

Excerpt from Minutes of Capital Regional District Board meeting held September 9, 2015

Re: Capital Regional District Board of Directors Remuneration

On the motions and amendments, the Board discussed the philosophy of fair compensation for Board members and alternates, highlighting points such as:

- significant time spent on Board and committee matters*
- attracting citizens to elected office from different stages of life or income level*
- the role of the Board in making compensation decisions for its own members*
- timing of the new remuneration model in light of the past twenty years of discussion on the matter*
- implementation date*

The Board sought clarification on the following points:

- remuneration for the Board Chair in the new model was based on a provincial average of regional district board chairs*
- expectation for Directors to attend Board meetings and sit on two standing Committees does not currently include a lesser remuneration for not meeting those expectations*
- a Director may refuse a stipend or donate it*

The Board discussed the following points:

- the difference between Electoral Area directors and holders of municipal office who additionally hold office as a regional district director*
- representation on the Board and the role of Alternate Directors*

MOVED by Vice Chair Howe, **SECONDED** by Director Ranns,
That effective January 1, 2016, a remuneration philosophy for CRD Board of Directors be established that recognizes the significant commitment and expectations of a CRD Director, and is comparable with remuneration payments provided to other organizations as follows:

- a. a base Director annual stipend as the average paid to CRD member councillors, which recognizes attendance at all Board meetings and Committee of the Whole meetings plus two Standing Committee commitments, which for 2016 is \$17,000 annually; and
- b. an additional annual stipend to Electoral Area Directors to provide overall remuneration consistent with the average paid to CRD member mayors, which recognizes all additional Electoral Area work including Electoral Area Commission commitments, which for 2016 is \$25,000 annually; and
- c. an additional annual stipend to the CRD Board Chair consistent with payments made by other Regional Districts, which recognizes all Board Chair responsibilities including all ex-officio responsibilities on Standing Committees, which for 2016 is \$25,000 annually; and
- d. additional annual stipends to recognize the additional commitments of the: CRD Board Vice-Chair/Capital Region Hospital District Chair which for 2016 is \$5,000; Standing Committee Chairs which for 2016 is \$2,500; and CRD Directors who are involved on more than two Standing Committees which for 2016 is \$5,000 annually; and
- e. per meeting payments to CRD Directors appointed to local and sub-regional Commissions and external boards (except where remuneration is already paid and/or not eligible), which for 2016 is \$100 per meeting; and

f. per meeting payments to Alternate Directors consistent with payments made by other Regional Districts, which for 2016 is \$100 per meeting; and

g. that the annual cost of living adjustment based on the Victoria Consumer Price Index continue to be applied, and that a regular review be undertaken every three (3) to five (5) years to ensure remuneration remains comparable.

MOVED by Director Alto, **SECONDED** by Director Young,
That the effective date be amended to January 1, 2019, from January 1, 2016.

DEFEATED

OPPOSED Blackwell, Brice, Brownoff, Day, Derman, Desjardins, Finall, Hicks, Howe, Isitt, Jensen, McIntyre, Price, Ranns, Sanders, Screech, Seaton, Williams, Windsor

MOVED by Director Alto, **SECONDED** by Alternate Director Kasper,
That items a. and b. be deleted from the main motion.

DEFEATED

OPPOSED Atwell, Blackwell, Brice, Brownoff, Day, Derman, Desjardins, Finall, Helps, Hicks, Howe, Isitt, Jensen, McIntyre, Price, Ranns, Sanders, Screech, Seaton, Williams, Windsor, Young

MOVED by Director Hicks, **SECONDED** by Director Blackwell,
That item b. of the main motion be amended as follows:

b. a base Director annual stipend to the Electoral Area Directors which recognizes attendance at all Board meetings and Committee of the Whole meetings plus two Standing Committee commitments, which for 2016 is \$17,000 annually and is to be paid from the Board budget plus additional remuneration which recognizes all additional Electoral Area responsibilities including Electoral Area Commission commitments, which for 2016 is \$31,619 and paid from the Electoral Area budget.

CARRIED

OPPOSED McIntyre

The question on the main motion as amended was called.

CARRIED

OPPOSED Alto, Atwell, Kasper, McIntyre, Seaton, Young

MOVED by Director Windsor, **SECONDED** by Alternate Director Kasper,
That the matter of developing a formula to address director absences be referred to the Finance Committee.

CARRIED