



CORPORATION OF THE TOWNSHIP OF ESQUIMALT

Municipal Hall
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Legislation Details (With Text)

File #: 22-493 **Version:** 1 **Name:**
Type: Staff Report **Status:** Passed
File created: 9/21/2022 **In control:** Council
On agenda: 9/26/2022 **Final action:** 9/26/2022
Title: Council Remuneration Bylaw, Staff Report No. ADM-22-029

Sponsors:

Indexes:

Code sections:

Attachments: 1. 3084 - Council Remuneration Bylaw 2022 amended as per Sept 20

Date	Ver.	Action By	Action	Result
9/26/2022	1	Council	adopted	Pass

REQUEST FOR DECISION

DATE: September 21, 2022 Report No. ADM-22-029

TO: Laurie Hurst, Chief Administrative Officer

FROM: Vicki Gannon, Director of Corporate Services and HR

SUBJECT:

Council Remuneration Bylaw

RECOMMENDATION:

That Council rescind third reading of Council Remuneration Bylaw, 2022, No. 3084 and give third reading, as amended.

RELEVANT POLICY:

Staff Report ADM-22-019

Council Remuneration Bylaw, 2018, No. 2941

Council Policy ADMIN-58 - Review and Market Analysis of Council Remuneration

Council Policy ADMIN-62 - Remuneration for Elected Officials

STRATEGIC RELEVANCE:

This Request for Decision is not directly related to any specific Council priority.

BACKGROUND:

At a Council meeting held on June 13, 2022, a motion was carried that directed staff to revise Council Remuneration Bylaw, 2018, No. 2941, effective November 1, 2022 to increase the Mayor's annual

remuneration to \$68,900 as outlined in the attached Staff Report ADM-22-019.

At the August 29, 2022 Council meeting, Council gave Council Remuneration Bylaw, 2022, No. 3084 first, second and third reading.

At a Special Council meeting on September 20, 2022, the motion to adopt the Council Remuneration Bylaw with the Mayor's salary increasing to the median rate of \$68,900 was defeated, and instead a motion was passed to rescind the third reading and amend the Council Remuneration Bylaw such that the Mayor receive the same increase as the Councillors' salary increases.

The Councillors' compensation, based on 40% of the Mayor's median rate will increase effective November 1, 2022 to \$27,560, which represents an increase of \$2,760 and approximately an 11.1% increase. Had the Mayor's salary increased to the median rate, her salary would have also increased by the same percentage, approximately 11.1% to \$68,900, which represents an annual salary increase of \$6,875. Should the Bylaw be amended such that the Mayor receive the same salary increase as the Councillors, her salary will increase by \$2,760 to \$64,785, which represents an increase of approximately 4.45%.

By way of review, Policy ADMIN-62 outlines that Council remuneration will be based on the median remuneration as the most objective and fair measurement for this process. Mayor and Council have a legal authority to waive provisions in a policy, however, Council decisions must align with the Township's bylaws. In order to achieve the proposed salary change, the Council Remuneration Bylaw must be amended as attached to this staff report.

ISSUES:

1. Rationale for Selected Option

The attached amended Council Remuneration Bylaw, 2022, No. 3084 incorporates the direction given by Council at the Special Council Meeting on September 20, 2022.

2. Organizational Implications

There are no organizational implications.

3. Financial Implications

The financial implications are minimal. If approved, effective November 1, 2022 the Mayor's salary will increase by \$2,760 annually, as will the Councillors', for a total annual increase of \$19,320, or \$1,610 monthly. For 2022, the financial impact will be \$3,220.

4. Sustainability & Environmental Implications

There are no sustainability or environmental implications.

5. Communication & Engagement

Staff are advised of changes to bylaws and the Council Remuneration Bylaw will be posted to the Township's website.

ALTERNATIVES:

1. That Council rescind third reading of Council Remuneration Bylaw, 2022, No. 3084, and give third reading, as amended.

2. That Council request further information from staff.
3. That Council provide alternate direction to staff.