

The Corporation of the City of Penticton

Bylaw No. 2026-17

A Bylaw pursuant to the Local Government Act to provide for remuneration, expenses and benefits for members of Council

WHEREAS the Council of the City of Penticton wishes to set by bylaw, the remuneration, expenses and benefits for elected officials;

NOW THEREFORE BE IT RESOLVED that the Municipal Council of the City of Penticton, in open meeting assembled, hereby ENACTS AS FOLLOWS:

1. **Title**

This bylaw may be cited for all purposes as "Council Remuneration and Expense Bylaw No. 2026-17".

2. **Remuneration paid to the Mayor**

2.1 Effective January 1, 2027, the Mayor annual indemnity shall be adjusted to align with the comparable group median Mayor Salary, based on 2026 remuneration, adjusted by the ratio of the latest census Penticton median employment income to the comparable group median employment plus BC CPI.

a. The calculation for the comparable group median will be comprised of the following communities:

- i. Penticton
- ii. West Kelowna
- iii. City of North Cowichan
- iv. Mission
- v. Campbell River
- vi. Courtenay
- vii. Vernon

b. The calculation will consist of the following formula (see Appendix A for example):

- i.
$$\text{Comparable Median of Mayor Salaries} \times \frac{\text{Penticton median employment income}}{\text{Comparable median employment income}}$$

2.2 Effective January 1, 2028 and every January 1 thereafter, the Mayor's indemnity shall receive an annual adjustment based on the BC Consumer Price Index (CPI) published by Statistics Canada for the twelve-month period January to December of the previous year.

3. **Remuneration paid to members of Council**

3.1 Effective January 1, 2027, members of Council shall be paid an annual indemnity equal to 39% of the Mayor's indemnity.

3.2 Subject to the Elected Official Code of Conduct, where the solicitor finds that a member breached the code of conduct or submitted a complaint that was frivolous, vexatious, or made in bad faith, the remuneration to which that member would otherwise have been entitled to shall be reduced as follows:

- a. Where the member of Council has been found to have breached the code of conduct for the first time, the remuneration shall be reduced by 10% for a period of 12 months from the date on which Council considers the solicitor's investigation report.
- b. Where the member of Council has been found to have breached the code of conduct for a second time, the remuneration shall be reduced by 15% for a period of 12 months from the date on which Council considers the solicitor's investigation report relating to that offence.
- c. Where the member of Council has been found to have breached the code of conduct for a third or subsequent time, the remuneration shall be reduced by 25% for a period of 12 months from the date on which Council considers the solicitor's investigation report relating to that offence.
- d. For certainty, where a member of Council has been found to have breached the code of conduct more than once in a 12 month period, the reductions in remuneration shall be cumulative for any period of overlap in the duration of each reduction.

3.3 Section 3.2 does not apply if the solicitor makes a finding that:

- a. the member took all reasonable steps to prevent the breach;
- b. the breach was trivial or inadvertent; or
- c. the breach was because of an error in judgment made in good faith.

4. **Benefits**

- 4.1 Participation in BC MSP, Extended Health and Dental benefits is optional and 100% of the premium cost at the Council members' expense.
- 4.2 The City will provide for each member of Council Workers' Compensation and Accidental Death and Dismemberment coverage while on official business for the Municipality.

5. **Expenses**

5.1 The City shall reimburse expenses necessarily incurred by a Council member when the Council Member is:

- i) representing the municipality beyond its boundaries;
- ii) engaging in municipal business beyond its boundaries; or
- iii) attending a meeting, course or convention beyond its boundaries.

5.2 Expenses shall be provided for in the City budget and include the following types of expenses reimbursed at actual cost, supported by receipts:

- i) economy rate air fare;
- ii) conference and convention registration fees;
- iii) taxi fare, car rental, public transit or car parking;
- iv) accommodation;
- v) meals (not alcohol); and
- vi) incidental expenses.

Appendix A

Sample Calculation of Mayor Salary

2025 Range of Base Remuneration for Councils in Similar Sized Communities in BC Salary information for Mayor should be collected from each of the approved comparable communities along with the median employment income from the most recent census. Median calculations should be done for both sets of data as seen below:

Organization	Type	Population **	Median Emp	
			Income**	Mayor
Penticton	City	36,855	\$ 56,400	\$ 88,518
West Kelowna	City	36,100	\$ 66,000	\$ 94,065
City of North Cowichan	District	31,990	\$ 59,600	\$ 96,588
Mission	District	41,519	\$ 62,800	\$ 100,653
Campbell River	City	35,519	\$ 58,800	\$ 85,302
Courtenay	City	28,420	\$ 57,600	\$ 86,400
Vernon	City	44,519	\$ 58,800	\$ 121,250
Median for similar comparators		36,417	\$ 60,000	\$ 96,111
<i>** 2021 Census data</i>				

Methodology for Mayor Compensation

From the data above, the median employment income for Penticton should be taken as a percentage of the median employment income for all the comparators:

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

Using that data, the Mayor's salary prior to any BC CPI adjustment would be as follows:
 $\$96,111 * \$56,400 / \$60,000 = \$90,344$