



# Council Report

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**Date:** April 7, 2026  
**To:** Anthony Haddad, City Manager  
**From:** Angela Campbell, General Manager of Corporate Services;  
Alex Castley, Manager of HR & OHS  
**Subject:** Council Remuneration and Expense Bylaw No. 2026-17

File No:

## Staff Recommendation

- 1) THAT Council give first, second and third reading to "Council Remuneration and Expense Bylaw 2026-17", a Bylaw that incorporates the following recommendations from the Mayor & Council Remuneration Task Force:
  - In addition to BC Consumer Price Index (CPI), the Mayor's base salary for 2027 be adjusted to align with the comparable group median Mayor salary adjusted by the ratio of Penticton Median employment income to the comparable group median employment income.
  - THAT the Mayor & Council Remuneration Task Force recommend that the Council salary be set at 39% of the base Mayor salary.
  - THAT the Mayor & Council Remuneration Task Force set 2028 and beyond pay to an increase of BC CPI.
- 2) AND THAT Council rescind the Meal and Travel Reimbursement Policy dated Aug 6, 2019.

## 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 evolving needs of our community, fostering a culture of engagement and purpose.

## Background

When the current Council Remuneration and Expense Bylaw 2019-27 was drafted, it included updated rates for meals and per diems. However there was an existing policy, the Meal and Travel

Reimbursement Rates Policy from August 2019, that outlined those areas that should have been rescinded. As such, that motion forms part of this report.

At the January 20, 2026 Council meeting, City 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**

At the Feb 3, 2026 Council meeting, Council endorsed the Terms of Reference for the Task Force.

**23/2026** It was **MOVED** and **SECONDED**

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

**CARRIED UNANIMOUSLY**

From the applications received, Staff selected the following individuals to participate in the Task Force:

- Frank Conci
- Mitch Moroziuk
- Krista MacGuigan
- Timothy Scott
- Tracy Van Raes

On February 26, 2026, the Task Force had its inaugural meeting and received into the record the UBCM Remuneration Guidelines as well as comparative analysis from other jurisdictions on their elected official compensation.

**It was **MOVED** and **SECONDED****

**THAT the Mayor & Council Remuneration Task Force receive into the record the report dated February 26, [2026](#) titled "Mayor & Council Remuneration Guidelines and Analysis".**

**CARRIED UNANIMOUSLY**

The Task Force also provided the following direction to the Task Force Chairs:

**It was MOVED and SECONDED**

**THAT the Mayor & Council Remuneration Task Force recommend that staff bring more data for the communities of Summerland, Osoyoos, Oliver and Squamish using 2025 data including annual expenses for the most recent year available.**

**CARRIED UNANIMOUSLY**

**MOVED and SECONDED**

**THAT the Mayor & Council Remuneration Task Force recommend that staff provide data of Mayor and Council average workload, including time spent in Council meetings, Committee meetings, and preparing for meetings as well as the number of events attended.**

**CARRIED UNANIMOUSLY**

At the March 9, 2026 Task Force Meeting, the members provided final direction to Staff on the recommendation for 2027 Elected Official Remuneration which is included in the Staff Recommendation and detailed below.

**Analysis**

Comparative Community Analysis

Based on Task Force direction, Staff revised the comparative analysis to include the 2024 expenses for each organization, as well as updated census data for income now including both the median and average employment income from full time individuals from 2021 and remuneration based on 2025 figures. Remuneration for Summerland, Osoyoos, Oliver and Squamish were provided; however, due to the large discrepancy between comparative measures, they were not included in the comparative medians.

Upon review of the data, the Task Force requested to remove Parksville from the comparable group and add West Kelowna as a more meaningful comparator in terms of population and geographical location. In addition to Penticton, the final selected communities for the comparable group is comprised of West Kelowna, City of North Cowichan, Mission, Campbell River, Courtenay and Vernon (Attachment A).

**Table 1 – Revised Range of Base Remuneration for Councils in Similar Sized Communities in BC**

Organization	Type	2024 Expenses		Population **	Median Emp Income**		Avg Emp Income **	Mayor	Council
		(\$ millions)*	***						
Penticton	City	\$ 145.6	***	36,855	\$ 56,400	\$ 64,700	\$ 88,518	\$ 29,309	
West Kelowna	City	\$ 90.1		36,100	\$ 66,000	\$ 76,600	\$ 94,065	\$ 32,923	
City of North Cowichan	District	\$ 69.5		31,990	\$ 59,600	\$ 68,000	\$ 96,588	\$ 34,772	
Mission	District	\$ 97.5		41,519	\$ 62,800	\$ 68,800	\$ 100,653	\$ 50,237	
Campbell River	City	\$ 85.0		35,519	\$ 58,800	\$ 67,300	\$ 85,302	\$ 32,415	
Courtenay	City	\$ 69.5		28,420	\$ 57,600	\$ 66,200	\$ 86,400	\$ 34,600	
Vernon	City	\$ 107.0		44,519	\$ 58,800	\$ 66,300	\$ 121,250	\$ 44,862	
Median for similar comparators		\$ 94.9		36,417	\$ 60,000	\$ 68,271	\$ 96,111	\$ 37,017	
* as per the Provincial Local Government Statistics database									
** 2021 Census data									
*** includes Electric Utility expenses. Penticton adjusted to remove \$104.3M									

Additionally, the data that was previously prepared was based on 2024 remuneration and estimated future CPIs, which was prior to 2025 CPI being available. As a result, the 2026 remuneration has been updated to reflect a slight reduction as CPI was 0.1% less than was estimated at the time of the former analysis. Now that 2026 remuneration has been set for Mayor and Council, it's been included as seen in Table 1 below.

**Table 2: Forecasted Council Remuneration to Median adjusted for CPI**

	2025						2026	
	Actuals		Actuals				Estimated	
	Median	Remuneration	\$	%	Median	Remuneration		
Mayor Compensation	\$ 96,111	\$ 88,518	-\$ 7,593	-9%	\$ 98,129	\$ 90,377		
Council Compensation	\$ 37,017	\$ 29,309	-\$ 7,708	-26%	\$ 37,794	\$ 29,924		
<b>Total Compensation *</b>	<b>\$ 318,212</b>	<b>\$ 264,372</b>			<b>\$ 324,894</b>	<b>\$ 269,921</b>		
* 1 mayor, 6 councillors								

This has shifted the difference between the 2025 median and remuneration for the Mayor's position to 9% (from 4% previously) and 26% for Council (from 31% previously).

Methodology

The Task Force generally noted the Mayor and Council remuneration was below the medians and aligned in that there should be increases to reflect the discrepancy in the market. They also agreed that increasing salary on an annual basis by BC CPI was an acceptable approach, therefore it was recommended that compensation be adjusted by BC CPI annually. The approach to setting Mayor versus Councillor remuneration was separated during discussions and was determined based on the following.

*Mayor Compensation:*

Through lengthy discussion, the Task Force determined that any proposed methodology should take into account the census data for individual employment income as that metric would tie compensation for elected officials directly to the economy of the community being served. Although several options to achieve this were reviewed, ultimately the Task Force determined that their recommendation would be to align the Mayor’s salary with the comparable group Mayor median salary adjusted by the ratio of Penticton median employment income to the comparable group median employment income.

**Table 3 – Methodology for Mayor Compensation**

Description	Median Emp	
	Income	Mayor Salary
Penticton	\$ 56,400	\$ 88,518
Similar comparators	\$ 60,000	\$ 96,111
	94.00%	92.10%

As noted in the table above, the percentage of median for the similar comparators shows the City of Penticton with a 94% of median employment income for a full time individual, while the Mayor’s 2025 compensation shows that the Mayor’s salary over the median of the comparators is 92.1%.

Using that data, for 2025 as an example, the Mayor’s salary, prior to any BC CPI adjustment, would be as follows:  $\$96,111 * \$56,400 / \$60,000 = \$90,344$ . This would be an estimated 2% increase on top of BC CPI.

*Councillor Compensation:*

The Task Force generally agreed with the UBCM guidelines for Councillor pay being a percentage of the Mayor Compensation using the median for the comparable group of communities.

**Table 4 – Mayor to Council Compensation**

Organization	Type	Mayor	Council	Council salary as % of Mayor
Penticton	City	\$ 88,518	\$ 29,309	33%
West Kelowna	City	\$ 94,065	\$ 32,923	35%
City of North Cowichan	District	\$ 96,588	\$ 34,772	36%
Mission	District	\$ 100,653	\$ 50,237	50%
Campbell River	City	\$ 85,302	\$ 32,415	38%
Courtenay	City	\$ 86,400	\$ 34,600	40%
Vernon	City	\$ 121,250	\$ 44,862	37%
Median for similar comparators		\$ 96,111	\$ 37,017	39%

Based on the median of the 2025 compensation from the comparable group data, the Task Force recommended Council pay be set at 39% of the Mayor’s pay as seen in Table 4 above.

**Financial Implications**

Under the proposed methodology Staff have estimated potential impacts with assumptions made on future BC CPI. Moving into the 2027 year, these figures will be recalculated based on the actual 2026 median of comparable groups and use of 2026 BC CPI.

**Table 5 – Estimated Financial Implications of Methodology**

	2027							
	Estimated Median	Estimated Remuneration	CPI % Diff	Est New Method Remuneration	% of Mayor	CPI to New Method Difference	% Change	
Mayor Compensation	\$ 100,092	\$ 92,184	9%	\$ 94,086		\$ 1,902	2%	
Council Compensation	\$ 38,550	\$ 30,522	26%	\$ 36,694	39%	\$ 6,171	20%	
<b>Total Compensation *</b>	<b>\$ 331,392</b>	<b>\$ 275,319</b>		<b>\$ 314,248</b>		<b>\$ 38,929</b>		
<i>* 1 mayor, 6 councillors</i>								

The estimated financial impact to the 2027 budget year is \$39k using this methodology.

**Alternate Recommendation:**

Alternate 1:

THAT the Council direct staff to bring back the Council Remuneration Bylaw incorporating the following recommendations:

- 2027 One-time remuneration adjustment for the Mayor with an increase of 3% plus 2027 BC CPI
- 2027 Remuneration for Council to be changed to reflect compensation as a percentage of the Mayor’s remuneration, to be set at 39% in alignment with the comparative median
- For years 2028 and beyond remuneration for Mayor and Council will be increased annually by BC CPI

AND THAT Council rescind the Meal and Travel Reimbursement Policy dated Aug 6, 2019.

Alternate 2:

THAT the Council continue to follow the Council Remuneration Bylaw 2019-27 reflecting annual increases of BC CPI.

AND THAT Council rescind the Meal and Travel Reimbursement Policy dated Aug 6, 2019.

**Attachments**

Attachment A - Council Remuneration and Expense Bylaw No. 2026-17

Attachment B – Council Report Dated Jan 20, 2026 titled Mayor & Council 2027 Remuneration Review

Attachment C - Revised Range of Base Remuneration for Councils in Comparable Communities in BC

Attachment D – Council Policy Meal and Travel Reimbursement Rates dated Aug 6, 2019

Respectfully submitted,

Angela Campbell  
General Manager of Corporate Services

Alex Castley  
Manager of Human Resources and OHS

City Manager

