

**Township of Esquimalt  
Council Remuneration - December 2018**

*Please note that rates reflected are both 2018 and 2019 rates as some increases have not yet been approved*

Municipalities used in Compensation Review:	Mayor Salary	Councillor Salary	Councillor % of Mayor	Acting Pay	Date of Salary Increase	Amount of Increase	Does the Increase Compensate for Elimination of 1/3 Tax Free Allowance?	Any Other Changes to Remuneration as a Result of the Elimination of Tax Free Allowance?	Electronic Devices?	Parking Pass	Reimbursement - Conferences	Other Benefits	Meals prior to Council?
Cranbrook	\$56,555 (2018 rates)	\$20,619 (2018 rates)	36%	no	Under review	Renumeration package under review - 12% increase proposed (\$63,360 Mayor/\$23,104 Council). Current bylaw still in play (under review) provides for annual CPI increases.	Yes, the proposed increase does	Under review	Ipads for all; cell for Mayor	Mayor has designated spot in CH parking lot; Council - no	Yes (expenses plus mileage and meal per diem - if meals not provided at conference)	Dental, Extended Health, MSP (including family members); Cranbrook doesn't provide AD&D, Life. Package under review. Currently w/Sun Life - considering UBCM package	Generally
Dawson Creek	\$70,397	\$23,935	34%	No	01-Jan-19	15%	Yes	A Council Remuneration Committee was formed to review council wages with the resulting 15% increase.	Ipads or laptops. Cell for Mayor	No	Yes (expenses plus mileage and meal per diem - if meals not provided at conference)	accidental death and dismemberment insurance of \$200K while on municipal business. No other benefits	Sometimes - 4/5 times per year
<b>Esquimalt</b>	<b>\$57,600</b>	<b>\$23,040</b>	<b>40%</b>	<b>additional 5% of annual Councillor salary</b>	<b>01-Nov-18</b>	<b>19%</b>			<b>Ipads to all. Cell for Mayor</b>	<b>Yes - City of Victoria Parking Pass</b>	<b>Yes (expenses plus mileage and meal per diem - if meals not provided at conference)</b>	<b>\$75 - Communications</b>	<b>Not if meetings start at 7:00 pm</b>

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Oak Bay	\$34,081	\$14,462	42.43%	No	01-Jan-19	12% plus annual CPI increase	Yes	No	Ipads to all. Cell for Mayor	No	Yes (expenses plus mileage and meal per diem - if meals not provided at conference)	No	Occasionally - only if early meetings (In Camera are after regular)
Pitt Meadows	\$75,400 (2018 rates)	\$28,300 (2018 rates)	37.53%	10% of the monthly Mayor's salary for their appointed month	No increase	N/A	N/A	A Council Compensation Review Committee has been created to review this.	Ipads and cell phones	No	Yes (expenses plus mileage and meal per diem - if meals not provided at conference)	accidental death and dismemberment insurance of \$200K while on municipal business. No other benefits	only when meetings start earlier than the normal 6 pm or 7 pm start
Port Alberni	\$40,423 (2018 rates)	\$17,920 (2018 rates)	44.32%	No	No increase	N/A	N/A	Council requested a report re what other municipalities were doing. Committee struck, and recommended increase in remuneration to offset the effects of tax increase. Council did not accept and decided not to increase compensation.	Ipads to all. Cell for Mayor	No	Yes (expenses plus mileage and meal per diem - if meals not provided at conference)	Benefits to Council only - not family: AD&D, Life, MSP and Extended Benefits	No

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Prince Rupert	\$60,000 (2018 rates)	\$13,431 (2018 rates)	22.39%	No	No increase	N/A	N/A	Compensation under review	Ipads to all. Cell for Mayor	No	Yes (expenses plus mileage and meal per diem - if meals not provided at conference)	Mayor receives life insurance and health benefits. Councillors receive no benefits	Yes - hot meals
Salmon Arm	\$64,393	\$25,504	39.61%	additional 2.768% of annual Councillor salary	01-Jan-19	13.4994% for Mayor/11.5016 % for Councillors plus all will be adjusted by the BC CPI at the end of the year	Yes. The % increases as outlined ensured net take home pay was approximately the same.	No	Cell phone for Mayor. \$1000 per term for technology allowance. Council is looking to increase this allowance to \$2,500	No, other than parking space within underground parking at City Hall	Yes (expenses plus mileage and meal per diem - if meals not provided at conference)	City pays premiums for AD&D 200K and Life Insurance \$25K (taxable benefits)	Usually hot meal after afternoon sessions/before the evening session
Squamish	\$85,485	\$36,088	42.20%	additional 7.02 % of annual Council Salary	01-Jan-19	13%	Yes. The % increases as outlined ensured net take home pay was approximately the same.	No	District provides Mayor and Council with office space, computers, cell phones and some incidental supplies.	No	Yes (expenses plus mileage and meal per diem - if meals not provided at conference)	AD&D, Healthcare, Vision and Dentalcare Benefits. Employer pays the premium for the employers portion of the liability for the CPP on the annual remuneration for the Mayor and each Councillor.	Sometimes (based on scenerio not policy)



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Central Saanich	\$34,800	\$15,300	43.97%	No	01-Jan-19	11%	No. Based on median as per market review of 11 comparable muni's completed in 2018. Market review also being completed in January 2019; CPI in 2nd and fourth year.	No	Ipad or laptop	No	Yes (expenses plus mileage and meal per diem - if meals not provided at conference)	No	No
Colwood	\$28,900	\$14,500	50.00%	Yes - when Mayor is on leave of absence the Councillor who acts in role gets Mayor's Compensation	01-Jan-19	4.96% for both	Bylaw was re-written in June 2018 retroactive to Jan 1 2018 to increase the stipends to cover the loss of the 1/3 tax free portion	Mayor and Council used to get both CPI and CUPE increase; now only the greater increase of the 2	Ipads	Free parking	Yes (expenses plus mileage and meal per diem - if meals not provided at conference)	Mayor and Council can access EFAP Program, and have been offered full benefits package paid 100% by Employer but have yet to respond	Yes - both hot and cold from local restaurants
Langford	\$36,700	\$17,200	46.87%	No	01-Jan-19	1.9% (CPI only)	Council will be considering this in the next month or so.	Council hasn't deliberated on this as yet.	Cell phone and iPad for Councillors that wish to have one.	No	Yes (expenses plus mileage and meal per diem - if meals not provided at conference)	No	Yes - when meetings were switched to 5:30 start dinner was provided to Council prior to the meeting

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North Saanich	\$30,337	\$15,793	52.06%	No	01-Jan-19	10% for Mayor/14.5% for Councillors	Was one of the considerations when the increase was approved	Bylaw will be amended as it currently outlines that 1/3 of remuneration is tax free and is for incidental expenses. With change in CRA rules bylaw will be updated.	iPads to all. Mayor receives \$50 in reimbursement for use of his personal cell	No	Yes (expenses plus mileage and meal per diem - if meals not provided at conference)	No	No
Saanich	\$102,887.39 (2018 Rates)	\$41,309.50 (2018 Rates)	40.00%	No	01-Jan-19	2019 Increase is established during the FP process and is based on the average of a set of comparator municipalities. Will be approved in May 2019 as per policy.	Council chose not to implement an increase for the change in tax status. They will apply their remuneration policy.	No	Ipads and cell phones	Not applicable - access to free public parking lot	Yes - registration, travel, accommodation and per diem.	MSP, Extended Health and Dental premiums 100% paid for the official only. Couple or family added at official's expense. These are optional plans.	Yes - meetings frequently start at 5 pm (In-Camera prior to open meeting). Monthly "Dinner and Learn" for ongoing Council education.

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Sidney	\$37,448	\$14,958	39.94%	No	01-Jan-19	6.82% increase for both Mayor and Councillors (Mayor: \$2,391; Councillor: \$955). Also CPI increase for 2019 will be applied in late January.	Yes	No	Option of iPad or Surface. Smart phone for Mayor.	Not required	Yes (expenses plus mileage and meal per diem - if meals not provided at conference)	Blue Cross benefit plans made available on an optional basis.	Only in rare circumstances
Victoria	\$110,156 (2018 rates)	\$44,062 (2018 rates)	40.00%	No	01-Jan-19	2019 rate increase as per bylaw that pay is adjusted each January equal to BC CPI at end of year	No - COV eliminated this allowance in 2009 and base pay was increased to ensure net was same.	Once the 1/3 tax free was eliminated in 09 Council could start claiming expenses	Ipads, laptops and cell phones	City of Victoria Parking Pass	Yes (expenses plus mileage and meal per diem if meals not provided at conference). This was implemented in 09 once the 1/3 tax free was eliminated	UBCM benefit plan for elected officials (option with the highest level of benefits) is fully paid by the City. Not mandatory so not all Councillors signed up	Only in rare circumstances
View Royal	31,737	\$15,216	47.94%	No	01-Jan-19	18%	Yes	No	Ipads to all. Cell for Mayor	No	Yes (expenses plus mileage and meal per diem)	No	only COW