



## Media Release

For Immediate Release

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### Council Remuneration Task Force recommends increases based on market comparison

**SUMMERLAND** – An independent community Task Force recommendation to bring Summerland Council’s remuneration in line with similar-sized municipalities and restore annual adjustments based on the Consumer Price Index (CPI) has been accepted by Summerland Council.

Council paused its CPI adjustments in June 2022 and set remuneration increases to 2% for 2023 and 2024, in response to rising inflation. At the same time, Council asked for the Task Force to convene in 18 months to review the adjustment and provide an independent recommendation regarding Council remuneration.

The Task Force met three times this year – Aug 29, Sept 16, Oct 3 – to research and review bylaws, policies, and practices of the District of Summerland and 10 comparator municipalities with populations similar to Summerland: Dawson Creek, Nelson, Lake Country, North Saanich, Sechelt, View Royal, Parksville, Sidney, Terrace, and Williams Lake.

It was determined that the remuneration for Summerland’s mayor and councillors was well below both the average and median values of other municipalities and a recommendation was made to align them with the median, or 50<sup>th</sup> percentile, to ensure equitable pay for comparable value.

The median remuneration for mayor in comparable municipalities is \$50,786 per annum while the Summerland mayor’s remuneration in 2024 is \$39,704. The comparable median for councillor is \$24,007 while a Summerland councillor receives \$17,867.

To avoid falling behind further, the Task Force advised that certain corrective measures be instituted over a period of four years until parity is achieved.

Specific recommendations include:

- An annual BC all-items Consumer Price Index (CPI) increase for mayor and council remuneration be reinstated beginning 2025;
- Remuneration be increased by an additional 10% in 2025 to begin efforts to align with comparable municipalities.
- Remuneration be increased by an additional 2%, plus the annual CPI adjustment, for the years 2026, 2027 and 2028.

Council accepted the recommendations at its October 15 regular meeting.

The voluntary Council Remuneration Task Force is comprised of three community members: Dan Leighton, Connie Denesuik, and Kelly Marshall. District of Summerland staff supported the Task Force

with research and the preparation of agendas and minutes.

Quotes:

*“The Task Force recognizes that remuneration for public office and setting one's own rate of compensation is a difficult issue and appreciate the approach of having an outside review. The recommendations provided for Council's consideration are informed, impartial, non-biased and well researched. It is imperative that those who run for office are compensated fairly.”*

- Report of the Council Remuneration Task Force

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