



CORPORATION OF THE TOWNSHIP OF ESQUIMALT
COUNCIL POLICY

**TITLE: Independent Review & Market
Analysis of Council Remuneration**

NO. ADMIN – 58

PURPOSE

The purpose of the independent consultant is to review the current remuneration paid to the Township of Esquimalt Mayor and Members of Council and recommend an appropriate remuneration structure, for implementation in the month of the inaugural meeting of the newly elected Council following a local government election.

MANDATE

The 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 including the tax free expense allowance.
6. Follow the process and criteria set out in Council Policy ADMIN-62 Remuneration for Elected Officials.

The independent consultant will submit to Council a report with recommendations by the end of March.

EFFECTIVE DATE:
March 5, 2018

APPROVED BY:
Council

REF:
ADM-15-038
ADM-27-030
ADM-18-009

AMENDS NO.
April 15, 2013
November 2, 2015
December 11, 2017

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<p><u>APPOINTMENT</u></p> <p>The selection and appointment process for the independent consultant is to be determined by staff.</p> <p><u>TERM</u></p> <p>The term of appointment of the independent consultant will conclude upon submission of a final report and recommendations to Council.</p>	

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