



**RESORT MUNICIPALITY OF WHISTLER**

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## STAFF REPORT TO COUNCIL

**PRESENTED:** June 21, 2022 **REPORT:** 22-097  
**FROM:** Human Resources **FILE:** 1920-20  
**SUBJECT:** COUNCIL REMUNERATION REVIEW

### RECOMMENDATION FROM THE CHIEF ADMINISTRATIVE OFFICER

**That** the recommendation of the Director of Human Resources be endorsed.

### RECOMMENDATION(S)

**That** Council consider the results of the remuneration review for Council members effective January 1, 2023.

### PURPOSE OF REPORT

The purpose of this report is to determine Council remuneration effective January 1, 2023.

Information Report  Administrative Report (Decision or Direction)

### DISCUSSION

#### Background

In accordance with Council Remuneration Policy A-30, Council remuneration will be reviewed every four (4) years, during the last year of the term of each Council and determined as the average of six municipalities chosen on the following comparable criteria: daily population, annual budget and employee count. These Municipalities are the City of North Vancouver, the City of Port Moody, the City of White Rock, the District of Maple Ridge, the City of Langley and the City of Port Coquitlam. Adjustments to Council remuneration will be brought forward to the second Regular Meeting in June of that year and will be effective January 1 of the new election term.

The current remuneration levels for Whistler Council are: \$105,300 for the Mayor and \$41,313 for Councillors. Further to Council Remuneration Policy A-30 is an additional resolution by Council made December 7, 2011 to reduce the Mayor's salary by \$10,000 which continues to be in effect. This reduction needs to be taken into consideration when looking at the comparable remuneration amounts. In other words, the remuneration for the Mayor in Whistler will be low compared to the average salary of other municipalities of similar size and budgets. The average remuneration of the comparative municipalities is tabulated below and results indicate an increase in Whistler Council salaries effective January 1, 2023.

**Analysis**

<b>Comparative Municipalities</b>	<b>Councillor</b>	<b>Mayor</b>
City of North Vancouver	\$43,100	\$107,760
City of Port Moody	\$60,867	\$135,260
City of White Rock	\$43,479	\$130,179
District of Maple Ridge	\$50,866	\$128,232
City of Langley	\$42,931	\$118,315
City of Port Coquitlam	\$51,545	\$153,675
<b>Comparative Average</b>	<b>\$48,798</b>	<b>\$128,903.50</b>
Resort Municipality of Whistler 2022	\$41,313	\$105,300
Mayor and Councillor increase	<b>\$7,485</b>	\$23,603.50 ( <u>\$10,000</u> ) <sup>1</sup> <b>\$13,603.50</b>
<b>January 1, 2023 Salary</b>	<b>\$48,798</b>	<b>\$118,903.50</b>

**POLICY CONSIDERATIONS**

Section 104 of the *Community Charter* (exceptions for conflict resolutions) states that a Council member does not have a conflict “if the matter relates to remuneration, expenses of benefits payable to one or more council members in relation to their duties as council member.”

**Corporate Plan**

The RMOW Corporate Plan is updated annually and articulates strategic direction for the organization. This section identifies how this report links to the plan.

**Council Focus Areas**

- Community Balance

*Effectively **balance resort and community needs** through deliberate planning, partnerships and investment*

- Climate Action

*Provide leadership to **accelerate climate action and environmental performance** across the community*

<sup>1</sup> In line with Mayor’s Salary Council Resolution December 7, 2011

Housing

*Advance strategic and innovative initiatives to enable and **deliver additional employee housing***

Pandemic Recovery

*Leadership and support for **community and tourism recovery and sustainability** – priority focuses are where recovery needs intersect with other Council focus areas*

Not Applicable

### Corporate Goals

Community character and mountain culture is reflected in municipal initiatives

Municipal decision-making supports the effective stewardship of natural assets and ecological function

Corporate policies and operations ensure continuous excellence in infrastructure, facility and program management

A high level of accountability, transparency and community engagement is maintained

Corporate financial health is optimized to ensure long-term community success

A vibrant local economy and safe, resilient resort community is effectively reinforced by organizational activities

Pandemic recovery

### BUDGET CONSIDERATIONS

An increase in Council remuneration would be paid from the 2023 operating budget.

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### LIL'WAT NATION & SQUAMISH NATION CONSIDERATIONS

The RMOW is committed to working with the Lil'wat People, known in their language as *L'il'wat7úl* and the Squamish People, known in their language as the *Skwxwú7mesh Úxwumixw* to: create an enduring relationship; establish collaborative processes for Crown land planning; achieve mutual objectives; and enable participation in Whistler's resort economy.

There are no specific considerations to include in this report.

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### COMMUNITY ENGAGEMENT

Level of community engagement commitment for this project:

Inform

Consult

Involve

Collaborate

Empower

### REFERENCES

## Appendix A – Council Remuneration Policy A-30

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### **SUMMARY**

This report reviews the remuneration paid to RMOW Council compared to the average remuneration of Council in the following municipalities: The City of North Vancouver, the City of Port Moody, the City of White Rock, the District of Maple Ridge, the City of Langley and the City of Port Coquitlam. Following Council Remuneration Policy A-30, the results indicate an increase to Council remuneration as set out in the table above.

Council is requested to consider the results of the remuneration review for Council members effective January 1, 2023.

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### **SIGN-OFFS**

**Written by:**

Denise Wood,  
Director, Human Resources

**Reviewed by:**

Virginia Cullen,  
Chief Administrative Officer