



scəwáθən məsteyəx<sup>w</sup>

TSAWWASSEN FIRST NATION

*Government Organization Act*

**CHIEF AND EXECUTIVE COUNCIL REMUNERATION REGULATION**

**Date Enacted: 14 October 2009**

*Order Number: O.098-2009*

**Last Amended: 9 July 2024**

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## Table of Regulation Changes

Section(s) Amended	Date	Order number	Come Into Force Date
s.10(3) added	18/11/2009	O.016-2009	18/11/2009
s.6(1) and 7 amended	17/12/2014	O.114-2014	17/12/2014
s.7 amended; confirmation of adjustments to remuneration	14/01/2015	O.003-2015	14/01/2015
Recitals amended Sections 1, 3, 5, and 8 amended Sections 4, 6, 9, 10, and 12 deleted	15/12/2020	O.072-2020	01/01/2021
Recitals amended Section 7 amended; sections 7.1-7.4 added	09/07/2024	O.046-2024	09/07/2024

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Whereas this regulation is established in accordance with the Government Organization Act and after the careful consideration of an independent report examining remuneration of elected officials in comparable organizations, the Executive Council set the remuneration for Chief and Executive Councillors on the assumption that the position of Chief is equivalent to a full time position and the position of Executive Councillor is equivalent to a 1/2 time position.

*[Amended by Order number O.072-2020]*

*[Amended by Order number O.046-2024]*

### **Authority**

- 1 (1) This regulation is made under the Government Organization Act
- (2) As required in section 27 (1) and section 34 (1) of the Government Organization Act, the remuneration for the Chief and members of the Executive Council are established by this regulation after consideration of an independent report, prepared for Executive Council, and after having consulted with Tsawwassen Members through the Advisory Council.

*[Amended by Order number O.072-2020]*

### **Definitions**

- 2 (1) In this Regulation:
  - "Act" means the Government Organization Act; and
  - "employee" means a person employed by the Tsawwassen Government.
- (2) Unless specifically provided otherwise in these regulations, the terms used have the same meaning as defined in the Act.

### **Aggregate remuneration for Chief**

- 3 (1) The aggregate remuneration for the Chief is the sum of:
  - (a) an annual salary of \$75,000
  - (b) the annual salary for a member of the Executive Council set out in section 5, and
  - (c) the Legislator stipend amount provided for by the Act.
- (2) The Chief is entitled to benefits and pension contributions according to the terms of those plans set up for employees.

*[Amended by Order number O.072-2020]*

4 *[repealed by Order number O.072-2020]*

### **Aggregate remuneration for Executive Council**

- 5 (1) The aggregate remuneration for a member of the Executive Council is the sum of:
  - (a) an annual salary of \$40,000, and,
  - (b) the Legislator stipend amount provided for by the Act
- (2) The Chief is entitled to benefits and pension contributions according to the terms of those plans set up for employees.

*[Amended by Order number O.072-2020]*

6 [repealed by Order number O.072-2020]

### **Adjustments to remuneration**

7 The remuneration set out in this regulation must be adjusted on January 1, 2011 and on each January 1 after that in accordance with the Schedule to the Act.

[Amended by Order number O.114-2014]

[Amended by Order number O.003-2015]

[Amended by Order number O.046-2024]

7.1 If the actual workload of any Executive Councillor is greater or less than the assumed workload the Chief and Executive Council may adjust their remuneration to a 1/4, 3/4, or full time basis.

7.2 When adjusting remuneration for changes in workload under 7(1) the remuneration must be calculated using the base half time annual salary set out in 5(1)(a).

7.3 Chief and Executive Council may provide for per diem payments for any short term or ad hoc activities that require an Executive Councillor to work in addition to their assumed workload, at a rate of \$500 per half day and \$1000 per full day.

7.4 The report required by section 27(1) and section 34(1) of the *Government Organization Act* should be completed in the final year of the Chief and Executive Council's term such that any adjustments to remuneration come into effect for the incoming Chief and Executive Council.

[Amended by Order number O.046-2024]

### **Payment of remuneration**

8 (1) The annual salaries set out in section 3(1) and section 5(1) are payable to the Chief and members of the Executive Council on a bi-weekly basis throughout the year in the same manner that employees are paid.

(2) The Legislator stipend amount will be paid in quarterly instalments, with the last instalment payable on the last day of a fiscal year.

[Amended by Order number O.072-2020]

9 [repealed by Order number O.072-2020]

10 [repealed by Order number O.072-2020]

### **Repeal**

11 The Transitional Remuneration for Chief and Executive Council Regulation is repealed.

12 [repealed by Order number O.072-2020]