

<b>TITLE:</b>			
<b>COUNCIL REMUNERATION REVIEW</b>			
<b>Type:</b>	Council	<input checked="" type="checkbox"/>	Administrative <input type="checkbox"/>
<b>Approved:</b>	Council - June 9, 2025	# 2025.19.209	Ref: FN-025
<b>Amended:</b>			Page: 1 of 1

### Purpose

To identify procedures for regular reviews of Council remuneration levels to ensure they remain comparable with similar communities, and fairly reflects the expected workload and level of responsibility of elected officials.

### Reviews

1. Council's annual remuneration levels will be reviewed once during each Council term.
2. A comparison survey of similar sized, local municipalities will be conducted by Town staff (to include the Director of Finance and Manager of Human Resources, or their designates). The comparator group shall consist of the following:
  - i. District of Central Saanich
  - ii. District of North Saanich
  - iii. Township of Esquimalt
  - iv. District of Oak Bay
  - v. Town of View Royal
  - vi. City of Colwood
  - vii. District of Sooke
3. The results of remuneration reviews will be reported at a regular Council Meeting.

### Rates

1. The annual remuneration rate for the Mayor will be the median value of all Mayors from the comparison set of municipalities.
2. The annual remuneration rate for each Councillor will be set at 50% of the established rate for the Mayor's position.
3. Any changes to the level of remuneration will be effective January 1<sup>st</sup> of the year following each election.
4. If a remuneration review determines that no adjustments are necessary to reach the median compensation level, there shall be no decrease to the level of remuneration.

### Annual Adjustments

Effective January 1<sup>st</sup> of each year, remuneration will be automatically adjusted by the percentage change in the annual Consumer Price Index for Victoria, BC.