

From: "Mochrie, Paul" <Paul.Mochrie@vancouver.ca>

To: "Direct to Mayor and Council - DL"

Date: 12/16/2024 10:21:52 AM

Subject: 2025 Mayor and Council Remuneration and Expenses

Attachments: FSC - Memo to Mayor Council - 2025 Council Remuneration and Expenses.pdf

Dear Mayor and Council,

This memo outlines the changes in 2025 remuneration and expense allowance for Mayor and Councillors, in accordance with Amended Bylaw No. 11483 "Mayor and Councillor Remuneration" and Bylaw No. 11529 "Mayor and Councillor Expenses". The annual adjustment to Councillors' salaries for 2025 is 2.2% representing the increase in the CPI for Vancouver for twelve months ended October 2024. The annual expense allowance for Mayor and Councillors is equivalent to 10% of their annual remuneration to cover all local expenses.

The above adjustments in base salaries and expense allowance for the Mayor and Councillors are included in the 2025 Operating Budget.

Should you have any questions, please feel free to contact me or Colin Knight.

Best,
Paul

Paul Mochrie (he/him)
City Manager
City of Vancouver
paul.mochrie@vancouver.ca



The City of Vancouver acknowledges that it is situated on the unceded traditional territories of the xʷməθkʷəy̓əm (Musqueam), Sḵw̓x̓wú7mesh (Squamish), and səliwəta+ (Tsleil-Waututh) Nations.

MEMORANDUM

December 13, 2024

TO: Mayor and Council

CC: Paul Mochrie, City Manager
Armin Amrolia, Deputy City Manager
Karen Levitt, Deputy City Manager
Sandra Singh, Deputy City Manager
Katrina Leckovic, City Clerk
Maria Pontikis, Chief Communications Officer, CEC
Teresa Jong, Administration Services Manager, City Manager's Office
Mellisa Morphy, Director of Policy, Mayor's Office
Trevor Ford, Chief of Staff, Mayor's Office

FROM: Colin Knight
General Manager, Finance and Supply Chain Management

SUBJECT: 2025 Council Remuneration and Expenses

RTS # NA

Dear Mayor and Council,

Purpose

This memo outlines the changes in 2025 remuneration and expense allowance for Mayor and Councillors, in accordance with

- Amended Bylaw No. 11483 "*Mayor and Councillor Remuneration*" and
- Bylaw No. 11529 "*Mayor and Councillor Expenses*".

Background

On April 5, 2016, Bylaw No. 11483, "*Mayor and Councillor Remuneration*" was enacted to establish the base salaries for the Mayor, Deputy Mayor, Acting Mayor, and Councillors. The Bylaw provided for annual adjustment to the Councillor salaries based on the change in the Consumer Price Index for Vancouver (All items) over the twelve months ending on October 31 of the previous year. The Mayor's salary is calculated at 2.02 times the Councillor salary.

On June 14, 2016, Bylaw No. 11529 "*Mayor and Councillor Expenses*" was enacted to establish limits on the Mayor and Councillors' annual expense allowance. On July 25th, 2023, the Expenses Bylaw No. 11529 was further amended to include an expanded definition of "Eligible activities". Two new sections were added for legal expense incurred in relation to conflict allegations. On November 26,

2024 an amendment was made to the Mayor and Councillors Bylaw 11529 clarifying the attendance at annual conventions.

ANNUAL ADJUSTMENT

Annual Salaries

The annual adjustment to Councillors' salaries for 2025 is 2.2% representing the increase in the CPI for Vancouver for twelve months ended October 2024. The adjusted salaries for Mayor and Council are as follows:

	2025	2024
Mayor	\$210,444.23	\$205,914.12
Councillor	\$104,180.31	\$101,937.68

Annual Expense Allowance

Bylaw No. 11529 establishes an annual expense allowance for Mayor and Councillors equivalent to 10% of their annual remuneration to cover all local expenses.

The 2024 annual expense allowance for the Mayor is \$21,349.22. In addition, the Mayor may choose to receive a monthly transportation allowance of \$600.00 or be provided with a vehicle.

The amended 2025 annual expense allowance for Councillors is \$10,418.03¹. Councillors have two options for expense reimbursement:

1. Claim all eligible expenses, including transportation expenses, supported by receipts, or;
2. Receive an annual transportation allowance equivalent to 60% of total annual expense allowance ($\$10,418.03 \times 60\% = \$6,250.82$). The balance of the annual expense allowance \$4,167.21 is available for other expenses and receipts must be submitted to support these claims. Receipts are not required for the transportation allowance, which will be included as a taxable benefit for income tax purposes.

Note¹: *Base Salary only. Incremental Expense Allowance also accrues on Earnings as Deputy Mayor, Duty Councillor, Acting Mayor, and Benefit Supplement, etc.*

Impact on 2025 operating budget

The above adjustments in base salaries and expense allowance for the Mayor and Councillors are included in the 2025 Operating Budget.

If you require additional information, please contact me at 604-873-7610.

Sincerely,



Colin Knight
 General Manager, Finance and Supply Chain Management
 604.873.7610 | colin.knight@vancouver.ca

Appendix A: Mayor's and Councillors' salary and benefit supplement

MAYOR'S & COUNCILLORS' SALARIES: ANNUAL ADJUSTMENT

Effective January 1, 2025

MAYOR	Eff. Jan 2025	Eff. Jan 2024	\$ Change (Annualized)
	2025	2024	
Annual Salary	\$ 210,444.23	\$ 205,914.12	\$ 4,530.11
Bi-Weekly Salary	\$ 8,066.40	\$ 7,892.76	\$ 173.64
Annual Benefits Supplement	\$ 3,048.00	\$ 3,048.00	\$ -
Annual Expense allowance **	\$ 21,349.22	\$ 20,591.41	\$ 757.81
Transportation allowance	\$ 7,200.00	\$ 7,200.00	\$ -
<i>** Amended to include Benefit Supplement</i>			
COUNCILLORS			
Annual Salary	\$ 104,180.31	\$ 101,937.68	\$ 2,242.63
Bi-Weekly Salary	\$ 3,993.27	\$ 3,907.31	\$ 85.96
Annual Expense allowance	\$ 10,418.03	\$ 10,193.77	\$ 224.26
OR			
Annual Transportation Allowance	\$ 6,250.82	\$ 6,116.26	\$ 134.56
Balance of Annual Expense Allowance	\$ 4,167.21	\$ 4,077.51	\$ 89.71
Annual Benefits Supplement	\$ 3,048.00	\$ 3,048.00	\$ -
Bi-Weekly Benefits Supplement	\$ 116.83	\$ 116.83	\$ -
DEPUTY MAYOR			
Monthly Salary	\$ 3,858.14	\$ 3,775.09	\$ 83.05
Monthly Incremental expense allowance	\$ 385.81	\$ 377.51	\$ 8.31
DUTY COUNCILOR			
Monthly Salary	\$ 3,858.14	\$ 3,775.09	\$ 83.05
Monthly Incremental expense allowance	\$ 385.81	\$ 377.51	\$ 8.31
ACTING MAYOR			
Monthly Salary	\$ 1,402.96	\$ 1,372.76	\$ 30.20
Monthly Incremental expense allowance	\$ 140.30	\$ 137.28	\$ 3.02