



POLICY MANUAL

POLICY TITLE: Council Remuneration	POLICY #: 0500-036
AUTHORITY: Administrative	EFFECTIVE DATE: October 21, 2014
ISSUED BY: Chief Administrative Officer	REVIEW SCHEDULE: 4 years
	APPROVED BY: Council C-134-14
DATE ISSUED: October 22, 2014	DATE APPROVED: October 21, 2014

PURPOSE:

To review the base salaries for members of Council to ensure that remuneration is comparable to other local governments and representative of the value of work contribution.

POLICY:

- 1.0 Every four years, prior to the election, a market survey will be conducted to establish the level of remuneration for the newly elected in-coming Council.
 - 1.1 The survey will include statistics from comparable local governments such as municipal population, remuneration rate for Mayor and Councillors and total remuneration costs.
 - 1.2 The survey will also include the average and median calculations of the collected statistics.
 - 1.3 Any changes to the level of remuneration for Council members will be effective January 1 following the election.
- 2.0 Each year (excluding the year following the election), Council remuneration will be adjusted by the amount of percentage change in the Consumer Price Index for Victoria, published by Statistics Canada for the preceding twelve (12) month period ending in December.

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RECORD OF AMENDMENTS	REVIEW DATE	AMENDED	OUTCOME	MOTION #