



## CORPORATION OF THE TOWNSHIP OF ESQUIMALT

### COUNCIL POLICY

<b>TITLE: Independent Review &amp; Market Analysis of Council Remuneration</b>			<b>NO. ADMIN – 58</b>		
<b><u>PURPOSE</u></b>					
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 November of the year following a local government election.					
<b><u>MANDATE</u></b>					
The independent consultant will, consistent with the purpose described above, undertake the following:					
<div><div>1.</div><div>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]</div></div> <div><div>2.</div><div>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.</div></div> <div><div>3.</div><div>Consider in particular whether the Mayor’s position should be considered full-time or part-time and the relationship between the Mayor and Councillor duties.</div></div> <div><div>4.</div><div>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.</div></div> <div><div>5.</div><div>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.</div></div> <div><div>6.</div><div>Consider public expectations of the roles and commitment required of Mayor and Councillors and public acceptance of any new remuneration recommendations.</div></div> <div><div>7.</div><div>Explore alternative formulas to replace the current remuneration structure. The independent consultant may consider alternative costing formulas used by other public bodies.</div></div>					
<b>EFFECTIVE DATE:</b>		<b>APPROVED BY:</b> Council	<b>REF:</b> Staff Report ADM-15-038	<b>AMENDS NO.</b> April 15, 2013	<b>PAGE 1 OF 2</b>

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<p>8. Consider the full remuneration package for Mayor and Councillors including the tax free expense allowance, CRD compensation, payments for extraordinary meetings, travel expenses, and any other benefits or perks received.</p> <p>9. Follow the process and criteria set out in Council Policy ADMIN-62 Remuneration for Elected Officials.</p> <p>The independent consultant will submit to Council a report with recommendations by the end of March.</p> <p><b><u>APPOINTMENT</u></b></p> <p>The selection and appointment process for the independent consultant is to be determined by staff.</p> <p><b><u>TERM</u></b></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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