

APPENDIX B: Base Income for CoV Councillors plus CRD

Base Level Pay: Base pay increase between 2023-2025 was \$3,074 or 6% due to 2024 and 2025 CPI increases (Health etc benefits not included).

Acting Mayor payments: Acting Mayor pay was introduced in 2024. Going forward, rotations mean four Councillors will have two assignments in one year followed by a one assignment the next year. The other four Councillors will have one assignment in one year followed by two assignments in the following year.

The base change in pay between 2023 and 2026 was 6%. But once the new acting Pay adjustments are made, the increases changed as follows:

In 2024, with one assignment of Acting Mayor, \$1,750 or 3.4% increase in addition to 3.9% CPI. In 2025, with two assignments of Acting Mayor, the increase would be \$3,570 (2X\$1,785) or 7.0% more compared to 2023.

Councillor Gardiner's CoV base Remuneration				
Year	Base Pay	Acting Mayor	Total CoV base	% increase over 2023
2023	\$ 51,213			
2024	\$ 53,223	\$1,750	\$ 54,973	3.9% + 3.4% = 7.3%
2025	\$ 54,287	2 X \$1,785 = \$3,570	\$ 57,857	6.0% + 7.0% = 13.0%
2026	2025 + CPI	1 X \$1,785+CPI		

CRD Remuneration for three Councillors (2024):		
Councillor	2024	Effective increase over CoV 2024 base
Councillor Thompson:	\$ 30,260	56.9%
Councillor Caradonna:	\$ 31,360	58.9%
Councillor Coleman:	\$ 34,799	65.4%

Notes:

Confirmation of personal CoV remuneration confirmed with Finance.

Victoria's mayor and three councillors are paid to represent Victoria on the CRD Board and Committees. Years ago, the CRD provided base remuneration, non-taxable allowances and expense payments for directors. In response to CRA considerations, in 2016 the allowances were melded into a basic remuneration. Involvement on CRD committees are part of the obligation of each Director. 2024 salary/allowances paid to CoV Directors is found on page 58 of the CRD Financial Statement document:

<https://www.crd.ca/media/file/2024-crd-statement-financial-information>

CRD applies a CPI adjustment each year.

2024 remuneration of CoV Councillor who is a CRD Director would be ≈ **\$ 85K- \$ 91K**

Several Councillors also receive small amounts of income due to appointments on various boards. These amounts are typically \$100-\$150 per meeting.

One Councillor appointed to the GVHA Board receives more significant compensation: Councillor Kim: \$6,000 Director fee, plus per meeting fee.