

TABLE 1 – SUMMARY OF COMPARATOR REGIONAL DISTRICTS

Regional District	2020 Annual Expenses (\$ millions)	Population (est.) (thousands)	Number of directors	Chair – current annual supplement (\$000)	Vice Chair – current annual supplement (\$000)	Municipal director – current annual base salary (\$000)	Electoral director – current annual base salary (\$000)
1. Cariboo	34.6	62.0	16	18.2	9.1	12.1	12.1
2. Central Kootenay	50.4	59.5	20	40.7	8.1	16.3	42.0
3. Cowichan Valley	61.4	83.7	15	30.1	*	19.7	34.5
4. East Kootenay	29.8	60.4	15	21.4	3.6	14.4	28.9
5. Fraser-Fort George	37.6	94.5	14	20.1	3.5	14.6	22.5
6. Peace River	43.3	62.9	12	35.5	7.1	14.2	28.4

TABLE 2 – COMPARISON TO MARKET FOR BASE SALARIES

Position	Market Median Base Salary (\$000) (for the five regional districts)
Chair	21.4
Vice Chair	5.8
Municipal Director	14.6
Electoral Director	28.9

TABLE 3 – SUMMARY OF ALLOWANCES, BENEFITS, EXPENSES AND OTHER PRACTICES

Allowances	Market Practices
<p>What was your adjustment for 2022? If you have not adjusted for 2022, when did you last adjust base salaries? What was the amount of the adjustment?</p>	<p>All five regional districts indicated they adjusted for 2022. The adjustments for 2022 ranged from 1.2 per cent to 2.5 per cent. The median and average adjustments are 2.15 and 2.0 per cent respectively. Four indicated their adjustment was based on CPI and one indicated the adjustment was tied to the CUPE adjustment of regional district staff.</p>
<p>Did you adjust compensation for elected officials when the CRA changed the rules in 2019 to no longer permit elected officials to receive one-third of their base salary tax free? If yes, please describe the adjustments you implemented.</p>	<p>Four regional districts indicated they made adjustment in 2020 to compensate for the CRA changes:</p> <ul style="list-style-type: none"> • one increased by a dollar amount • three increased by either 10.3, 12.0, or 14.0 per cent
<p>Acting chair allowance</p>	<p>One regional district provides an acting chair allowance of \$50 per meeting chaired.</p>
<p>Committee remuneration</p>	<p>One indicated no remuneration for committees. Two referenced a bylaw describing different types of meetings and payments for each meeting depending on how often and how long the meetings are:</p> <ul style="list-style-type: none"> • One pays \$191 or \$265 depending on the committee • One pays \$133 for committee meetings if over four hours and \$83 if under four hours <p>One indicated \$120 for committee meetings. One indicated \$120 or \$110 depending on the committee.</p>

Other Allowances	<p>A variety of other meeting allowances were indicated:</p> <ul style="list-style-type: none"> • \$95 to attend public hearings • \$321.25 per meeting for Treaty Advisory Committee Representatives • \$422 for special board meetings • \$40 to chair committee meetings • \$240 for the day of board meetings for alternate directors • \$138.48 per meeting for alternate directors • \$206 per meeting for special meetings (includes strategic planning meetings, budget meetings, orientations) • \$422 per board meeting for alternate directors <p>\$120 per week or portion of week for emergency response pay during an evacuation order.</p>
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Mileage/Travel	Market Practices
Mileage reimbursement rate (per kilometer)	<p>All regional districts reimburse mileage. The mileage rate ranges from \$0.55-\$0.61 per km.</p> <p>The 2022 CRA rate is \$0.61 per km for the first 5,000 kms and \$0.55 after 5,000 kms.</p>
Do you pay travel time to and from meetings? If yes, what is the rate?	<p>Three (3) regional districts do not pay travel time.</p> <p>Two (2) regional districts indicated they do pay travel time:</p> <ul style="list-style-type: none"> • One pays \$20 per 100 km driven for all travel by the board chair or vice-chair when representing the regional district and for sanctioned meetings for all directors and for authorized meetings for directors which are outside the director’s area. For commercial travel, the

	<p>regional district pays \$20 per hour to a maximum of \$120 per day calculated from the time of departure (usually home) to the arrival at the destination and the reverse for the return trip.</p> <p>One pays \$25 per day for travel if accommodation is with friends or family.</p>
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Benefits/Perquisites	Market Practices
Is parking provided?	<p>All provide parking.</p> <p>None indicated elected officials had to pay for parking.</p>
Is cell phone provided?	<p>Three (3) indicated they pay for a cell phone for all elected officials or just for the chair.</p>
Is computer provided?	<p>All indicated they provide a computer (one indicated only for the chair).</p> <p>One indicated they provide a \$1,500 computer allowance per term per elected official.</p>
Do you or have you considered providing any retirement benefits for your elected officials?	<p>All said no.</p>
Please describe any other benefits / perquisites offered.	<p>Two indicated they offer extended health benefits including health, dental, and life insurance.</p> <p>One referenced the optional coverage provided by UBCM.</p> <p>Two indicated a monthly technology and office allowance for all elected officials at a value of either \$125 or \$150 per month.</p>

Expenses	Market Practices
Annual spending budget for expenses	<p>One indicated an annual budget of \$1,700 for each elected official.</p> <p>Four did not indicate a specific expense budget but said there was a budget for specific expenses under different accounts including travel.</p>
Annual budget for education / training budget / conference	<p>All indicated there was a budget to attend UBCM, FCM and some other conferences and it was not budgeted per elected official. The budget varied every year based on location of conferences and budget was approved by the board.</p>
Other types of expenses covered	<p>All regional districts indicated they have a travel and expenses policy that covers reasonable travel expenses: most expect economy travel, pay a per diem, and will pay for accommodation, car rental or taxis.</p>

Other Information	Market Practices
<p>Does your organization have a formal and scheduled process for reviewing the policy for elected official compensation? If yes, please describe (i.e., who is involved, frequency, public input, communication process to citizens).</p>	<p>All indicated they have a bylaw.</p>

<p>Have you made any changes to the remuneration package of your elected officials during the last three years? If yes, please describe.</p>	<p>Four referred to the changes they made in 2020 to compensate for the CRA elimination of the one third tax free status.</p> <p>One has not made changes other than the annual adjustment to base salary.</p>
<p>Do you currently offer any in-direct or non-monetary benefits to elected officials to assist them carry out their duties? (e.g., child minding, providing meals, adjusting hours of meetings). If yes, please describe.</p>	<p>One indicated it provides meals at board meetings.</p>
<p>Are you considering any changes to the remuneration or benefits (monetary or non-monetary) to reduce barriers to running for elected office OR to create more diversity amongst candidates running for elected office? (e.g., child minding, recreation passes, matching RRSP contributions). If yes, what are you considering?</p>	<p>One indicated it will be taking a report forward with the option to provide emergency event pay for affected electoral area directors in 2023.</p>
<p>Have you discussed making any changes to the remuneration or benefits (monetary or non-monetary) to reduce barriers to running for elected office OR to create more diversity amongst candidates running for elected office? (e.g., child minding, recreation passes, matching RRSP contributions). If yes, what have you discussed?</p>	<p>One indicated child minding was discussed but there was no uptake.</p>