

CORPORATION OF THE TOWNSHIP OF ESQUIMALT

BYLAW NO. 3193

A Bylaw to provide for remuneration of the Council Members
of the Corporation of the Township of Esquimalt

The Municipal Council of the Corporation of the Township of Esquimalt, in open meeting assembled, enacts as follows:

1. This Bylaw may be cited as the "Council Remuneration Bylaw, 2026, No. 3193."
2.
 - (a) For the Mayor of the Corporation, annual remuneration for the period starting November 1, 2026 until December 31, 2027 shall be \$84,776 for the discharge of the duties of office.
 - (b) For the year 2028 and subsequent years the annual remuneration of the Mayor shall be adjusted effective January 1st each year in accordance with the change in the Victoria Consumer Price Index as published by Statistics Canada for the twelve months ending October 31st in the previous calendar year.
 - (c) The minimum annual remuneration adjustment will be at 2.00% should there be a negative or less than 2% increase in the Victoria Consumer Price Index as published by Statistics Canada for the twelve months ending October 31st in the previous calendar year.
3.
 - (a) For each Councillor of the Corporation, annual remuneration for the period starting November 1, 2026 until December 31, 2027 shall be \$33,910 for the discharge of the duties of office.
 - (b) Councillors appointed to Acting Mayor duties for a minimum of two full months per one year period shall receive a supplementary stipend per year equal to five percent (5%) of the annual Councillor stipend.
 - (c) For the year 2028 and subsequent years the annual remuneration of each Councillor shall be adjusted effective January 1st each year in accordance with the change in the Victoria Consumer Price Index as published by Statistics Canada for the twelve months ending October 31st in the previous calendar year.
 - (d) The minimum annual remuneration adjustment will be at 2.00% should there be a negative or less than 2% increase in the Victoria Consumer Price Index as published by Statistics Canada for the twelve months ending October 31st in the previous calendar year, and provided that the remuneration of each Councillor shall remain at a minimum of forty percent (40%) of the remuneration of the Mayor.

4. Effective November 1, 2026, the Mayor and each Councillor shall be provided with a monthly communications benefit of \$75 to assist with the costs of maintaining a mobile phone, data plan and home internet connection for the purpose of carrying out the duties of the Mayor and Council.
5. Council Remuneration Bylaw, 2022, No. 3084 is hereby repealed.

READ a first time by the Municipal Council on the 20th of July, 2026.

READ a second time by the Municipal Council on the 20th of July, 2026.

READ a third time by the Municipal Council on the 20th of July, 2026.

ADOPTED on the Municipal Council on the 14th of September, 2026.

BARBARA DESJARDINS
MAYOR

DEBRA HOPKINS
CORPORATE OFFICER