

Village of Anmore
Report of the Honourarium Committee.

Committee Members:

Robert Devlin

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Village of Anmore

Prepared, December 2011

1) Introduction

In November 2010 the Village of Anmore requested a committee be formed to review the annual compensation paid to council members as recommended in the Honourarium Committee report in 2004. This committee was to review the annual compensation level and not expenses.

The committee met to:

Review and assess the previous report

Gather information and assess the current remuneration of Village of Anmore Council Members

Make recommendations

Information to support the following recommendations was collected from information collected from Anmore Councillors, compensation reports from other BC Municipalities, a summary of compensation paid in BC towns and cities prepared by the Union of BC Municipalities, a Remuneration Report from Metro Vancouver Mayors and Councillors and Stats. Canada's (2009) Report on population Estimates for British Columbia Regional Municipalities.

The committee operated independently of Council and Council was not involved in forming the committee's recommendations.

The Village of Anmore provided the Committee with a Terms of Reference as a guide.

This report contains the recommendations of this Committee.

2) Committee Terms of Reference

The previous Honourarium Committee Final Report provided this committee with the terms of reference as a guide in carrying out its work. In summary the terms of Reference are:

1. Compare compensation levels in communities similar in size and issues to Anmore.
2. Consider the time requirements of Council in providing an adequate level of service to individuals in the community.
3. Recommend a mechanism by which future compensation levels may be obtained.
4. Make a recommendation as to the annual Honourarium paid to The Village of Anmore's Mayor and Councillors.

3) Comparison of Local Governance Issues with Similar B.C. Communities

In attempting to compare Anmore with similar sized B.C. Communities the committee decided to use communities with population levels of under 5000. There are distinctions between Anmore and the Majority of Lower Mainland Communities. Anmore has basically no commercial

ventures to draw revenue from and very few home businesses and also a few commercial ventures. The tax base is primarily residential.

Anmore also has land owners with a number of parcels of land who now are seeking to develop their properties and this creates issues with lot sizes and infrastructure.

Anmore and other Lower Mainland communities are facing increased development due to Rapid Transit expansion, a desire of many people to move to a semi rural setting and other economic issues that have contributed to an active real estate market in this area. Since 2004 Anmore's population has grown by approximately 62%.

Due to the population increase the council has to deal with a larger village staff, increased usage of water systems, local roadways, storm runoff an increased awareness of environmental issues, a possible replacement of the Village Hall and an increased demand for more park and recreation areas.

In general the Committee believes that local governance issues will continue to increase and make more of a demand on council's time.

3.1) Comparison of Compensation with Communities in South western B.C. with populations under 5000

The following table indicates Anmore's position with respect to comparable Communities in this region.

TABLE A

Current 2011 compensation levels

Town	Population	Councillor Salary	Councillor's cost per resident	Mayor's Salary	Mayor's cost per resident
Belcarra	681	9,049.00	13.28	18,096.00	26.57
Bowen Island	3,468	10,509.00	3.03	21,018.00	6.06
Chase	2,478	7,200.00	2.91	11,520.00	4.65
Lions Bay	1,398	6,500.00	4.64	13,000.00	9.30
Harrison					
Hot Springs	1,594	12,500.00	7.84	25,000.00	15.68
Anmore	2,160	6,264.00	2.90	12,548.00	5.81
Average cost per resident			\$ 5.77		\$ 11.35

Taking the average costs of these six Communities, this would make our annual Honourarium:
 Councillors **\$12,463.00** Mayor **\$24,516.00**

The committee then expanded its comparison to a total of 20 communities throughout B.C. Please see attached Table B at the back of this report.

Again, taking the average cost per resident in the 20 Communities shown in Table B this would give our council the following annual Honourarium:

Councillors: $3.91 \times 2,160 = \$8,445.60$

Mayor: $7.62 \times 2,160 = \$16,459.00$

4) Assessment of basic compensation levels and time commitments:

In assessing the basic compensation levels for Mayor and Council our committee considered several sources of information, as described above. One member of the committee felt strongly that the hours spent working for the village is a subjective measure of data and not appropriate for this report. The majority of this committee disagreed and sought the input of Council Members as to their best estimate of time spent on the following duties:

- Council meetings
- Village committees
- Community meetings
- Community events
- Communicating with constituents
- Special projects
- Preparing for Council Meetings

With the information gathered from councillors it showed a range of between 14.5 hours to 16 hours per week with an average of 15.25 hours per week on village duties. The Mayor spent an average of 25 hours per week doing Village business. This showed an increase of approximately 30% time spent over the 2004 report.

We also omitted time spent on GVRD meetings because council is compensated separately by the GVRD for their time.

In general, the committee felt mainly due to the near doubling of size of Anmore, council's commitments have increased also.

A copy of the questionnaire sent to council is attached.

5) Annual Compensation Adjustments and Committee Recommendations.

This committee is aware that previous councils did not follow the recommendations submitted by the 2004 report in giving itself annual increase based on the Consumer Price Index as published by the Bank of Canada and the last adjusted salary increase was in 2005. Now this has left a considerable gap in compensation compared to other similar communities as shown in Table A and Table B

Recommendation

Based on the above information, the majority of the committee recommends an increase in basic compensation that would be to a level of the average municipality in Table B. This would bring the compensation for Mayor to \$16,459.00 and councillors to \$8,445.60. For the following two years council should take a 5% yearly increase and then follow the Consumer Price Index for the Greater Vancouver Area for the next three years before having another review.

TABLE B: Current 2011 Compensation Levels					
Town	Population	Councillor's salary including expences	Councillor's cost/person	Mayor's Salary	Mayor's cost/person including expences
Belcarra	681	9,049.00	13.28	18,096.00	26.57
Bowen Island	3,468	10,509.00	3.03	21,018.00	6.06
Chase	2,478	7,200.00	2.91	11,520.00	4.65
Lions Bay	1,398	6,500.00	4.64	13,000.00	9.30
Harrison Hot Springs	1,594	12,500.00	7.84	25,000.00	15.68
Anmore	2,160	6,274.00	2.90	12,548.00	5.81
Average cost/person			5.77		11.35
Anmore's salary would be:		12,463.00		24,516.00	
Pemberton	2,416	12,500.00	5.17	25,000.00	10.35
Grand Forks	4,150	15,216.00	3.67	20,287.00	4.89
Port Hardy	3,986	11,500.00	2.89	23,000.00	5.77
Lantzville	3,701	8,294.00	2.24	15,394.00	4.16
Highlands	2,176	6,000.00	2.76	10,000.00	4.60
Sicamous	2,950	9,271.00	3.14	13,838.00	4.69
Sparwood	3,804	13,279.00	3.49	30,910.00	8.13
Elkford	2,591	7,034.00	2.71	14,878.00	5.74
Port Hardy	3,986	11,500.00	2.89	23,000.00	5.77
Oliver	4,783	13,292.00	2.78	24,921.00	5.21
Tumbler Ridge	2,450	10,200.00	4.16	23,460.00	9.57
Elkford	2,591	7,034.00	2.71	14,878.00	5.74
Golden	3,959	8,644.00	2.18	16,915.00	4.27
Houston	2,958	7,891.00	2.67	15,815.00	5.35
average cost /person			3.91		7.62
Anmore's salary would be		8,445.60		16,459.00	

Jan.24/2011

HONORARIUM COMMITTEE, REQUEST FOR INFORMATION

Dear Mayor/Councillors,

The Honorarium Committee has been meeting to review the Village of Anmore Honorarium Committee Final Report prepared in June, 2004.

We are seeking input from each council member to determine future remuneration levels and how remuneration to councillors and Mayor should be made in regards to the following:

Time Commitments

Governance issues

Our committee would like to know if today's time commitment for village business has changed, increased significantly or stayed the same compared to the time commitments summarized in section 3.2 of the June2004 Report. We would like to know on average how many hours per week do you spend on preparing for and attending council meetings.

We would also like your estimate of hours spent per week on other councillor duties such as committee meetings, events, and communicating with constituents.

For your reference we have included a copy of the June 2004 report.

Please return your comments by email to one of the committee members by May 31/2011

Thank you for your cooperation

You're Honorarium Committee

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