

CONTINUING CONSOLIDATION
BY-LAW NO. 6830

AS AMENDED BY BY-LAW NOS. 6962 AND 7018.

BEING A BY-LAW of the City of Brandon to provide for the remuneration of members of Council for the year 2007 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;

AND WHEREAS a Citizens' Commission was established to carry out a review and did make recommendations in its report dated February 20th, 2006 on the salaries and benefits of members 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 Sixty-Four Thousand Dollars (\$64,000.00) and such indemnity shall be payable as follows:

(1) **Amount of Indemnity Subject to Income Tax**

Twenty-Six (26) equal bi-weekly payments of One Thousand Six Hundred and Forty-One Dollars and Three Cents (\$1,641.03); and

(2) **Amount of Indemnity Exempt from Income Tax**

Four (4) equal quarterly payments of Five Thousand Three Hundred and Thirty-Three Dollars and Thirty-Three Cents (\$5,333.33).

(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 taxable portion 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 Fifty Dollars (\$350.00) 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 or a cost neutral alternative inclusive of the out-of-city per kilometer allowance whereby:

- (1) such an alternative shall be determined by the City Treasurer and indexed annually on the same basis as the indemnities for members of Council; and
- (2) in the event the Mayor elects a cost neutral alternative, the Mayor shall be responsible for reimbursing the City for any costs exceeding the allowance provided.

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 Thousand Dollars (\$20,000.00) and such indemnity shall be payable as follows:

(i) Amount of Indemnity Subject to Income Tax

Twenty-Six (26) equal bi-weekly payments of Five Hundred and Twelve Dollars and Eighty-Two Cents (\$512.82); and

(ii) Amount of Indemnity Exempt from Income Tax

Four (4) equal quarterly payments of One Thousand Six Hundred and Sixty-Six Dollars and Sixty-Six Cents (\$1,666.66).

(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 Sixteen Thousand Dollars (\$16,000.00) and such indemnity shall be payable as follows:

(i) Amount of Indemnity Subject to Income Tax

Twenty-Six (26) equal bi-weekly payments of Four Hundred and Ten Dollars and Twenty-Six Cents (\$410.26); and

(ii) Amount of Indemnity Exempt from Income Tax

Four (4) equal quarterly payments of One Thousand Three Hundred and Thirty-Three Dollars and Thirty-Three Cents (\$1,333.33).

(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.

4. PER DIEM AND EXPENSE ALLOWANCE

The Deputy Mayor and each Councillor may, in a calendar year, claim a maximum allowance of One Thousand Seven Hundred and Fifty Dollars (\$1,750.00) 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 and Fifty Dollars (\$1,050.00) 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 Fifty Dollars (\$150.00) shall be paid per actual meeting day which shall mean a meeting of more than three and a half hours in duration and Seventy-Five Dollars (\$75.00) 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 Western Manitoba Regional Library Board meetings, the Federation of Canadian Municipalities' annual convention, an optional attendance at any of the Association of Manitoba Municipalities' annual conventions 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;
[AM. B/L 6962]
- (e) the allowance for the use of a private vehicle operated by the Deputy Mayor or a Councillor while performing work or service on behalf of the City shall be at a rate established from time to time for employees; 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 Treasurer annually.

5. ANNUAL ADJUSTMENTS IN INDEMNITIES, PER DIEMS AND ALLOWANCES

- (a) Commencing in 2008 and pending a review of this by-law, the total annual indemnities for the Mayor, Deputy Mayor and each Councillor inclusive of the annual per diem and expense allowance shall be adjusted each year effective January 1st by a percentage amount equal to the increase in the Consumer Price Index for Manitoba for the year ending November 30th of the previous year, with the exception of the year 2012, whereby the annual adjustment shall be increased by 2%.
[AM. B/L 7018]

- 5. (b) The per diem amounts of \$150.00 and \$75.00 shall not be adjusted until the year 2015 or until Council requires a review of these amounts.

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 at least one full year prior to the City of Brandon's 2014 Civic Election.

7. **ABSENT FROM MEETINGS PENALTY**

(a) Where the Mayor, Deputy Mayor or a Councillor is absent for more than a total of six (6) regular or special meetings of Council in one calendar year, the Mayor shall be subject to a loss of Three Hundred Dollars (\$300.00) and the Deputy Mayor or the Councillor a loss of One Hundred Dollars (\$100.00) indemnity for each such further absence.

(b) Absences from such regular or special meetings by the Mayor, Deputy Mayor or a Councillor for the following reasons and authorized by Council shall be deemed permissible, shall not form part of the total of the six (6) regular or special meetings mentioned in sub-section (a) and shall not result in any loss of indemnity:

- (1) City business;
- (2) business relating to the Council member's full or part time occupation;
- (3) scheduled vacation;
- (4) personal or family illness; or
- (5) death in the family.

8. **REPEAL**

By-law No. 6763 of the City of Brandon be and the same is hereby repealed.

9. **EFFECTIVE DATE**

This by-law shall come into full force and take effect on January 1st, 2007.

DONE AND PASSED by the Council of the City of Brandon duly assembled this 10th day of April A.D. 2006 .

 "D. K. Burgess"
 MAYOR

 "C. R. Arvisais"
 CITY CLERK

Read a first time this 28th day of March A.D. 2006.
 Read a second time this 10th day of April A.D. 2006.
 Read a third time this 10th day of April A.D. 2006.

I, Conrad Robert Arvisais, Clerk of the municipality of the city of Brandon, DO HEREBY CERTIFY the above to be a true and correct copy of By-law No. 6830 as amended by By-law Nos. 6962 and 7018.

 "C. R. Arvisais"
 C. R. Arvisais, City Clerk