



**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

**REF:**  
ADM-18-024  
BylawNo.2941  
ADM-15-038  
ADM-27-030  
ADM-18-009

**AMENDS NO.**  
March 5, 2018  
April 15, 2013  
November 2, 2015  
December 11, 2017

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**APPOINTMENT**

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

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