

Corporate Policy

100 Newport Drive, Port Moody, BC, V3H 5C3, Canada
Tel 604.469.4500 • Fax 604.469.4550 • www.portmoody.ca

Section:	Human Resources	07
Sub-Section:	Salary Administration	2755
Title:	Council Remuneration	2025-01

Related Policies

Number	Title

Approvals

Approval Date: January 28, 2025	Resolution #: <u>CC25/034-035</u>
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Council Remuneration

Policy

The purpose of this policy is to ensure a fair and objective process for determining the remuneration and benefits provided to City of Port Moody Council members. Fair compensation is critical for incumbents and also to attract those who may be seeking office as an elected official.

Procedures

1. Remuneration for Council Members

Effective January 1, 2024, the annual remuneration paid to the Mayor and Councillors for discharging the duties of their office is as follows:

- Mayor – \$148,975; and
- Councillors – \$57,019.

This remuneration will be paid in equal bi-weekly installments.

In consideration of the roles and responsibilities carried out by the Acting Mayor for the months assigned, Councillors performing the role of Acting Mayor will be paid an additional monthly stipend of 15% of the Mayor's monthly compensation for the period acting. In 2024, this represents a monthly rate of \$1,912. This payment will be reconciled and paid, for the year, each December.

2. Annual Remuneration Adjustment

Effective annually during a sitting Council's term, the remuneration will be adjusted by the annual percentage change in the Consumer Price Index for Vancouver for the prior calendar year (December to December 12-month moving average change).

3. Remuneration and Benefits Review

Remuneration and group benefits for Mayor, Councillors, and Acting Mayor 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. Any recommendations on remuneration are intended to apply to the incoming Council in year one of their mandate and will be effective January 1st in the calendar year following the general municipal election.

The level of remuneration recommended for the Mayor and Councillors will be the average of the Council member remuneration for the comparator local government organizations, which are: City of Coquitlam, City of Port Coquitlam, City of New Westminster, City of North Vancouver, District of North Vancouver, District of West Vancouver, City of Maple Ridge, City of Langley, and City of White Rock.

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4. Group Benefits

The City of Port Moody will pay the full cost of premiums of single coverage for extended health, dental, group life insurance, and accident insurance.

Enrolment will be effective the first of day of the month following election for members of Council who opt to join any of the plans. The provision of the benefits shall be subject to the requirements of the respective benefit plans.

5. Reimbursement of Travel Expenses

Members of Council will be reimbursed as outlined in the City's Corporate Travel and Expense Policy for their travel expenses incurred while attending a meeting, course, or conference related to representation of the City, City business, or the duties of the office of Mayor or other member of Council.

6. Vehicle Allowance

Council members will be reimbursed for mileage in accordance with CRA guidelines.

Monitoring/Authority

This policy will be monitored by the Director of Human Resources. Any changes require Council approval.