



Making a difference...together

**Meeting With CRD Board of Directors
Regarding
CRD Board Remuneration
Alignment With Policy**

May 13, 2026





Contents

- ◆ Background
- ◆ Western Compensation & Benefits Consultants
- ◆ Work Completed
- ◆ Conclusions On Annual Stipends

Background

- ◆ CRD serves residents from 3 electoral areas and 13 municipalities in the Capital Region
- ◆ CRD is governed by a 24 member Board of Directors who also serve as directors of the Regional Hospital District Board and the Capital Region Housing Corporation Board
- ◆ CRD Board is comprised of Municipal Directors appointed by their respective municipal councils, along with Electoral Area Directors elected from the electoral areas
- ◆ CRD governance also includes Commissioners for a number of sub-regional and local area services
- ◆ The CRD Board Remuneration & Travel Expense Policy applies to CRD Directors and Alternates, certain Commissioners and other elected officials, First Nation Members and certain Board appointees to external Boards
 - the Policy specifies a market review will be undertaken every 3 to 5 years to ensure remuneration remains aligned with the Policy
 - Western Compensation & Benefits Consultants was retained by CRD to conduct the market comparison review

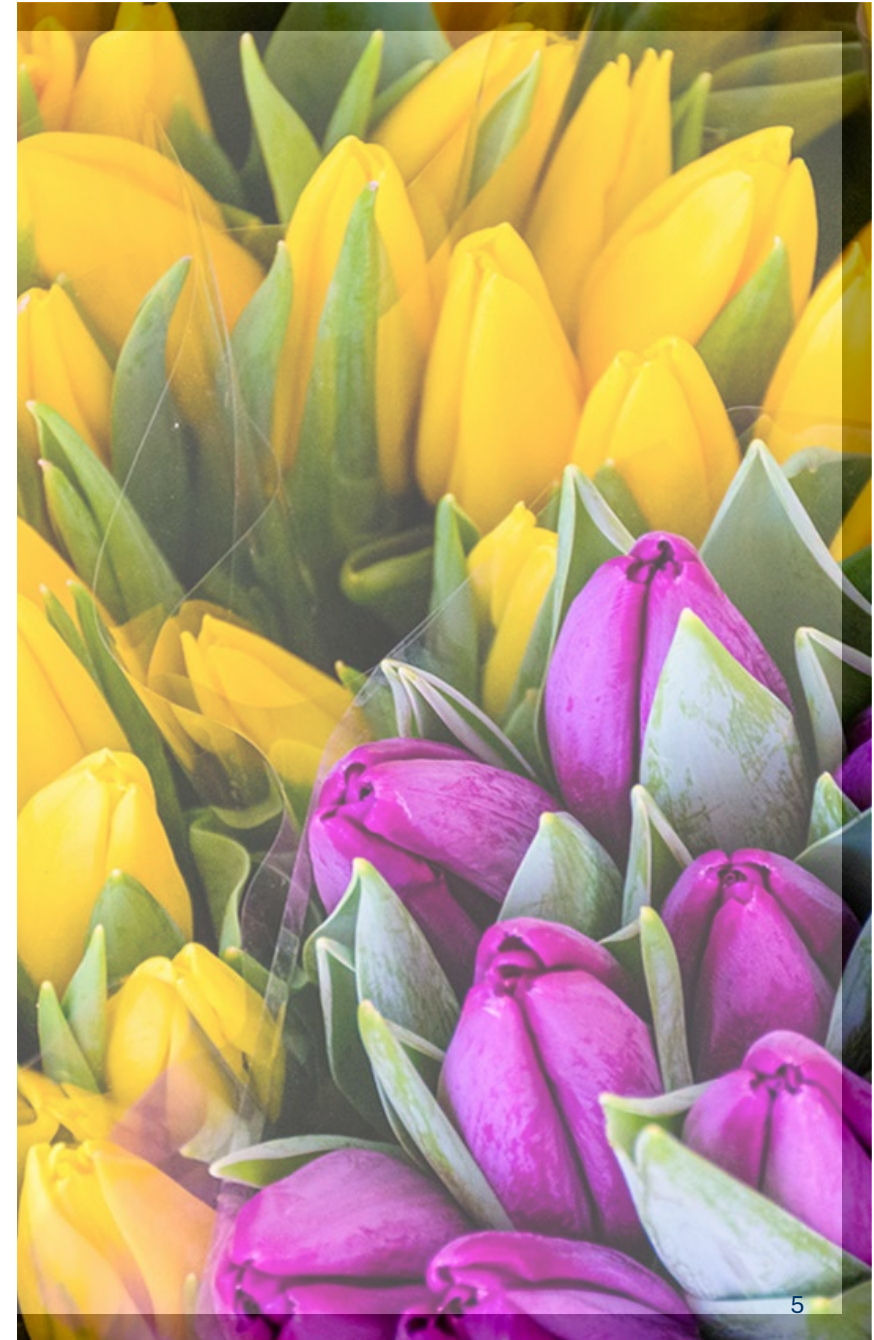
Western Compensation & Benefits Consultants



- ◆ Canadian Firm founded in Vancouver 40 years ago
- ◆ Owned by its senior professionals
- ◆ Serves Canadian and international clients
- ◆ Provide consulting advice regarding all aspects of compensation and benefit programs and related human resources areas
- ◆ Professional staff
 - degrees and professional designations
 - experience
- ◆ Clients
 - public sector
 - private sector
 - not-for-profit sector
 - expert witness

Work Completed

1. Obtained and Reviewed Background Information and Documentation
2. Met with CRD
3. Developed Market Survey Materials
4. Conducted Market Survey
5. Completed Analysis and Prepared Report
 - developed conclusions to support alignment with the CRD Board Remuneration Policy



Conclusions On Annual Stipends

| Annual Stipends | Remuneration | Expense Allowance | Total |
|-----------------------------------|--------------|-------------------|----------|
| CRD/CRHD Board Directors | \$18,845 | \$9,105 | \$27,590 |
| Electoral Area Directors | \$39,729 | \$19,567 | \$59,295 |
| CRD Board Chair | \$24,120 | \$11,880 | \$36,000 |
| CRD Board Vice-Chair | \$5,113 | \$2,518 | \$7,631 |
| CRHD Board Chair | \$5,113 | \$2,518 | \$7,631 |
| Commission Chairs | \$2,773 | \$1,366 | \$4,139 |
| Board Standing Committee Chair | \$2,773 | \$1,366 | \$4,139 |
| Add'l Board Standing Committee(s) | \$5,113 | \$2,518 | \$7,631 |
| SSI Local Community Commissioners | \$10,167 | \$5,008 | \$15,175 |
| Per Meeting Payments | Remuneration | Expense Allowance | Total |
| Alternate Directors | \$142 | \$70 | \$212 |



Making a difference...together

**Meeting With CRD Board of Directors
Regarding
CRD Board Remuneration
Alignment With Policy**

May 13, 2026

