

<b>Policy Title:</b>	<b>Committee Remuneration Policy</b>
<b>Issue Date:</b>	
<b>Revised Date:</b>	
<b>Prepared by:</b>	<b>Chief Administrative Officer's Department</b>
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**1. Principles**

- a. Council recognizes that systemic and financial inequities exist for rights and title holders, and, equity-denied groups that restricts their ability to actively participate in ongoing engagement processes such as advisory committees;
- b. To encourage participation by rights and title holders, and, equity-denied groups by recognizing there are significant demands made upon them to participate in a variety City processes;
- c. To provide reasonable compensation in recognition of the emotional labour and financial demands placed upon rights and title holders, and, equity-denied groups.
- d. To reciprocate for the knowledge and expertise shared by rights and title holders and members of equity-denied groups

**2. Purpose**

The purpose of this policy is:

- To encourage structured Indigenous membership / participation, and participation from members of equity-denied groups on the City's advisory committees, taskforces and working groups;
- To outline remuneration payable, and reimbursement of direct expenses related to participation, to rights holders and equity-denied groups for the provision of advice towards Council decision-making processes via these groups.

### 3. **Definitions**

- Remuneration - money paid for work or a service
- Direct expenses – childcare and transportation costs
- Committee means advisory committee, task force or other working group established by Council for the specific purpose of supporting activities of City decision making.
- Council means the Council of the City of New Westminster.
- Rights holders - is a collective name for the original peoples of North America (also known as Turtle Island) and their descendants who are rights and titles holders to the land.
- Privilege – not a member of an equity seeking group.
- Equity-denied groups are communities that face significant collective challenges in participating in society. This marginalization could be created by attitudinal, historic, social and environmental barriers based on age, ethnicity, disability, economic status, gender, nationality, race, sexual orientation and transgender status, etc. Equity-denied groups are those that identify barriers to equal access, opportunities and resources due to disadvantage and discrimination and actively seek social justice and reparation.

### 4. **Scope**

- This policy applies to the remuneration of rights holders and members of equity-denied groups appointed by Council as members of advisory committees, task forces or working groups.
- This policy does not apply to the Utilities Commission, The New Westminster Library Board or the New Westminster Police Board.
- This policy does not apply to the support of City activities through elders services, greetings or the provision of traditional knowledge

### 5. **Related Policies and Procedure**

This policy is applied in conjunction with the following City Policies which include but are not limited to:

- Travel Policy for Utility Commission members
- Vehicle Compensation Policy

### 6. **Authority for Remuneration**

In order for a rights holder and/or member of an equity-denied group to receive remuneration for participation on a City committee, the following must first occur:

- Individuals in a situation of privilege will not be provided remuneration;
- Individuals who are in rights holders and equity denied groups who self-identify will be compensated if appointed;
- Individuals who are in rights holders and equity denied groups will have the right to decline remuneration;
- Council has appointed the individual by resolution;  
That the committee has a budget sufficient to support the remuneration to the rights holders and equity denied groups participants.

## **7. Amount of Remuneration**

Appointed rights holders and participants from equity-denied groups shall be compensated as follows for each meeting in which they participate:

- a. First four hours: \$200.00
- b. More than four hours: \$400.00
- c. Pre-reading: \$100.00
- d. Any remuneration paid under this policy shall be done in accordance with the applicable Canada Revenue Agency reporting regulations.

In addition to this remuneration, appointed rights holders and participants from equity-denied groups shall be eligible for reimbursement of direct expenses, such as:

- Transportation costs to attend the meetings per the City's per diem policy;
- Parking, if applicable (upon provision of receipts);
- A childcare stipend of TBD , if applicable; and
- The provision of health food at meetings.

## **8. Reimbursement Claims**

The Director overseeing the advisory committees, taskforces and working groups shall authorize remuneration and all eligible expenses.

## **9. Policy Review and Rate Adjustments**

Council shall review this policy at three-year intervals and consider adjustments related to inflation in a manner similar to Council member indemnities.

## **10. Financial Implications**

City staff estimate \$60,000 per year to provide remuneration for appointed rights holders and equity denied groups based on 15 meetings and 38 attendees annually to a maximum of \$1,500/year. Staff will monitor and will not exceed available approved budgets related to this policy.

No funding has been allocated in the 2022 operating budget for Committee remuneration or expense reimbursement and any expenditures in 2022 would need to

be managed within the City's existing operating budgets by re-prioritizing, delaying or deferring spends in other areas. Funding for 2023 and beyond would need to be considered in the budget process.