

This report is being provided in support and to enhance upon the information put forward in the Agenda Item Summary: Report on the Financial Implications of changes to Board Remuneration Amounts. The Agenda Item Summary was in response to a request made at the March 15<sup>th</sup>, 2023 Committee of the Whole Meeting for staff to report back at the April 14<sup>th</sup>, 2023 Board Meeting on the financial implications of

- An increase to the EA Director annual base remuneration to \$ 28,900
- Basing mileage and meal allowances on the Federal Government amounts; and
- Removal of the limit on travel time provision contained in Paragraph 3 of Schedule C of the remuneration Bylaw.

It is felt that the issues of mileage, meal allowance and travel time have been sufficiently dealt with in the Agenda Item Summary. As such this report will concern itself with the impacts arising from an increase in the amount Electoral Area Directors receive as basic remuneration.

Director remuneration is determined through the Director's Remuneration and Expenses Bylaw. The current version is No. 5333, 2021. Basic remuneration is set as per Paragraph one of Schedule A:

1) Directors' Remuneration

Effective on January 1, 2021, each Director of the Cariboo Regional District shall be paid \$454.45 bi-weekly, thereafter, to be increased annually on January 1<sup>st</sup>, based on the previous year's consumer price index, as basic remuneration, for completion of his or her duties of office. In the event that there is no increase to the consumer price index, or if it were to decline, the basic remuneration rate would remain the same as in the previous year. For clarity, an alternate director is not entitled to receive the monthly stipend.

Historic increases and Monthly, Bi-Weekly and Annual remuneration amounts are provided below:

Directors Remuneration Policy							
Year		CPI			Monthly	Bi-Weekly	Annually
2019	Nov 2019 CPI (Latest 12-month Average)	2.4%	2019 Basic Remuneration - As per Bylaw 51		953.00	439.85	11,436.00
2020	Nov 2020 CPI (Latest 12-month Average)	0.9%	2020 Basic Remuneration		975.87	450.40	11,710.44
2021	Nov 2021 CPI (Latest 12-month Average)	2.5%	2021 Basic Remuneration		984.65	454.45	11,815.80
2022	Nov 2022 CPI (Latest 12-month Average)	6.7%	2022 Basic Remuneration		1,009.27	465.82	12,111.24
2023			2023 Basic Remuneration		1,076.89	497.03	12,922.68

As mentioned in the Agenda Item Summary basic remuneration is on one part of the equation. There is also a second component to remuneration for the amounts paid to the Chair and Vice Chair of the Cariboo Regional District and the Cariboo Chilcotin Regional Hospital District and the Chairs of any Standing Committee or Portfolio appointed by the Board Chair.

The chart below presents the current remuneration breakdown:

Area	Name	Director* Monthly	Bi-Weekly	Monthly	Bi-Weekly	Chairman Vice-Chair		CCRHD	CCRHD	Finance Audit	Policy Committee	Preparedness Committee	Broadband Portfolio	Management Committee	Heritage Committee	Nation Relations	Advisory Portfolio	Communications Portfolio	Total	Yearly	EA Admin	Governance
		2023	2023	Allowance	Allowance	CRD	CRD	Hospital	Hospital													
A	(Hospital Vice-Chair)	1,076.89	497.03	125.00	57.69				124.26										678.98	\$17,653.48	\$14,422.72	\$3,230.76
B		1,076.89	497.03	125.00	57.69														554.72	\$14,422.72	\$14,422.72	\$0.00
C	(CRD Vice-Chair)	1,076.89	497.03	125.00	57.69		372.77									124.26	124.26		1,176.01	\$30,576.26	\$14,422.72	\$16,153.54
D		1,076.89	497.03	125.00	57.69						124.26							124.26	803.24	\$20,884.18	\$14,422.72	\$6,461.46
E		1,076.89	497.03	125.00	57.69														554.72	\$14,422.72	\$14,422.72	\$0.00
F		1,076.89	497.03	125.00	57.69								124.26						678.98	\$17,653.42	\$14,422.72	\$3,230.70
G	(Hospital Chair)	1,076.89	497.03	125.00	57.69			372.77						124.26					1,051.75	\$27,345.44	\$14,422.72	\$12,922.72
H	(CRD Chair)	1,076.89	497.03	125.00	57.69	745.55						124.26							1,424.52	\$37,037.59	\$14,422.72	\$22,614.87
I		1,076.89	497.03	125.00	57.69					124.26									678.98	\$17,653.42	\$14,422.72	\$3,230.70
J		1,076.89	497.03	125.00	57.69											124.26			678.98	\$17,653.42	\$14,422.72	\$3,230.70
K		1,076.89	497.03	125.00	57.69														554.72	\$14,422.72	\$14,422.72	\$0.00
L		1,076.89	497.03	125.00	57.69														554.72	\$14,422.72	\$14,422.72	\$0.00
<b>Municipal Directors</b>																						
WL		1,076.89	497.03	125.00	57.69														554.72	\$14,422.72	\$14,422.72	\$0.00
Ques		1,076.89	497.03	125.00	57.69														554.72	\$14,422.72	\$14,422.72	\$0.00
OHM		1,076.89	497.03	125.00	57.69														554.72	\$14,422.72	\$14,422.72	\$0.00
Wells		1,076.89	497.03	125.00	57.69														554.72	\$14,422.72	\$14,422.72	\$0.00
			7,952.48		923.04	745.55	372.77	372.77	124.26	124.26	124.26	124.26	124.26	124.26	124.26	124.26	124.26	124.26	11,609.19	\$301,838.94	\$230,763.52	\$71,075.42

Remuneration is paid from two services. The basic portion is paid out of Electoral Area Administration and the Chair, Vice-Chair and Committee/Portfolio Chair amounts are paid out of the Governance Service. The \$ 279,602.44 is split between the two services with 191,727.12 charged to Electoral Area Administration for an annual increase of 83% and \$ 87,875.32 charged to Governance representing a 123% increase.

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As the requisitions of the two services will need to be increased to cover the increase in costs, the increase to the Basic Remuneration Amount will also have an impact on the taxpayer. The following table outlines the change to the rate per \$ 100 thousand for every 5 percent increase to the basic annual remuneration amount:

% increase	Annual Basic Remuneration	Increase	Yearly Remuneration			Off Allowance	Chair Amounts	Committees	Yearly Total Gov.	Yearly Total Admin	Increase to Admin	Increase to Governance	\$ per\$100k	
			EA's	Muni's									Admin	Governance
	<b>\$12,922.68</b>	0	\$155,072.16	\$51,690.72	\$24,000.00		<b>\$41,998.71</b>	<b>\$29,076.03</b>	<b>\$71,074.74</b>	<b>\$230,762.88</b>			<b>\$23.51</b>	<b>\$1.68</b>
5.0%	\$13,568.81	\$646.13	\$162,825.77	\$51,690.72	\$24,000.00		\$44,098.65	\$30,529.83	\$74,628.48	\$238,516.49	\$7,753.61	\$3,553.74	\$23.58	\$1.70
10.0%	\$14,214.95	\$646.13	\$170,579.38	\$51,690.72	\$24,000.00		\$46,198.58	\$31,983.63	\$78,182.21	\$246,270.10	\$7,753.61	\$3,553.74	\$23.65	\$1.72
15.0%	\$14,861.08	\$646.13	\$178,332.98	\$51,690.72	\$24,000.00		\$48,298.52	\$33,437.43	\$81,735.95	\$254,023.70	\$7,753.61	\$3,553.74	\$23.71	\$1.74
20.0%	\$15,507.22	\$646.13	\$186,086.59	\$51,690.72	\$24,000.00		\$50,398.45	\$34,891.24	\$85,289.69	\$261,777.31	\$7,753.61	\$3,553.74	\$23.78	\$1.76
25.0%	\$16,153.35	\$646.13	\$193,840.20	\$51,690.72	\$24,000.00		\$52,498.39	\$36,345.04	\$88,843.43	\$269,530.92	\$7,753.61	\$3,553.74	\$23.85	\$1.79
30.0%	\$16,799.48	\$646.13	\$201,593.81	\$51,690.72	\$24,000.00		\$54,598.32	\$37,798.84	\$92,397.16	\$277,284.53	\$7,753.61	\$3,553.74	\$23.92	\$1.81
35.0%	\$17,445.62	\$646.13	\$209,347.42	\$51,690.72	\$24,000.00		\$56,698.26	\$39,252.64	\$95,950.90	\$285,038.14	\$7,753.61	\$3,553.74	\$23.98	\$1.83
40.0%	\$18,091.75	\$646.13	\$217,101.02	\$51,690.72	\$24,000.00		\$58,798.19	\$40,706.44	\$99,504.64	\$292,791.74	\$7,753.61	\$3,553.74	\$24.05	\$1.85
45.0%	\$18,737.89	\$646.13	\$224,854.63	\$51,690.72	\$24,000.00		\$60,898.13	\$42,160.24	\$103,058.37	\$300,545.35	\$7,753.61	\$3,553.74	\$24.12	\$1.87
50.0%	\$19,384.02	\$646.13	\$232,608.24	\$51,690.72	\$24,000.00		\$62,998.07	\$43,614.05	\$106,612.11	\$308,298.96	\$7,753.61	\$3,553.74	\$24.19	\$1.89
55.0%	\$20,030.15	\$646.13	\$240,361.85	\$51,690.72	\$24,000.00		\$65,098.00	\$45,067.85	\$110,165.85	\$316,052.57	\$7,753.61	\$3,553.74	\$24.25	\$1.91
60.0%	\$20,676.29	\$646.13	\$248,115.46	\$51,690.72	\$24,000.00		\$67,197.94	\$46,521.65	\$113,719.58	\$323,806.18	\$7,753.61	\$3,553.74	\$24.32	\$1.93
65.0%	\$21,322.42	\$646.13	\$255,869.06	\$51,690.72	\$24,000.00		\$69,297.87	\$47,975.45	\$117,273.32	\$331,559.78	\$7,753.61	\$3,553.74	\$24.39	\$1.96
70.0%	\$21,968.56	\$646.13	\$263,622.67	\$51,690.72	\$24,000.00		\$71,397.81	\$49,429.25	\$120,827.06	\$339,313.39	\$7,753.61	\$3,553.74	\$24.46	\$1.98
75.0%	\$22,614.69	\$646.13	\$271,376.28	\$51,690.72	\$24,000.00		\$73,497.74	\$50,883.05	\$124,380.80	\$347,067.00	\$7,753.61	\$3,553.74	\$24.52	\$2.00
80.0%	\$23,260.82	\$646.13	\$279,129.89	\$51,690.72	\$24,000.00		\$75,597.68	\$52,336.85	\$127,934.53	\$354,820.61	\$7,753.61	\$3,553.74	\$24.59	\$2.02
85.0%	\$23,906.96	\$646.13	\$286,883.50	\$51,690.72	\$24,000.00		\$77,697.61	\$53,790.66	\$131,488.27	\$362,574.22	\$7,753.61	\$3,553.74	\$24.66	\$2.04
90.0%	\$24,553.09	\$646.13	\$294,637.10	\$51,690.72	\$24,000.00		\$79,797.55	\$55,244.46	\$135,042.01	\$370,327.82	\$7,753.61	\$3,553.74	\$24.73	\$2.06
95.0%	\$25,199.23	\$646.13	\$302,390.71	\$51,690.72	\$24,000.00		\$81,897.48	\$56,698.26	\$138,595.74	\$378,081.43	\$7,753.61	\$3,553.74	\$24.79	\$2.08
100.0%	\$25,845.36	\$646.13	\$310,144.32	\$51,690.72	\$24,000.00		\$83,997.42	\$58,152.06	\$142,149.48	\$385,835.04	\$7,753.61	\$3,553.74	\$24.86	\$2.10
105.0%	\$26,491.49	\$646.13	\$317,897.93	\$51,690.72	\$24,000.00		\$86,097.36	\$59,605.86	\$145,703.22	\$393,588.65	\$7,753.61	\$3,553.74	\$24.93	\$2.13
110.0%	\$27,137.63	\$646.13	\$325,651.54	\$51,690.72	\$24,000.00		\$88,197.29	\$61,059.66	\$149,256.95	\$401,342.26	\$7,753.61	\$3,553.74	\$25.00	\$2.15
115.0%	\$27,783.76	\$646.13	\$333,405.14	\$51,690.72	\$24,000.00		\$90,297.23	\$62,513.46	\$152,810.69	\$409,095.86	\$7,753.61	\$3,553.74	\$25.06	\$2.17
120.0%	\$28,429.90	\$646.13	\$341,158.75	\$51,690.72	\$24,000.00		\$92,397.16	\$63,967.27	\$156,364.43	\$416,849.47	\$7,753.61	\$3,553.74	\$25.13	\$2.19
125.0%	<b>\$29,076.03</b>	\$646.13	\$348,912.36	\$51,690.72	\$24,000.00		<b>\$94,497.10</b>	<b>\$65,421.07</b>	<b>\$159,918.17</b>	<b>\$424,603.08</b>	\$7,753.61	\$3,553.74	<b>\$25.20</b>	<b>\$2.21</b>
Total Increase											<b>\$193,840.20</b>	<b>\$88,843.43</b>	<b>\$1.69</b>	<b>\$0.53</b>

For simplicity, 5% increments were used. As shown, every 5% increase to the basic remuneration results in an additional cost of \$7,753.61 to Electoral Area Administration and \$3,553.74 to Governance. Correspondingly, for every 5% increase, the rate per \$100 Thousand increases by 7 cents for Electoral Area Admin and 2 cents for Governance. Overall, the increase to \$28,900 represents an increase of 123.6% and resulting rate of \$23.51 per \$100 Thousand for EA Admin and \$2.20 per \$100 Thousand for Governance.

Regarding the impact to the requisitions, as indicated below, based on the 2023 requisition amounts, every 5% increase requires a 0.3% to Electoral Area Administration and 0.9% increase to Governance.

Electoral Area Administration					Governance				
Requisition	Increase	Adjusted Requisition	% Increase		Requisition	Increase	Adjusted Requisition	% Increase	
<b>2,724,134.00</b>	0.00	2,724,134.00	0.0%		<b>\$374,723.00</b>	\$0.00	\$374,723.00	0.0%	
2,724,134.00	7,753.61	2,731,887.61	0.3%		\$374,723.00	\$3,553.74	\$378,276.74	0.9%	
2,731,887.61	7,753.61	2,739,641.22	0.6%		\$378,276.74	\$3,553.74	\$381,830.47	1.9%	
2,739,641.22	7,753.61	2,747,394.82	0.9%		\$381,830.47	\$3,553.74	\$385,384.21	2.8%	
2,747,394.82	7,753.61	2,755,148.43	1.1%		\$385,384.21	\$3,553.74	\$388,937.95	3.8%	
2,755,148.43	7,753.61	2,762,902.04	1.4%		\$388,937.95	\$3,553.74	\$392,491.69	4.7%	
2,762,902.04	7,753.61	2,770,655.65	1.7%		\$392,491.69	\$3,553.74	\$396,045.42	5.7%	
2,770,655.65	7,753.61	2,778,409.26	2.0%		\$396,045.42	\$3,553.74	\$399,599.16	6.6%	
2,778,409.26	7,753.61	2,786,162.86	2.3%		\$399,599.16	\$3,553.74	\$403,152.90	7.6%	
2,786,162.86	7,753.61	2,793,916.47	2.6%		\$403,152.90	\$3,553.74	\$406,706.63	8.5%	
2,793,916.47	7,753.61	2,801,670.08	2.8%		\$406,706.63	\$3,553.74	\$410,260.37	9.5%	
2,801,670.08	7,753.61	2,809,423.69	3.1%		\$410,260.37	\$3,553.74	\$413,814.11	10.4%	
2,809,423.69	7,753.61	2,817,177.30	3.4%		\$413,814.11	\$3,553.74	\$417,367.84	11.4%	
2,817,177.30	7,753.61	2,824,930.90	3.7%		\$417,367.84	\$3,553.74	\$420,921.58	12.3%	
2,824,930.90	7,753.61	2,832,684.51	4.0%		\$420,921.58	\$3,553.74	\$424,475.32	13.3%	
2,832,684.51	7,753.61	2,840,438.12	4.3%		\$424,475.32	\$3,553.74	\$428,029.06	14.2%	
2,840,438.12	7,753.61	2,848,191.73	4.6%		\$428,029.06	\$3,553.74	\$431,582.79	15.2%	
2,848,191.73	7,753.61	2,855,945.34	4.8%		\$431,582.79	\$3,553.74	\$435,136.53	16.1%	
2,855,945.34	7,753.61	2,863,698.94	5.1%		\$435,136.53	\$3,553.74	\$438,690.27	17.1%	
2,863,698.94	7,753.61	2,871,452.55	5.4%		\$438,690.27	\$3,553.74	\$442,244.00	18.0%	
2,871,452.55	7,753.61	2,879,206.16	5.7%		\$442,244.00	\$3,553.74	\$445,797.74	19.0%	
2,879,206.16	7,753.61	2,886,959.77	6.0%		\$445,797.74	\$3,553.74	\$449,351.48	19.9%	
2,886,959.77	7,753.61	2,894,713.38	6.3%		\$449,351.48	\$3,553.74	\$452,905.21	20.9%	
2,894,713.38	7,753.61	2,902,466.98	6.5%		\$452,905.21	\$3,553.74	\$456,458.95	21.8%	
2,902,466.98	7,753.61	2,910,220.59	6.8%		\$456,458.95	\$3,553.74	\$460,012.69	22.8%	
2,910,220.59	7,753.61	<b>\$2,917,974.20</b>	<b>7.1%</b>		\$460,012.69	\$3,553.74	<b>\$463,566.43</b>	<b>23.7%</b>	
	Check	<b>\$193,840.20</b>					<b>\$88,843.43</b>		

The necessary requisition increases to fund basic remuneration to \$28,900 annually will be 7% for EA Admin and 23.5% for Governance.

Readers should be cognizant that the cost increases and impacts to requisitions are only related to adjustments in Director Remuneration. Any increases in costs not related to remuneration will also impact the requisition(s) but have not been accounted for in this analysis.