



**CITY OF RICHMOND
ADMINISTRATION**

MEMORANDUM

TO: Richmond City Council
FROM: George Duncan
Chief Administrative Officer

DATE: April 7, 2000
FILE: 1180-01

RE: Mayor and Councillors' Remuneration

At the meeting of April 6, 2000, the Finance Select Committee received a report from Mr. Jim Bruce which highlighted the extent to which Council member remuneration has fallen behind the recommendations of an independent citizens Task Force on Council salaries.

Mr. Bruce's report strongly recommends that Council member salaries be adjusted to reflect appropriate levels which, when determined by the independent citizens' Task Force (selected from a cross-section of the community and industry without Council input), were established with consideration given to criteria such as required hours of service, workload and comparative market salaries. The Task Force establishes salaries through the following formula. The Mayor's salary is determined as outlined above. Councillors' salaries are set at 40% of the value assigned to the Mayor's salary.

Further to the Task Force recommendations, please find below, market survey data (sources UBCM market survey and Municipal Administrative Officers), highlighting remuneration for Mayors serving in local municipalities.

A summary of comparisons reveals a significant anomaly in the remuneration provided to the Richmond Mayor compared to counterparts around the region. For example:

	Richmond	Surrey	Burnaby	Coquitlam*	Delta	Vancouver
Mayor	66,908	76,716	74,035 ('98)	69,760 ('99)	68,844	95,102

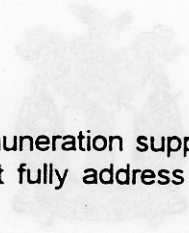
*Note: Coquitlam have adjusted their salary, however, the new value was not made available at the time of composing this memorandum.

Based on a host of market survey criteria (i.e. population, budget, number of employees, complexity of responsibility etc.), as are typically utilized to determine fair market value for compensation, the Mayor's salary should reasonably be established at approximately \$72,000 to \$73,000 per annum. Accordingly, Councillor salaries would be established at 40% of the placement of the Mayor, as follows:

Mayor \$72,000 to \$73,000
Councillor \$28,800 to \$29,200

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Therefore, in conclusion, recently collected market survey data on Council remuneration support, or in fact highlight, that the recommendations of the 1992 Task Force do not fully address the salary anomalies (shortfall) experienced by Richmond City Council.

George Duncan
Chief Administrative Officer

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City	Mayor	Richmond	Survey	Burnaby	Coquitlam*	Delta	Vancouver
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Based on a host of market survey criteria (i.e. population, budget, number of employees, complexity of responsibility etc.), as are typically utilized to determine fair market value for compensation, the Mayor's salary should reasonably be established at approximately \$72,000 to \$73,000 per annum. Accordingly, Councilor salaries would be established at 40% of the placement of the Mayor, as follows:

Mayor \$72,000 to \$73,000
Councilor \$28,800 to \$29,200

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