



The Corporation of the District of North Cowichan

**Council Remuneration Bylaw**

Bylaw 3709

*[Consolidated and printed by authority of the Corporate Officer under section 139 of the Community Charter. Current to November 2, 2020. Last amended October 21, 2020. Amendments: 3788, 3780]*

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The Council of The Corporation of the District of North Cowichan enacts as follows:

**Remuneration**

- 1** (1) The annual remuneration for the Mayor shall be \$77,854.
- (2) The annual remuneration for each Councillor shall be \$28,025.
- (3) An additional amount of \$358 per month shall be paid to each Councillor while serving as Acting Mayor.
- (4) The remuneration for the Mayor, Councillors and Acting Mayor shall be adjusted each year by the same percentage change as the Consumer Price Index for British Columbia over the preceding year.
- (5) Benefits for extended health and dental services similar to those provided to North Cowichan employees and officers shall be available to each member of Council.
- (6) Council members shall have access at no cost to North Cowichan's employee and family assistance program.
- (7) [BL3788]
- (8) Where a member of Council has been found by a Third Party Investigator appointed under the Council Standards of Conduct Policy, as amended or replaced from time to time, to have breached the Policy, the remuneration to which the member of Council would otherwise be entitled to under this bylaw shall be adjusted in accordance with the following:
  - (a) where the member of Council has been found to have breached the Policy for a first time, the remuneration to which the member of Council would otherwise be entitled to under this bylaw shall be reduced by 10%, for a period of 12 months

from the date of the breach;

- (b) where the member of Council has been found to have breached the Policy for a second time, the remuneration to which the member of Council would otherwise be entitled to under this bylaw shall be reduced by 15%, for a period of 12 months from the date of the second breach;
- (c) where the member of Council has been found to have breached the Policy for a third or subsequent time, the remuneration to which the member of Council would otherwise be entitled to under this bylaw shall be reduced by 25%, for a period of 12 months from the date of third or subsequent breach;
- (d) for certainty, where a member of Council has been found to have breached the Policy more than once in a 12-month period, the reductions in the remuneration to which the member of Council would otherwise be entitled to under this bylaw shall be cumulative for any period of overlap in the duration of each reduction (e.g., if a member of Council is found to have first breached the Policy on January 1 of a calendar year, and is subsequently found to have breached the Policy again on July 1 of that year, the remuneration to which the member of Council would otherwise be entitled to under this bylaw shall be reduced by 10% from January 1 to June 30 of that year, by 25% from July 1 to December 31 of that year, by 15% from January 1 to June 30 of the following year, and thereafter be fully reinstated. [BL3780])

**Effective date**

**2** This Bylaw takes effect November 1, 2018.

**Repeal**

**3** The following bylaws are repealed:

- (a) "Remuneration for Mayor & Aldermen Bylaw (#2) 1972", No. 1478;
- (b) "Remuneration for Mayor & Aldermen Bylaw 1991", No. 2578;
- (c) "Council Remuneration Bylaw 1998", No. 3001.

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Read a first, second and third time on August 15, 2018  
Adopted on September 5, 2018