

DATE: September 11, 2017

FILE: 530-01

TO: Chair and Directors
Regional District Board

FROM: Russell Dyson
Chief Administrative Officer

RE: Directors Remuneration and Expenses update

Purpose

To provide an update on director's remuneration and expenses and options for amendment of Bylaw No. 236 being the "Comox Valley Regional District Remuneration and Expenses Bylaw 2012".

Policy analysis

Bylaw No. 236 was created to establish a consistent and accountable practice surrounding the remuneration and expenses of directors. The current bylaw is now in alignment with the local government election cycle as seen in s. 52 *Local Government Act [RSBC 2015] Chapter 1*. A decision is required from the Board whether to amend the current Bylaw No. 236 to allow remuneration review outside of the election cycle.

Executive summary

Directors of the Comox Valley Regional District (CVRD) receive remuneration and expenses pursuant to Bylaw No. 236. Section 8 states that a review of the bylaw contents shall take place every six years beginning in 2018. The election cycle will begin in 2018 and the review of remuneration and expenses will likely become a topic during the election cycle. This staff report recommends altering the remuneration and expenses bylaw review cycle to be held outside of the election year and proposes a review in 2019 and every six years thereafter.

Recommendation from the Chief Administrative Officer:

THAT Bylaw No. 236 being the "Comox Valley Regional District Remuneration and Expenses Bylaw 2012" be amended to reflect an independent review of director remuneration, allowances and benefits being conducted every six years commencing in 2019.

Respectfully:

R. Dyson

Russell Dyson
Chief Administrative Officer

Background/current situation

In 2012, a bylaw to provide for director and committee member remuneration and expenses was approved. It provided a formula to adjust director remuneration in relation to the consumer price index, current CUPE agreement percentages and changes in remuneration from pre-established sample of local municipalities and regional districts.

In addition to these qualifiers, the bylaw included an independent review for director remuneration, allowances and benefits to be conducted every six years beginning in 2018. This would require review of the remuneration and expenses in 2018, an election year for the current board. Given the sensitivities around the election cycle and the alignment of the current bylaw, below are two options for consideration.

Options

- a) Amend the current Bylaw No. 236 being “Comox Valley Regional District Remuneration and Expenses Bylaw 2012” to complete a remuneration and expenses review in 2019 and every six (6) years after that.

The addition of one year to the bylaw review timeline would allow the election cycle to run its course without discussion of remuneration of director’s as an item of discussion during the local government election. It also allows for the modifications to the election cycle and would bring the current bylaw to a better alignment of situation in accordance with new election timelines.

- b) Complete the director’s remuneration and expenses review as per Bylaw No. 236 in 2018 as the current Bylaw states in s. 8

This option would allow the remuneration review to take place in 2018 as the Bylaw intended.

Financial factors

Once a review timeline is identified, the impact on the budget of the CVRD will be directly related to the Consumer Price Index, as well as the market review generated by a sample of local municipalities and regional districts. Any increases that are proposed and approved would be included in the budget for the year following the remuneration review.

Legal factors

None

Regional growth strategy implications

None

Intergovernmental factors

There is the potential for some intergovernmental impact in terms of the same review and any corresponding increases in remuneration impacting other surrounding municipalities and regional districts.

Interdepartmental involvement

The Human Resources department will initiate the review once a timeline is approved. Budget for the review is incorporated into the current CVRD budget for 2018.

Prepared by:

J. Bradley

Julie Bradley
Executive Manager of Human Resources

Attachments: Appendix A –Bylaw No. 236