

TO: Jeff Sim, Senior Director - Human Resources & Public Safety

FROM: Adriana Hume, HR Advisor

DATE: January 4, 2017

RE: 2016 Compensation review – Mayor and Council

Issue

Following discussions during a 2017 budget workshop, Human Resources were asked to review data with regards to compensation levels of the Mayor and Council. Previous work had been completed on this issue in the spring of 2016 as a small part of a BCIT student project and the data from that report required further analysis. Key points for review include:

- Comparison of compensation for selected municipalities (same as the BCIT report with the exception that Sidney, BC has been left out due to lack of current data);
- Determination of full-time or part-time status for the Mayor;
- An average of the annual compensation; and
- A comparison of the Cost of Living for the compared communities.

The following report contains research on salary levels for Mayor and Council within BC. The data was obtained from Civic Info 2016 survey results and the analysis focused on seven BC municipalities that were comparable to Squamish. The average cost of living (COL) for these comparator communities was calculated using the province of BC's cost of living calculator.

Comparable communities:

The analysis of comparable communities is focused on BC municipalities that are similar in population (from size to growth during 2006-2011, to the median age of the residents) or proximity to a major metropolis. In addition, West Vancouver and the Resort Municipality of Whistler have been included due to their proximity to Squamish. Parksville was included in the original analysis, however, the municipality was identified as an extreme outlier and has been excluded from the report.



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Annual Remuneration Full-time and Part-time Mayors:

Name	Type	Monthly COL	Full Time or Part Time Mayor	Mayor Annual Remuneration Including Expense Allowance
Squamish	District	\$4,221.00	Full-time (Mayor is paid for 35 hours or more per week)	\$67,194.40
Pitt Meadows	City	\$4,155.00	Full-time (Mayor is paid for 35 hours or more per week)	\$70,859.88
White Rock	City	\$4,349.00	Full-time (Mayor is paid for 35 hours or more per week)	\$78,730.00
Whistler	Resort Municipality	\$5,057.00	Part-time (Mayor is paid for less than 35 hours per week)	\$83,045.00
West Vancouver	District	\$5,037.00	Part-time (Mayor is paid for less than 35 hours per week)	\$83,230.90
Langley (2015)	City	\$4,137.00	Full-time (Mayor is paid for 35 hours or more per week)	\$83,985.00
Port Moody	City	\$4,292.00	Full-time (Mayor is paid for 35 hours or more per week)	\$86,958.00

Average COL	\$4,464.00	Average Mayor Remuneration	\$79,143.31
Squamish COL	\$4,221.00	Squamish Mayor Remuneration	\$67,194.40



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Annual Remuneration – Councillor:

Name	Type	Monthly COL	Councillor Annual Remuneration Including Expense Allowance
Squamish	District	\$4,221.00	\$28,901.60
Pitt Meadows	City	\$4,155.00	\$26,580.00
White Rock	City	\$4,349.00	\$31,490.00
Whistler	Resort Municipality	\$5,057.00	\$33,578.00
West Vancouver	District	\$5,037.00	\$37,453.90
Langley (2015)	City	\$4,137.00	\$34,590.00
Port Moody	City	\$4,292.00	\$33,760.00

Average COL	\$4,464.00	Average Councillor Remuneration	\$32,336.21
Squamish COL	\$4,221.00	Squamish Councillor Remuneration	\$28,901.60



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Annual Remuneration – Mayor - Comparable Communities with part time Mayors removed:

Name	Type	Monthly COL	Full Time or Part Time Mayor	Mayor Annual Remuneration Including Expense Allowance
Squamish	District	\$4,221.00	Full-time (Mayor is paid for 35 hours or more per week)	\$67,194.40
Pitt Meadows	City	\$4,155.00	Full-time (Mayor is paid for 35 hours or more per week)	\$70,859.88
White Rock	City	\$4,349.00	Full-time (Mayor is paid for 35 hours or more per week)	\$78,730.00
Langley (2015)	City	\$4,137.00	Full-time (Mayor is paid for 35 hours or more per week)	\$83,985.00
Port Moody	City	\$4,292.00	Full-time (Mayor is paid for 35 hours or more per week)	\$86,958.00

Average COL	\$4,230.80	Average Mayor Remuneration	\$77,545.46
Squamish COL	\$4,221.00	Squamish Mayor Remuneration	\$67,194.40



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Annual Remuneration – Councillor - Comparable Communities with part time mayors removed:

Name	Type	Monthly COL	Councillor Annual Remuneration Including Expense Allowance
Squamish	District	\$4,221.00	\$28,901.60
Pitt Meadows	City	\$4,155.00	\$26,580.00
White Rock	City	\$4,349.00	\$31,490.00
Langley (2015)	City	\$4,137.00	\$34,590.00
Port Moody	City	\$4,292.00	\$33,760.00
Average COL	\$4,230.80	Average Councillor Remuneration	\$31,064.32
Squamish COL	\$4,221.00	Squamish Councillor Remuneration	\$28,901.60



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Cost of Living calculated from <http://www.costofliving.welcomebc.ca/>

There are several constant inputs provided by the website that were used to calculate an estimate for the cost of living in the above noted communities. The inputs that were selected on the website represented the average monthly cost of living based on housing, transportation and personal expenses and included the following selections:

- Renting a 1500 sq.' house
- Travelling 6.4km/day
- Monthly income -\$4,606 (The income was estimated based on the National Occupation Classification: 0011 Legislators annual salary of \$55,277).

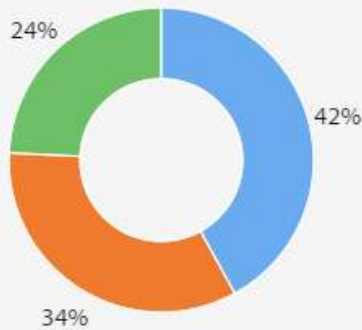


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Monthly expenses [Change to annual](#)

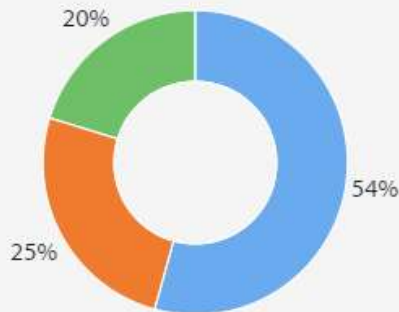
Squamish



Housing & Transportation	\$1,772
Living & Personal	\$1,425
Saving & Finance	\$0
Basic tax	\$1,024

Income	\$4,606
Expenses	\$4,221
Remaining	\$385

Whistler
Remove city



Housing & Transportation	\$2,746
Living & Personal	\$1,287
Saving & Finance	\$0
Basic tax	\$1,024

Income	\$4,606
Expenses	\$5,057
Remaining	-\$451

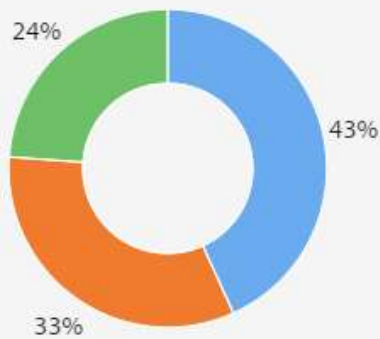


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Monthly expenses [Change to annual](#)

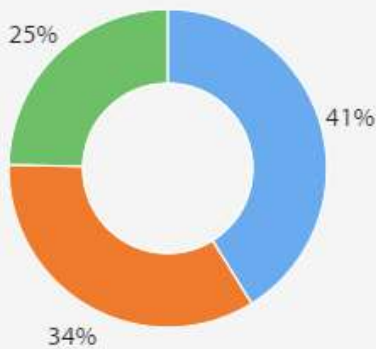
Port Moody



Housing & Transportation	\$1,855
Living & Personal	\$1,413
Saving & Finance	\$0
Basic tax	\$1,024

Income	\$4,606
Expenses	\$4,292
Remaining	\$314

Pitt Meadows
Remove city



Housing & Transportation	\$1,710
Living & Personal	\$1,421
Saving & Finance	\$0
Basic tax	\$1,024

Income	\$4,606
Expenses	\$4,155
Remaining	\$451

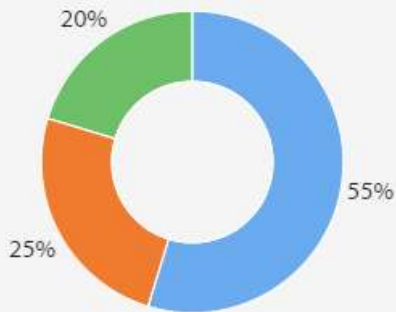


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Monthly expenses [Change to annual](#)

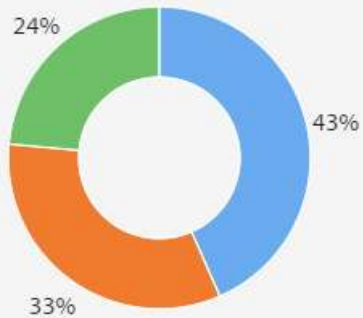
West Vancouver



Housing & Transportation	\$2,757
Living & Personal	\$1,256
Saving & Finance	\$0
Basic tax	\$1,024

Income	\$4,606
Expenses	\$5,037
Remaining	-\$431

White Rock
Remove city



Housing & Transportation	\$1,889
Living & Personal	\$1,436
Saving & Finance	\$0
Basic tax	\$1,024

Income	\$4,606
Expenses	\$4,349
Remaining	\$257

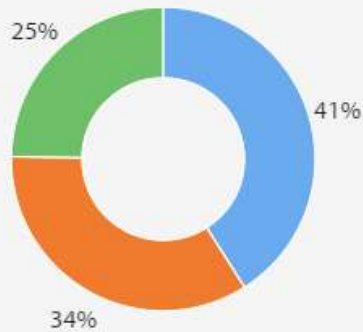


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Monthly expenses [Change to annual](#)

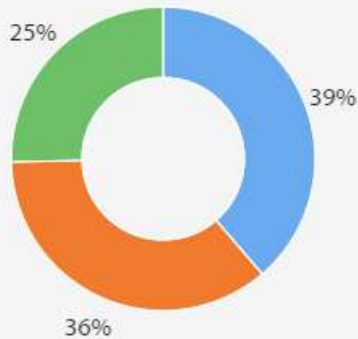
Langley



Housing & Transportation	\$1,696
Living & Personal	\$1,417
Saving & Finance	\$0
Basic tax	\$1,024

Income	\$4,606
Expenses	\$4,137
Remaining	\$469

Parksville
[Remove city](#)



Housing & Transportation	\$1,564
Living & Personal	\$1,454
Saving & Finance	\$0
Basic tax	\$1,024

Income	\$4,606
Expenses	\$4,042
Remaining	\$564



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Conclusion

When analyzing the annual remuneration of Mayor and Council for the above noted communities, the following conclusions can be drawn:

- Squamish is the third most affordable community to live in and 5.5% more affordable compared to the average cost of living of the seven comparable communities.
- The District of Squamish Mayor is being paid 13% less than the average annual remuneration for full time Mayors and 15% less than the average salary combined for full and part time Mayors. When comparing the Mayors compensation for each of the municipalities and taking the cost of living into consideration, the Mayor's annual remuneration is 7.5 / 9.5% lower than the compared communities (dependent on compared circumstances as noted above).
- The District of Squamish Council is being paid 11% less than the average annual remuneration for Council (this analysis is taken from the above chart: Council Annual Remuneration including Part Time Mayors). When comparing Council's compensation for each of the municipalities and taking into consideration the lower cost of living in Squamish, Councillors receive approximately 2.5% less than the compared communities