



Council Report

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Date: February 3, 2026 File No:
To: Anthony Haddad, City Manager
From: Angela Campbell, General Manager of Corporate Services
Subject: **Terms of Reference for the Mayor & Council 2027 Remuneration Task Force**

Staff Recommendation

THAT Council approve the Terms of Reference for the Mayor & Council Remuneration Task Force.

Strategic priority objective

Vision: Penticton is a connected, resilient and healthy waterfront city focused on safety, livability and vibrancy.

Mission: Penticton will serve its residents, businesses and visitors through organizational excellence, partnership and the provision of effective and community focused services.

Culture: We are committed to open communication, integrity, and professionalism to build public trust through excellence in all that we do. We embrace modernization, innovation and adaptability to meet the

Background

In November of 2018 Council directed staff to establish an external advisory task force to investigate, review, develop and provide a recommendation for Council remuneration. In that process, Staff solicited volunteers from the Community with the appropriate background and selected the Task Force members. Subsequent to that report, 11 recommendations were brought forward and adopted by Council at the June 18, 2019 Council meeting with Council Remuneration and Expense Bylaw No. 2019-27 (Attachment A) being adopted on August 20, 2019.

At the January 20, 2026 Council meeting, staff brought forward an analysis and recommendation to Council for future remuneration (Attachment A). Council direction was to use an external task force to provide an arms length third party recommendation.

06/2026 It was MOVED and SECONDED

THAT Council, after reviewing the base remuneration for Mayor and Council, continue with the current compensation and annual adjustment based on CPI;

AND THAT Council refer the remuneration review to a remuneration task force.

CARRIED UNANIMOUSLY

Analysis

A comprehensive review of City Council Remuneration was last completed in 2019. Engaging in a review of this nature ensures remuneration remains competitive in today's environment.

Similar to the former task force in 2019, members will be made up of five independent and qualified individuals from the community who have experience in business leadership, remuneration development or other similar experience and skills. It is anticipated that the task force will meet 3-5 times with meetings as needed being held over the next 1-2 months. The City's CFO and Manager of Human Resources will act as chairs and liaisons to the task force.

Once the Terms of Reference have been approved by Council, Staff will advertise for volunteer members in the newspaper, website and via social media. Applications can be found on the City of Penticton website and submitted to committees@penticton.ca or dropped off at City Hall by February 13, 2026. Although Council generally appoints task force members, due to the nature of the Task Force scope of work, as an interest of Council, in this case Staff is proposing to select the members to ensure participation is at arms length and independence is maintained from Council.

Members will be provided with the UBCM Council and Board Remuneration Guide (Attachment B) which includes best practices in developing fair and defensible compensation for elected officials along with the comparative analysis prepared by Staff.

Attachments

Attachment A – Council Report dated Jan 20, 2026 titled Terms of Reference for the Mayor & Council 2027 Remuneration Task Force

Attachment B – Terms of Reference for the Mayor & Council Remuneration Task Force

Attachment C – UBCM Council and Board Remuneration Guide

Respectfully submitted,

Angela Campbell
General Manager of Corporate Services

Concurrence

City Manager

