

Attachment A – Range of Base Remuneration for Councils in Comparable Communities in BC

Organization	Type	2024 Expenses (\$ millions)*	Population **	Median Emp Income**	Avg Emp Income **	Mayor	Council	Council salary as % of Mayor	Council salary as % of median	Mayor salary as a % of median	Council as a % of Median Emp Inc	Mayor as a % of Median Emp Inc	Mayor per capital amount	Council per capital amount
Penticton	City	\$ 145.6	*** 36,855	\$ 56,400	\$ 64,700	\$ 88,518	\$ 29,309	33%	79%	92.10%	52%	157%	2.40	0.80
West Kelowna	City	\$ 90.1	36,100	\$ 66,000	\$ 76,600	\$ 94,065	\$ 32,923	35%	89%	98%	50%	143%	2.61	0.91
City of North Cowichan	District	\$ 69.5	31,990	\$ 59,600	\$ 68,000	\$ 96,588	\$ 34,772	36%	94%	100%	58%	162%	3.02	1.09
Mission	District	\$ 97.5	41,519	\$ 62,800	\$ 68,800	\$ 100,653	\$ 50,237	50%	136%	105%	80%	160%	2.42	1.21
Campbell River	City	\$ 85.0	35,519	\$ 58,800	\$ 67,300	\$ 85,302	\$ 32,415	38%	88%	89%	55%	145%	2.40	0.91
Courtenay	City	\$ 69.5	28,420	\$ 57,600	\$ 66,200	\$ 86,400	\$ 34,600	40%	93%	90%	60%	150%	3.04	1.22
Vernon	City	\$ 107.0	44,519	\$ 58,800	\$ 66,300	\$ 121,250	\$ 44,862	37%	121%	126%	76%	206%	2.72	1.01
Median for similar comparators		\$ 94.9	36,417	\$ 60,000	\$ 68,271	\$ 96,111	\$ 37,017	39%	100%	100%	62%	160%	2.66	1.02

* as per the Provincial Local Government Statistics database

** 2021 Census data

*** includes Electric Utility expenses. Penticton adjusted to remove \$104.3M