

**BY-LAW NO. 7220**

BEING A BY-LAW of the City of Brandon to provide for the remuneration of members of Council for the year 2019 and for each year thereafter.

WHEREAS The Municipal Act, S.M. 1996 CAP. M225 PART 3, DIVISION 6, provides authority for members of a municipal council to receive an indemnity and other remuneration;

AND WHEREAS it is deemed expedient and in the best interest of the corporation to provide for the payment of indemnities and other remuneration incidental to the discharge of such duties as a member of Council;

NOW THEREFORE the Council of the City of Brandon, in open session assembled, enacts as follows:

1. **MAYOR**

(a) **Indemnity**

The total annual indemnity for the Mayor shall be the sum of Ninety Thousand Six Hundred and Seventy-Five Dollars (\$90,675.00) and such indemnity shall be payable in twenty-six (26) bi-weekly payments of Three Thousand Four Hundred and Eighty Seven Dollars and Fifty Cents (\$3,487.50).

(b) **Benefits**

The Mayor shall be provided with a benefit package comprised of:

- (1) dental insurance coverage approximately equivalent to the employee plan, life insurance, accidental death and dismemberment at two times the Mayor's annual salary, an indemnity to cover brief absences from work due to illness or injury and long term disability, with total costs to be split equally between the City of Brandon and the Mayor; and
- (2) at the Mayor's discretion, a registered retirement savings plan (RRSP) to which the Mayor would contribute up to the allowable rate of the Mayor's salary whereby the cost of purchasing the RRSP shall be shared equally between the City and the Mayor provided the City's contribution does not exceed seven per cent (7%) of the total annual cost.

(c) **Vehicle Allowance**

A vehicle allowance in the amount of Three Hundred and Seventy-Five Dollars (\$375.00) per month shall be provided to the Mayor for the use of his/her private vehicle while conducting City business within the corporate limits of the City.

2. **DEPUTY MAYOR AND COUNCILLORS**

(a) **Indemnities**

(1) **Deputy Mayor**

The total annual indemnity for the Deputy Mayor shall be approximately equal to 25% greater than a Councillor's total annual indemnity whereby it shall be the sum of Twenty-Six Thousand Three Hundred and Fifty Dollars (\$26,350.00) and such indemnity shall be in twenty-six (26) equal bi-weekly payments of One Thousand Thirteen Dollars and Forty-Six Cents (\$1,013.46).

(2) **Councillors**

The total annual indemnity for each Councillor shall be approximately equal to 25% of the Mayor's total annual indemnity whereby it shall be the sum of Twenty-One Thousand One Hundred and Twenty-Five Dollars (\$21,125.00) and such indemnity shall be payable in twenty-six (26) equal bi-weekly payments of Eight Hundred Twelve Dollars and Fifty Cents (\$812.50).

(b) **Benefits**

- (1) The Deputy Mayor and each Councillor shall be provided with a benefit package comprised of life insurance, accidental death and dismemberment at two times their annual salaries and long term disability with the costs of the plan to be shared equally between the City and the Deputy Mayor and between the City and each Councillor.
- (2) A member of Council seventy (70) years of age or older shall be provided with the option of obtaining life insurance coverage as could be provided for an amount equivalent to 1% of the member's annual salary at the City's expense or an equivalent amount in cash in lieu of such contribution.

3. **WORK OR SERVICE**

Work or service on behalf of the City shall mean in this by-law, all time spent by members of Council representing the City, whereby members of Council shall be entitled to reimbursements of expenses incurred in accordance with the Council Expenses Policy.

4. **PER DIEM AND EXPENSE ALLOWANCE**

The Deputy Mayor and each Councillor may, in a calendar year, claim a maximum allowance of Two Thousand One Hundred and Seventy Dollars (\$2,170.00) as a per diem indemnity and for reimbursement of expenses incurred while performing work or service on behalf of the City whereby:

- (a) a maximum of One Thousand Three Hundred and Sixty Dollars (\$1,360.00) may be claimed as per diem indemnity and any unclaimed portion of the maximum per diem indemnity may be applied toward reimbursement of expenses however, no portion of the allowance for reimbursement of expenses shall be applied toward the per diem indemnity;
- (b) One Hundred and Seventy Dollars (\$170.00) shall be paid per actual meeting day which shall mean a meeting of more than three and a half hours in duration and Eighty-Five Dollars (\$85.00) per half meeting day which shall mean a meeting of three and a half hours or less in duration;
- (c) per diems and expenses incurred due to attendance at meetings of Council other than regular meetings, and attendance at meetings of boards and committees to which the Deputy Mayor or a Councillor is appointed by Council may be claimed and shall be deducted from the Deputy Mayor's or Councillor's annual per diem indemnity and expense allowance;
- (d) per diems and expenses incurred due to an assigned attendance at the Federation of Canadian Municipalities' annual convention, attendance at the Association of Manitoba Municipalities' annual convention, the annual Municipal Officials Seminar, or any work or service performed beyond City limits on behalf of the City as requested by the Mayor or authorized by Council may be claimed and shall not be deducted from the Deputy Mayor's or Councillor's annual per diem indemnity and expense allowance;
- (e) expenses incurred by a member of Council while performing work or service on behalf of the City, inclusive of mileage, travel expenses, living expenses, registration and tuition fees, the costs of materials for a meeting, conference or course, and out-of-pocket expenditures shall be reimbursed in accordance with the Council Expenses Policy; and
- (f) a record of the per diem indemnity paid to and reimbursement of expenses incurred by the Mayor, Deputy Mayor and each Councillor shall be maintained and made public by the City Clerk annually.

**5. ANNUAL ADJUSTMENTS IN INDEMNITIES, PER DIEMS AND ALLOWANCES**

Commencing in 2020, the total annual indemnities for the Mayor, Deputy Mayor and each Councillor, inclusive of the annual per diem and expense allowance, shall be adjusted on January 1 of each year based on the average of the monthly Consumer Price Index for Manitoba (CPI) for previous twelve month period ending October 31.

**6. REVIEW OF SALARIES AND BENEFITS**

The salaries and benefits provided to the Mayor, Deputy Mayor and Councillors as set out herein shall be reviewed by no later than the end of the first quarter of the last year of each term of Council.

**7. REPEAL**

By-law No. 6830 of the City of Brandon be and the same is hereby repealed effective December 31, 2018.

**8. EFFECTIVE DATE**

This by-law shall come into full force and take effect on January 1, 2019.

DONE AND PASSED by the Council of the City of Brandon duly assembled this 15<sup>th</sup> day of October A.D. 2018 .

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 "R. Chrest"  
 MAYOR

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 "H. Ewasiuk"  
 CITY CLERK

Read a first time this 1<sup>st</sup> day of October A.D. 2018.  
 Read a second time this 15<sup>th</sup> day of October A.D. 2018.  
 Read a third time this 15<sup>th</sup> day of October A.D. 2018.

I, Heather Coreen Ewasiuk, Clerk of the City of Brandon, DO HEREBY CERTIFY the above within to be a true and correct copy of By-law No.7220.

*Original Signed By*  
H. Ewasiuk  
 H. Ewasiuk, City Clerk