

Bowen Island Municipality

POLICY

Policy Adopted November 17, 2008

Policy # 08-03

COUNCIL REMUNERATION POLICY

STATEMENT OF INTENT:

The objectives of the Bowen Island Municipality Council Remuneration Policy are to ensure that the remuneration established for Mayor and Council members is maintained at a level deemed to be appropriate by:

- Defining the methodology to be used to determine the annual amount to be paid to Council members;
- Establishing an administrative process maintain Council remuneration an appropriate level.

Senior Management, in conjunction with the elected Council will review the Council Remuneration Policy from time to time, and may amend the policy, as deemed appropriate.

REMUNERATION PRINCIPLES:

Bowen Island Municipality believes that remuneration paid to Council Members should be considered in the context of the overall vision and strategy of the Municipality; and be developed to contribute to best practices in Local Government. Therefore, the following principles form the basis of Bowen Island Municipality's Council Remuneration Policy:

- Total cash remuneration should be compared to other similar local governments and remuneration should be competitive at the 60th percentile of the comparison local governments.
- Base remuneration should be increased annually on the basis of the Consumer Price Index for Vancouver.
- Dental and Extended Health Insurance, to the extent authorized by the Municipality's benefit carriers, should be offered to Council members in order to share in the enhanced health opportunities available in the existing plans in place for the Municipal Staff.
- Remuneration levels should be reviewed periodically as a matter of administrative routine, to ensure that they remain consistent, as established at the 60th percentile, to other comparable local governments.

Mayor Remuneration

Mayor remuneration is to be established at the 60th percentile of the amount paid to Mayors in comparable municipalities. The municipalities included in the data set of comparators shall be the same as those used for the periodic review of the Staff Compensation Policy.

Setting Mayor Remuneration at the 60th percentile of comparable local governments has been established based on a similar rationale included in the Staff Compensation Policy. This remuneration level is established to ensure that there is recognition for the higher cost of living experienced in the lower mainland (Island living in particular); and so as not to discourage potential candidates for municipal office.

Councillor Remuneration

The annual remuneration paid to Councillors is set at 50% of the amount of annual remuneration established for the Mayor's position.

Research has indicated that the level of Councillor Remuneration is very predictably found at around one half that of the amount paid for the Mayor's position.

Tri-annual Review

Council members' remuneration review is to be conducted Tri-annually, at the same time as the review of the Staff Compensation Policy.

To ensure that the compensation offered employees is market competitive, Bowen Island Municipality undertakes to review the market on a tri-annual basis. Base salaries are benchmarked against the 60th percentile of comparable local governments. The local governmental comparisons may include, but not be limited to, other British Columbia municipalities. The same data set of Municipalities is to be used for the periodic review of Council Members' remuneration level. The results of the review will be reported to Council and included in the budget planning process.

Annual Cost of Living Adjustments

Council Members remuneration is to be adjusted annually on January 1st each year based on the current Consumer Price Index for Vancouver as at November of the preceding year. Such adjustments will not be made in the year that an adjustment is recommended as a result of the tri-annual review.

Transitional Provisions:

The increase to the base remuneration rate for Mayor (from \$15,427 to \$21,018) and Councillors (from \$8,816 to \$10,509) is to be phased in as follows:

- 1) January 1, 2009 increase remuneration by one half of the amount indicated for Mayor \$2,795.50 and Councillors \$846.50
- 2) January 1, 2010 increase remuneration by one half of the amount indicated for Mayor \$2,795.50 and Councillors \$846.50

The cost of living adjustment as indicated by Vancouver CPI at November 2008 will be in addition to the base increments for Mayor and Councillors' remuneration on January 1 2009. The cost of living adjustment as indicated by Vancouver CPI at November 2009 will be in addition to the base increments for Mayor and Councillors on January 1, 2010.

To synchronize the timing of the first review of Council's remuneration with that of the next review of Staff compensation, the first review of the Council remuneration rates will be conducted to be effective for the fiscal year of 2011.

Bob Turner
Mayor

Kathy Lalonde
Corporate Officer