



CORPORATION OF THE TOWNSHIP OF ESQUIMALT

COUNCIL POLICY

TITLE: Review & Market Analysis of Council Remuneration	NO. ADMIN – 58
--	-----------------------

PURPOSE

To have staff, or an independent consultant, review the current remuneration paid to the Township of Esquimalt Mayor and Members of Council and present options for an appropriate remuneration structure, for implementation in the month of the inaugural meeting of the newly elected Council following a local government election.

MANDATE

Staff, or an independent consultant will, consistent with the purpose described above, undertake the following:

1. Review the alternative to the current remuneration structure based on comparison with other comparable municipalities in British Columbia and adjustment in accordance with the change in the Victoria Consumer Price Index [CPI].
2. Consider the functions and responsibilities of the Mayor and Council, the level of community engagement and time commitment required for all duties including meetings, events, preparation time, and communication with the public.
3. Consider providing optional access to the employee benefits package for the position of Mayor, equivalent to that provided to exempt employees of the Township of Esquimalt.
4. Consider providing optional access to the employee benefits package for the position of Councillor, equivalent to the standard package offered by the Union of British Columbia Municipalities.
5. Consider the full remuneration package for Mayor and Councillors.
6. Follow the process and criteria set out in Council Policy ADMIN-62 Remuneration for Elected Officials.

Staff will submit a report to Council with recommendations by the end of March.

EFFECTIVE DATE: August 27, 2018	APPROVED BY: Council	REFERENCE: ADM-18-024 Bylaw No.2941 ADM-15-038 ADM-27-030 ADM-18-009	AMENDS: March 5, 2018 April 15, 2013 November 2, 2015 December 11, 2017	PAGE 1 OF 2
---	--------------------------------	---	--	--------------------

TITLE: Review & Market Analysis of Council Remuneration	NO. ADMIN – 58
--	-----------------------

APPOINTMENT

The selection and appointment process for an independent consultant is to be determined by staff.

EFFECTIVE DATE: August 27, 2018	APPROVED BY: Council	REFERENCE: ADM-18-024 Bylaw No.2941 ADM-15-038 ADM-27-030 ADM-18-009	AMENDS: March 5, 2018 April 15, 2013 November 2, 2015 December 11, 2017	PAGE 2 OF 2
---	--------------------------------	---	--	--------------------