration during the term between elections.

The Municipality of North Cowichan annually adjusts Council remuneration by the same percentage change as the Consumer Price Index for British Columbia over the preceding year.

SUMMARY

Table 3 summarizes the current (2022) remuneration for the Municipality of North Cowichan Mayor and Councillors compared with the median of the market:

Table 3 - Municipality of North Cowichan Compared With Market

	MARKET MEDIAN	MUNICIPALITY OF NORTH COWICHAN	MNC VS MARKET MEDIAN
Mayor	\$83,036	\$84,758	102.1%
Councillor	\$30,467	\$30,513	100.2%

The Municipality of North Cowichan's Mayor and Councillor current salaries are very close to the market median salaries in effect at April 1, 2022. Therefore, we recommend no change.

As most of the comparison municipalities annually adjust their Council remuneration in line with the percentage CPI change, we recommend the Municipality of North Cowichan do the same for 2023 consistent with its Council Remuneration Bylaw.

Statistics - Definitions:

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

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.

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.

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