

<b>BYLAW NO. 555</b>	
<b>Bylaw name:</b>	Comox Valley Regional District Remuneration and Expenses Bylaw 2012, Amendment No. 1
<b>Participants:</b>	City of Courtenay, Town of Comox, Village of Cumberland, Electoral Area A (Baynes Sound/Denman-Hornby Island), Electoral Area B (Lazo North), Electoral Area C (Puntledge/Black Creek)
<b>Purpose:</b>	A bylaw to amend the Comox Valley Regional District Remuneration and Expenses Bylaw to update the remuneration, meeting rates, adjust for changes to non-taxable allowance and make minor administrative corrections
<b>Amends bylaw:</b>	236
<b>Repeals bylaw:</b>	
<b>Staff contact:</b>	Julie Bradley, Executive Manager of Human Resources

<b>STATUS</b>	
<b>Committee approval:</b>	<p>Committee of the Whole, July 10, 2018:</p> <p>THAT Bylaw No. 236 being “Comox Valley Regional District Remuneration and Expenses Bylaw 2012” be amended to reflect the following as noted in the staff report dated July 6, 2018:</p> <ul style="list-style-type: none"> <li>- effective January 1, 2019, the elected officials’ base rate remuneration be increased by seven per cent to partially compensate for the Canada Revenue Agency elimination of the onethird non-taxable allowance;</li> <li>- adjustment of the meeting remuneration from \$125 per meeting to \$160 per meeting;</li> <li>- ongoing yearly remuneration adjustment to the base rate effective 2020 based on the annual change in the Consumer Price Index (British Columbia) for the preceding year; and,</li> <li>- re-evaluation of remuneration in the year prior to an election.</li> </ul>
<b>1st &amp; 2<sup>nd</sup> readings:</b>	July 24, 2018
<b>3rd reading:</b>	July 24, 2018
<b>Final adoption:</b>	

**COMOX VALLEY REGIONAL DISTRICT**

**BYLAW NO. 555**

**A bylaw to amend the Comox Valley Regional District Remuneration and Expenses Bylaw to update the remuneration, meeting rates, adjust for changes to non-taxable allowance and make minor administrative corrections**

**WHEREAS** the Comox Valley Regional District adopted Bylaw No. 236 being the “Comox Valley Regional District Remuneration and Expenses Bylaw 2012” on November 27, 2012;

**AND WHEREAS** the board desires to update the bylaw to update the remuneration, meeting rates, adjust for changes to non-taxable allowance and make minor administrative corrections;

**NOW THEREFORE** the board of the Comox Valley Regional District in open meeting assembled enacts as follows:

**Amendment**

1. Bylaw No. 236 being “Comox Valley Regional District Remuneration and Expenses Bylaw 2012” is hereby amended by:

- a) Replacing section 2(1), which reads:  
“Conduct surveys with comparable municipal, regional district and other organizations every six years”

with the following:

“Conduct surveys with comparable municipal, regional district and other organizations in the year prior to a local government election.”

- b) Replacing section 2(4), which reads:  
“Limit survey participants to six regional districts with comparable job duties, responsibilities and powers. Population, budget, employee numbers, geographic area and programs can be used as a guide. Include up to three municipalities in reasonable close proximity. Regional districts to be included: Okanagan-Similkameen, Kitimat-Stikine, Bulkley-Nechako, Squamish Lillooet, Strathcona, Central Kootenay. Municipalities to be included: Campbell River, Courtenay, North Cowichan.”

with the following:

“Survey participants should include seven to nine regional districts with comparable service numbers and complexity, population, geographic challenges, operating and capital infrastructure complexities, employee numbers and remuneration philosophies.”

- c) Replacing section 2(7), which reads:  
"Establish a compensation principle that sets remuneration rates at the level of the regional district comparable in population, size, budget and role, duties and responsibilities. This comparator is to be reviewed every six years."  
with the following:  
"Establish a compensation principle that sets remuneration rates at the level of the regional district comparable in population, size, budget and role, duties and responsibilities. This comparator is to be reviewed in the year prior to a local government election."
- d) Replacing section 2(8), which reads:  
"Maintain awareness of best practices in administration of benefits and expenses in regional districts every six years"  
with the following:  
"Maintain awareness of best practices in administration of benefits and expenses in regional districts"
- e) Replacing section 4(2) (municipal director remuneration), which reads:  
"The annual municipal director remuneration rate:  
(i) in 2011 is \$10377.  
(ii) in 2012 is 2011 rate plus annual change in the Victoria Consumer Price Index  
(iii) in 2013 is 2012 rate plus the annual change in the British Columbia Consumer Price Index (BC CPI)  
(iv) in 2014 is 2013 rate plus the annual change in the BC CPI.  
(v) Effective January 1st, 2015 (following the next local government election) is \$12,072  
(vi) In 2016 is 2015 rate plus the annual change in the BC CPI  
(vii) In 2017 is 2016 rate plus the annual change in the BC CPI  
(viii) In 2018 is 2017 rate plus the annual change in the BC CPI subject to six year review"  
with the following:  
"The annual municipal director remuneration rate:  
(i) In 2018 is \$12,684.  
(ii) In 2019 is 2018 rate plus seven per cent to reflect the impact of the removal of the one-third non-taxable allowance for local government elected officials.  
(iii) Effective January 1, 2020, subject to the remuneration review prescribed in this bylaw, the rate will be the prior year's rate plus the annual change in the BC CPI."
- f) Replacing section 5(2) (electoral area director remuneration), which reads:  
"The annual electoral area director remuneration rate:  
(i) in 2011 is \$20,709  
(ii) in 2012 is 2011 rate plus the annual change in the Victoria Consumer Price Index  
(iii) in 2013 is 2012 rate plus the annual change in the BC CPI  
(iv) In 2014 is 2013 rate plus the annual change in the BC CPI  
(v) Effective January 1st, 2015 (following the next local government election) is \$31,128

- (vi) In 2016 is 2015 rate plus the annual change in the BC CPI
- (vii) In 2017 is 2016 rate plus the annual change in the BC CPI
- (viii) In 2018 is 2017 rate plus the annual change in the BC CPI subject to six year review"

with the following:

"The annual electoral area director remuneration rate:

- (i) In 2018 is \$32,712.
- (ii) In 2019 is 2018 rate plus seven per cent to reflect the impact of the removal of the one-third non-taxable allowance for local government elected officials.
- (iii) Effective January 1, 2020, subject to the remuneration review prescribed in this bylaw, the rate will be the prior year's rate plus the annual change in the BC CPI."

- g) Replacing section 6(2) (regional district chair remuneration), which reads:

"The annual chair remuneration rate:

- (i) in 2011 is \$33,161
- (ii) in 2012 is 2011 rate plus the annual change in the Victoria Consumer Price Index
- (iii) in 2013 is 2012 rate plus the annual change in the BC CPI
- (iv) In 2014 is 2013 rate plus the annual change in the BC CPI
- (v) Effective January 1st, 2015 (following the next local government election) is \$29,604
- (vi) In 2016 is 2015 rate plus the annual change in the BC CPI
- (vii) In 2017 is 2016 rate plus the annual change in the BC CPI
- (viii) In 2018 is 2017 rate plus the annual change in the BC CPI subject to six year review"

with the following:

"The annual chair remuneration rate:

- (i) In 2018 is \$31,104.
- (ii) In 2019 is 2018 rate plus seven per cent to reflect the impact of the removal of the one-third non-taxable allowance for local government elected officials.
- (iii) Effective January 1, 2020, subject to the remuneration review prescribed in this bylaw, the rate will be the prior year's rate plus the annual change in the BC CPI."

- h) Replacing section 8, which reads:

"An independent review of director remuneration, allowances and benefits shall be conducted every six years beginning in 2018."

with the following:

"An independent review of director remuneration, allowances and benefits shall be conducted in the year prior to a local government election."

- i) Replacing in Schedule A section 1(1)(i) to 1(1)(iv), which reads:

"The following rates will be paid for meeting attendance:

- (i) \$125.00 to each director for a duly constituted regional district board or committee of the whole meeting;
- (ii) \$125.00 to each director who is a duly appointed member of the Comox Valley sports centre commission or a standing, select or

- (iii) special committee of the board;  
\$125.00 to each director who is duly appointed to attend a public hearing;
- (iv) \$125.00 to each director who is appointed by resolution to represent the board on a public body, if the public body does not pay remuneration. The resolution must state the name of the public body and whether remuneration and/or travel expenses will be paid;"

with the following:

"The following rates will be paid for meeting attendance:

- (i) \$160 to each director for a duly constituted regional district board or committee of the whole meeting;
  - (ii) \$160 to each director who is a duly appointed member of the Comox Valley sports centre commission or a standing, select or special committee of the board;
  - (iii) \$160 to each director who is duly appointed to attend a public hearing;
  - (iv) \$160 to each director who is appointed by resolution to represent the board on a public body, if the public body does not pay remuneration. The resolution must state the name of the public body and whether remuneration and/or travel expenses will be paid;"
- j) Inserting into Schedule 'E' (eligible kilometrage and travel time) a distance for Courtenay to Sooke being 232 paved kms with a travel time of 3.5 hours.

**Effective Date**

2. This bylaw takes effect on January 1, 2019.

