



COUNCIL POLICY

POLICY NUMBER: A-30	DATE OF RESOLUTION: JUNE 19, 2018
COUNCIL REMUNERATION	

1.0 Scope of Policy

This policy establishes the amount of remuneration to be paid to each Council member for the discharge of the duties of office.

2.0 Remuneration

2.1 Effective August 23, 2011, Council remuneration shall be determined as the average of six municipalities chosen on the following comparables: daily population, annual budget and employee count. These municipalities include:

- City of North Vancouver
- City of Port Moody
- City White Rock
- District of Maple Ridge
- City of Langley
- City of Port Coquitlam

3.0 Annual Increases

3.1 Effective January 1 of each year the annual remuneration to Council will change by the percentage change of the CPI for Vancouver over the 12-month period (August to August) of the previous year. This allows any change in the remuneration to be factored into the fall budget process.

4.0 Review of Council Remuneration

4.1 Council remuneration will be reviewed every four (4) years, during the last year of the term of each Council and determined as the average of six municipalities chosen on the following comparables: daily population, annual budget and employee count. These Municipalities are The City of North Vancouver, City of Port Moody, City White Rock, District of Maple Ridge, City of Langley and City of Port Coquitlam. Adjustments to the Council remuneration will be brought forward to the second Regular Meeting in June of that year and will be effective January 1 of the new election term.

- 4.2 In 2019, a one time increase in Council Remuneration will be introduced to compensate for the tax effect of the removal of the one-third non-accountable allowance by the Federal Government. Mayor remuneration will increase from \$86,739 in 2018 to \$97,310 in 2019. Council remuneration will increase from \$35,072 in 2018 to \$38,178 in 2019.
- 4.3 In 2020, Council remuneration will be reviewed and determined as the average of the six comparable municipalities (as per section 4.1) after the comparison municipalities have determined their remuneration to compensate for the tax effect of the removal of the one-third non-accountable allowance.

5.0 Group Insurance Program

- 5.1 Council members are eligible to participate in the Municipally-administered Group Insurance Program with all premiums paid for by the RMOW. All Council Members must sign up for a minimum of Group Life and Accidental Death and Dismemberment.

6.0 Expenses incurred while conducting RMOW business activities

- 6.1 If Council incur expenses while conducting RMOW business activities, the Council member is entitled to reimbursement in accordance with Council Policy A-36: Council Travel and Expense Reimbursement Policy (subject to that policy being amended or revised by Council from time to time).

7.0 Payment Schedule

- 7.1 The remuneration payable to the Council members will be paid bi-weekly on corporate paydays.

8.0 Ceasing to Hold Office

- 8.1 If a Council member should cease to hold office by reason of failure to be re-elected, death, resignation or otherwise, the remuneration payable to that Council member will cease at the end of the month during which the Council member ceased to hold office.

9.0 Reduction of Remuneration for Code of Conduct Breach

9.1 Subject to section 9.2, where a member of Council has been found by the Investigator to have breached the "Code of Conduct Bylaw No. 2397, 2023", as amended from time to time, or where a member of Council has been found by the Investigator to have submitted a complaint thereunder that is frivolous, vexatious, or made in bad faith, the remuneration to which the member of Council would otherwise entitled under this Policy shall be reduced as follows:

9.1.1 where the member of Council has been found to have breached the Bylaw for the first time, the remuneration to which the member of Council would otherwise be entitled to under this Policy shall be

reduced by 10% for a period of 12 months from the date on which Council considers the Investigator's report;

9.1.2 where the member of Council has been found to have breached the Bylaw for a second time, the remuneration to which the member of Council would otherwise be entitled to under this Policy shall be reduced by 15% for a period of 12 months from the date on which Council considers the Investigator's report relating to that offence;

9.1.3 where the member of Council has been found to have breached the Bylaw for a third or subsequent time, the remuneration to which the member of Council would otherwise be entitled to under this Policy shall be reduced by 25% for a period of 12 months from the date on which Council considers the Investigator's report relating to that offence;

9.1.4 for certainty, where a member of Council has been found to have breached the Bylaw more than once in a 12-month period, the reductions in the remuneration to which the member of Council would otherwise be entitled under this Policy shall be cumulative for any period of overlap in the duration of each reduction (for example, if a member of Council is found to have first breached the Bylaw on January 1 of a calendar year, and is subsequently found to have breached the Bylaw again on July 1 of that year, the remuneration to which the member of Council would otherwise be entitled shall be reduced by 10% from January 1 to June 30 of that year, by 25% from July 1 to December 31 of that year, by 15% from January 1 to June 30 of the following year, and thereafter be fully reinstated).

9.2 Section 9.1 does not apply if, pursuant to section 83 of the "Code of Conduct Bylaw No. 2397, 2023", as amended from time to time, the Investigator has determined that: (a) the member of Council took all reasonable steps to prevent the breach; (b) the breach was trivial or inadvertent; or (c) the breach was because of an error in judgment made in good faith.

9.3 If a Council member's remuneration will be reduced in accordance with section 9.1, the Corporate Officer will notify the Director of Human Resources following Council's consideration of the Investigator's report.

Certified Correct:

Brooke Browning
Corporate Officer