

POLICY STATEMENT AND REGULATIONS

Number 100.17 COUNCIL REMUNERATION

1. POLICY OBJECTIVE:

- 1.1. Members of Council will be provided with fair and reasonable remuneration for performing the duties of their office and reimbursement for the expenses that they incur in fulfilling their responsibilities.
- 1.2. This policy is intended to clarify the remuneration and benefits available to a member of Council.

2. RESPONSIBILITIES:

- 2.1. Council is responsible for approving this policy and any amendments to it.
- 2.2. The Director of Finance is responsible for ensuring members of council are compensated in accordance with this policy.

3. RELATED POLICIES:

- 3.1. Policy 100.1 Reimbursement of Expenses
- 3.2. Policy 100.6 Council Travel and Conference Expenses

4. DEFINITIONS:

- 4.1. Council means includes Mayor and councillors.
- 4.2. Base Remuneration is the amount provided to members of council for their time and services with respect to attending to municipal matters including all meetings of council and any of its committees or commissions.

5. BASE REMUNERATION

- 5.1. Base remuneration shall be paid to members of Council for the performance of their duties as elected officials and the rate shall be set by council resolution.
- 5.2. A councillor's base remuneration will be set to 45% of Mayor's remuneration.
- 5.3. Effective January 1 each year, the base remuneration rate will be adjusted by using the British Columbia All-Items Consumer Price Index (CPI) for the previous year.

- 5.4. Effective January 1 for the years 2026, 2027 and 2028, Mayor and Council's base remuneration shall be increased by 2% in addition to the annual CPI adjustment.
- 5.5. Should the combination of the annual CPI adjustment and the 2% increase for the years, 2026, 2027 and 2028, net below 0%, there will be no adjustment to remuneration in that year.

6. DEPUTY MAYOR REMUNERATION

- 6.1. Effective January 1, 2023, the Council member appointed to the position of Deputy Mayor shall receive an additional \$600.00 per month to discharge their duties as Deputy Mayor.

7. EXPENSES, TRAVEL AND CONFERENCES

- 7.1. Eligible expenses for travel and attending out of town functions will be reimbursed in accordance with Policy 100.1.
- 7.2. Eligibility for attendance at conferences will be in accordance with Policy 100.6.

8. INDEMNIFICATION, BENEFITS AND INSURANCE

- 8.1. The following coverage will be provided to council while acting reasonably and in good faith in performing the duties and functions of their positions with the District:
Indemnification; and;
Accidental Death & Dismemberment coverage (\$250,000).
- 8.2. Coverage limits will be adjusted from time to time upon negotiations with the insurance providers.
- 8.3. Council is permitted to participate in the District's extended benefit plan or the Union of British Columbia's (UBCM) Group Benefits Package. The District shall contribute fifty percent (50%) of the premiums and Council fifty percent (50%).
 - 8.3.1. Consideration of which benefit plan to join will be brought forward at the beginning of each Council term.
 - 8.3.2. Participation in the benefit plans shall be at the members option.

9. TECHNOLOGY

- 9.1. The Mayor will receive a District issued cell phone for use during the term and a desktop computer for use in the Mayor's office at municipal hall.
- 9.2. Mayor and Council will receive a tablet best suited for applications used by the District of Summerland for agendas and general email correspondence. The tablet will be for the use of Mayor and Council during their term of office.

10. REVIEW OF COUNCIL REMUNERATION

- 10.1. Council remuneration is to be reviewed during the last year of the term of each council.
- 10.2. Council may request a committee of public members to review council remuneration and bring forward recommendations that would be effective for the newly elected council.

11. EXCEPTIONS

Exceptions to this policy may be made by majority vote of council.

ADOPTED: November 26, 2018