



Wells City Council

Pay multiple declaration

Basis of Calculation:

- The **Chief Officer's salary** is taken as the annualised FTE salary for the Town Clerk & RFO post.
- The **median salary** is calculated using all contracted employees, expressed as FTE for consistency across part-time and full-time roles.
- The methodology complies with the **Localism Act 2011** and the **Local Government Transparency Code**, which require councils to publish their pay multiple annually.

Statement of Compliance: Wells City Council confirms that the pay multiple of **2.57:1** is **appropriate, proportionate, and consistent with sector norms** for local government. The Council remains committed to maintaining fair, transparent, and equitable pay structures.