



## CAPITAL REGIONAL DISTRICT BOARD POLICY

Policy Type	<i>Board</i>		
Section	<i>Executive Services, People, Safety &amp; Culture (PS&amp;C)</i>		
Title	<b>BOARD REMUNERATION AND TRAVEL EXPENSE REIMBURSEMENT</b>		
Adoption Date	September 9, 2015	Policy Number	BRD03
Last Amended	January 20, 2026	Amended By	PS&C
Policy Owner	People, Safety & Culture (PS&C)		

### 1. POLICY:

Board of Directors Remuneration and Travel Expense Policy.

### 2. PURPOSE:

To outline the Board remuneration and travel expense reimbursement guidelines. The CRD Board approved a new Board remuneration framework on September 9, 2015. A primary driver for establishing a CRD Board remuneration philosophy was to recognize the significant amount of commitment required of Directors and to design an approach that would assist with engagement as well as attendance.

### 3. SCOPE:

The policy applies to all CRD Board Directors, Commission members, First Nations Members and certain Board appointees to external Boards.

### 4. DEFINITIONS:

**“Board Remuneration”**: means any compensation paid to Board Directors, certain Commission members, First Nations Members and Board appointees to external Boards as approved by the CRD Board in exchange for undertaking CRD business activities.

### 5. PROCEDURE:

Human Resources, in consultation with Finance and Technology and Corporate Services, is responsible for the control, coordination, and implementation of the policy. Modifications to the overall policy are to be approved by the Capital Regional District (CRD) Board.

- a) All Board Directors, certain Commission members, Municipal Councillors, First Nations Members and certain Board appointees to external Boards shall receive an annual stipend and/or a payment per meeting and travel expenses as per CRD Board Remuneration and Travel Expense Policy - Schedule 1.
- b) Eligibility for payments is defined in CRD Directors Appointments by Committees, Commissions to External Board - Schedule 2.

- c) The remuneration amounts will be adjusted annually, by Financial Services, based on the Consumer Price Index for the Victoria area for the twelve months ending December 31 of the preceding year – Schedule 3.
- d) The remuneration structure will be reviewed periodically as directed by the Board.

**6. SCHEDULES:**

- 1. CRD BOARD REMUNERATION AND TRAVEL EXPENSE POLICY
- 2. REMUNERATION ELIGIBILITY TABLE
- 3. CRD BOARD REMUNERATION PHILOSOPHY

**7. AMENDMENTS:**

Adoption Date	Description
September 9, 2015 (Revised April 18, 2016)	<i>Approved by the Board</i>
April 12, 2017 ( <i>eff. January 1, 2017</i> )	<i>Amendment 1, approved by the Board</i>
May 9, 2018 ( <i>eff. January 1, 2019</i> )	<i>Amendment 2, approved by the Board</i>
February 10, 2020 ( <i>Schedule 1 and 2 updates</i> )	<i>Amendment 3, approved by Human Resources (eff Jan.2020 Schedule 1; Dec.2019 Schedule 2)</i>
January 13, 2021 ( <i>Schedule 2 update</i> )	<i>Amendment 4, approved by the Board</i>
February 2, 2021 ( <i>Schedule 1 update</i> )	<i>Amendment 5, approved by Human Resources (eff. Jan.2021)</i>
January 24, 2022 ( <i>Schedule 1 update</i> )	<i>Amendment 6, approved by Human Resources (eff. Jan.2022)</i>
January 20, 2023 ( <i>Schedule 1 update</i> )	<i>Amendment 7, approved by Human Resources (eff. Jan.2023)</i>
June 2023	<i>Amendment 8, approved by the Board (eff. June 2023)</i>
January 19, 2024 ( <i>Schedule 1 update</i> )	<i>Amendment 9, approved by Human Resources (eff. Jan.2024)</i>
December 11, 2024	<i>Amendment 10, approved by the Board (eff. Jan.1, 2025 - Schedule 1: SSI Electoral Area Director, Local Community Commission Commissioner)</i>
January 22, 2025 ( <i>Schedule 1 update</i> )	<i>Amendment 11, approved by Human Resources (eff. Jan. 2025)</i>

January 20, 2026 (Schedule 1 update)	<i>Amendment 12, approved by People, Safety &amp; Culture (eff. Jan. 2026)</i>
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**8. REVIEWS:**

<b>Review Date</b>	<b>Description:</b>
Annually	<i>Review annually for schedule(s) update</i>

**9. RELATED POLICY, PROCEDURE OR GUIDELINE:**

- *Bylaw No. 3828, "Board Procedures Bylaw, 2012"*

**SCHEDULE 1**

**CRD BOARD REMUNERATION AND TRAVEL EXPENSE POLICY**

*Effective January 1, 2026  
(E&OE)*

	REMUNERATION	EXPENSE ALLOWANCE	TOTAL	
<b>ANNUAL STIPENDS</b>				
Paid periodically throughout the year (currently, biweekly)				
1	<b>CRD / CRHD Board Directors</b>	16,347	8,174	<b>24,521</b>
	<i>Includes all CRD/CRHD Board meetings, Committee of the Whole Meetings, and two Standing Committee* commitments *where defined as a standing committee in bylaws or terms of reference AND members are appointed by the Board Chair</i>			
2	<b>Electoral Area Directors (additional)</b>			
	- JDF Electoral Area; SGI Electoral Area	31,512	15,756	<b>47,268</b>
	- SSI Electoral Area	24,692	12,346	<b>37,038</b>
3	<b>CRD Board Chair (additional)</b>	24,042	12,021	<b>36,063</b>
4	<b>CRD Board Vice-Chair (additional)</b>	4,807	2,404	<b>7,211</b>
5	<b>CRHD Board Chair (additional)</b>	4,807	2,404	<b>7,211</b>
	<i>(Not paid if the CRHD Board Chair is also the CRD Board Vice-Chair)</i>			
6	<b>Board Standing Committee Chair, CRD Arts Commission Chair &amp; Solid Waste Advisory Commission Chair (additional)</b>	2,405	1,202	<b>3,607</b>
	<i>(when appointed by CRD Board Chair)</i>			
7	<b>Additional Board Standing Committee(s) (additional)</b>	4,807	2,404	<b>7,211</b>
	<i>(Payable if Standing Committee Membership exceeds the two remunerated in Section 1)</i>			
8	<b>Salt Spring Island Local Community Commissioner</b>	8,954	4,477	<b>13,431</b>
	<i>(Payable to all elected LCC commissioners, except the Electoral Area Director)</i>			
<b>PER MEETING PAYMENTS</b>				
Paid for scheduled attendance at a meeting, except where such meeting has been cancelled in advance <b>(see Footnote 2 – Eligibility Verification)</b>				
9	<b>Alternate CRD/CRHD Board Director and Acting Standing Committee Chair</b>	73	37	<b>110</b>
10	<b>CRD Board Directors - Local &amp; Sub-Regional Commission/Committee Meetings</b>	73	37	<b>110</b>
	Does not apply when:			
	i. Commission /Committee within the responsibilities of the Electoral Area Director			
	ii. Remuneration is already paid by the Commission			
	iii. The Committee/Commission is not eligible for payment by Act, Regulation, Bylaw or other			
11	<b>First Nation Member appointees to eligible CRD Committee</b>	73	37	<b>110</b>

12	<b>CRD Board Directors – appointed by CRD to External Board</b> Does not apply when: i. External Board falls within the responsibilities of the Electoral Area Director ii. Remuneration is already paid by the External Board iii. The External Board is not eligible for payment by Act, Regulation, Bylaw or other	73	37	<b>110</b>
13	<b>CRD Municipal Directors who vote on Part 26 Decisions of Juan de Fuca Electoral Area</b> Applies only when: a. Attendance at a JDFEA land use committee meeting of which the director is a member b. Attendance at any land use public hearing of the JDFEA regarding an area where the director is eligible to vote on decisions at the CRD Board  Does not apply to the Electoral Area Director	73	37	<b>110</b>
14	<b>Alternate CRD Electoral Area Director attending formal Local and Sub-Regional Commission meetings in place of the Electoral Area Director</b>	73	37	<b>110</b>
15	<b>All Commissioners - Regional Water Supply Commission</b>	73	37	<b>110</b>
16	<b>Forum of Councils – First Nations, Municipal Councilors and Directors</b>	73	37	<b>110</b>

### TRAVEL EXPENSES

(see Footnote 3 regarding claim process)

17	<b>All Director, LCC Commissioner, or First Nation Member Travel - to and from meetings where the Director, LCC Commissioner or First Nation Member is a member</b>	\$0.67	Per km. for regularly constituted meetings of Board, Commissions, Standing, and Select Committees
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### DIRECTOR TRAVEL

Within Capital Region/Vancouver Island and Lower Mainland

18	<b>Travel by Personal Automobile</b>	\$0.67	Per kilometre
19	<b>Travel by Bus, Train, Ferry, Air (economy class)</b>	Actual expense	Payable upon receipt

### DIRECTOR TRAVEL

Outside Capital Region/Vancouver Island and Lower Mainland

20	<b>Travel by Personal Automobile</b>	\$0.67	Per kilometre
21	<b>Travel by Bus, Train, Ferry, Air (economy class), Car Rental (mid-size)</b>	Actual expense	Payable upon receipt
22	<b>Electoral Area Director Travel - within Electoral Area</b>	\$0.67	For travel greater than 10km from EA Director's residence within the EA or their office, provided the destination is a place to conduct EA business

23	<b>CRD Board Chair, CRHD Board Chair, Standing Committee Chair - including Acting Chairs</b>	\$0.67	For any business travel of the Board or Standing Committee, provided the expenses are incurred outside the municipality or EA which the Chair represents
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**MEALS**

24	<b>For Travel Requiring Greater-Than 24 Hours from Place of Residence</b>	\$84.00	Per diem allowance for meals, gratuities, parking, local calls
<b>For Travel Requiring Less-than 24 Hours from Place of Residence</b>			
25	- Breakfast	\$18.00	See Footnote 1
26	- Lunch	\$24.00	See Footnote 1
27	- Dinner	\$42.00	See Footnote 1

**OTHER**

28	<b>Seminars, Courses, Conferences, Meetings</b>	Actual Cost	Registration Fees paid for single participation (Receipt required)
29	<b>Accommodation</b>	Actual Cost	Based on single occupancy
30	<b>Taxi Expenses</b>	Actual Cost	Receipts are required
31	<b>Long Distance Telephone Calls</b>	Actual Cost	Receipts are required

**FOOTNOTES**

(1) Meal payments will be paid as follows:

If Departure Prior to:	7:00am	Breakfast, Lunch, Dinner
	12:00noon	Lunch, Dinner
	6:00pm	Dinner
If Return After:	12:30pm	Breakfast, Lunch
	6:00pm	Breakfast, Lunch, Dinner

(2) Eligibility Verification:

For attendance at meetings, seminars, courses, conferences and/or meetings outside of CRD facilities, claimants will confirm their attendance on the CRD Travel Expense Report Claim form and eligibility of expense claims will be approved by Legislative Services.

(3) Travel Expense Claims Process:

Claims for travel expenses are submitted to *Legislative Services* for approval on the CRD Travel Expense Report Claim form within thirty (30) *calendar days* of the period in which the expenses were incurred.

## SCHEDULE 2

### CRD BOARD REMUNERATION AND TRAVEL EXPENSE POLICY

#### CRD Director Remuneration Eligibility Table (E&OE)

<b>Regional Board and Standing Committees</b>	<b>See Footnote</b>
Capital Regional District Board	1
Capital Regional Hospital District Board	1
Capital Region Housing Corporation Board	1, 6
Climate Action Inter-Municipal Task Force	7
Committee of the Whole	1
Core Area Liquid Waste Management Committee	1, 2, 8
Electoral Areas Committee	1, 2, 8
Environmental Services Committee	1, 2, 8
Finance Committee	1, 2, 8
Governance and First Nations Relations Committee	1, 2, 8
Hospitals and Housing Committee	1, 2, 8
Planning and Protective Services Committee	1, 2, 8
Regional Parks Committee	1, 2, 8
Solid Waste Advisory Committee	7
Transportation Committee	1, 2, 8

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#### **Footnotes:**

- 1. Within Director's core responsibilities*
- 2. Eligible for additional Standing Committee payment, if Director already sits on two (2) Standing Committees*
- 3. Eligible for per meeting payment*
- 4. Not eligible for payment: Commission/Board falls within the responsibilities of an Electoral Area Director*
- 5. Not eligible for payment: Commission/Board already makes a payment for attendance*
- 6. Not eligible for payment: Commission/Board ineligible by Act, Regulation, Bylaw or other*
- 7. Not eligible for payment: Sub-Committee to a Standing Committee or other*
- 8. Payments to be made to respective First Nations Governments on behalf of First Nation Member appointees following attendance at the meeting. Payments for attendance and expenses shall not exceed \$8,250 per year per First Nation. Note that First Nation participation is only permitted where the specific Committee Terms of Reference allow.*

<b>Director Appointments to Local &amp; Subregional Commissions</b>	<b>See Footnote</b>
Accessibility Advisory Committee	7
Arts Advisory Council	7
Arts Commission	3
Beddis Water Service Commission	4
Cedar Lane Water Service Commission	4
Cedars of Tuam Water Service Commission	4
East Sooke Fire Protection and Emergency Response Service Commission	4
East Sooke Advisory Planning Commission	4
Fernwood and Highland Water Local Service Commission	4
Fulford Water Service Commission	4
Galiano Island Parks and Recreation Commission	4
Ganges Sewer Local Services Commission	4
Juan de Fuca Board of Variance	4
Juan de Fuca Electoral Area Parks and Recreation Advisory Commission	4
Juan de Fuca Land Use Committee	4
Juan de Fuca Water Distribution Commission	3,4
Lyll Harbour/Boot Cove Water Local Services Committee	4
Magic Lake Estates Water and Sewer Committee	4
Malahat Advisory Planning Commission	4
Malahat Fire Protection and Emergency Response Service Commission	4
Maliview Sewer Local Service Commission	4
Mayne Island Parks and Recreation Commission	4
North Galiano Fire Protection and Emergency Response Service Commission	4
Otter Point Advisory Planning Commission	4
Otter Point Fire Protection and Emergency Response Service Commission	4
Pender Islands Parks and Recreation Commission	4

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**Footnotes:**

1. *Within Director's core responsibilities*
2. *Eligible for additional Standing Committee payment, if Director already sits on two (2) Standing Committees*
3. *Eligible for per meeting payment*
4. *Not eligible for payment: Commission/Board falls within the responsibilities of an Electoral Area Director*
5. *Not eligible for payment: Commission/Board already makes a payment for attendance*
6. *Not eligible for payment: Commission/Board ineligible by Act, Regulation, Bylaw or other*
7. *Not eligible for payment: Sub-Committee to a Standing Committee or other*

<b>Director Appointments to Local &amp; Subregional Commissions (con't)</b>	<b>See Footnote</b>
Peninsula Recreation Commission	3
Port Renfrew Fire Protection and Emergency Response Service Commission	4
Port Renfrew Utility Services Committee	4
Regional Transportation Advisory Committee	7
Regional Water Supply Commission	5
Saanich Peninsula Wastewater Commission	3
Saanich Peninsula Water Commission	3
Salt Spring Island Local Community Commission	1,4
Saturna Island Parks and Recreation Commission	4
Shirley Fire Protection and Emergency Response Service Commission	4
Shirley/Jordan River Advisory Planning Commission	4
Skana Water Service Committee	4
Sooke and Electoral Area Parks and Recreation Commission	3,4
Southern Gulf Islands Community Economic Sustainability Commission	4
Southern Gulf Islands Electoral Area Emergency Advisory Commission	4
Southern Gulf Islands Harbours Commission	4
Southern Gulf Islands Public Library Commission	4
Sticks Allison Water Local Service Committee	4
Surfside Park Estates Water Service Committee	4
Victoria Family Court and Youth Justice Committee	3
Water Advisory Committee	6
Wilderness Mountain Water Service Commission	4
Willis Point Advisory Planning Commission	4
Willis Point Fire Protection and Recreation Facilities Commission	4

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**Footnotes:**

1. *Within Director's core responsibilities*
2. *Eligible for additional Standing Committee payment, if Director already sits on two (2) Standing Committees*
3. *Eligible for per meeting payment*
4. *Not eligible for payment: Commission/Board falls within the responsibilities of an Electoral Area Director*
5. *Not eligible for payment: Commission/Board already makes a payment for attendance*
6. *Not eligible for payment: Commission/Board ineligible by Act, Regulation, Bylaw or other*
7. *Not eligible for payment: Sub-Committee to a Standing Committee or other*

<b>Regional Board Appointments to External Boards</b>	<b>See Footnote</b>
Capital Region Emergency Services Telecommunications	5
Greater Victoria Coalition to End Homelessness Society	6
Greater Victoria Harbour Authority Board	5
Greater Victoria Labour Relations Association	3
ICET – Island Costal Economic Trust Central South Island Regional Advisory Committee	?
Island Corridor Foundation Board	5
Municipal Finance Authority	5
Pender Islands’ Fire Protection Society	4
South Island Reconciliation Advisory Committee	3
Royal and McPherson Theatres Society Advisory Committee	7
Royal and McPherson Theatres Society Board	3
Sooke Historical Society	4
Vancouver Island and Costal Communities Climate Leadership Plan Steering Committee	?
Vancouver Island Regional Library Board	4

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**Footnotes:**

1. *Within Director's core responsibilities*
2. *Eligible for additional Standing Committee payment, if Director already sits on two (2) Standing Committees*
3. *Eligible for per meeting payment*
4. *Not eligible for payment: Commission/Board falls within the responsibilities of an Electoral Area Director*
5. *Not eligible for payment: Commission/Board already makes a payment for attendance*
6. *Not eligible for payment: Commission/Board ineligible by Act, Regulation, Bylaw or other*
7. *Not eligible for payment: Sub-Committee to a Standing Committee or other*

## SCHEDULE 3

### CRD BOARD REMUNERATION AND TRAVEL EXPENSE POLICY

#### **CRD Board Remuneration Philosophy**

*(Effective January 1, 2016)*

- a base Director annual stipend as the average paid to CRD member councillors, which recognizes attendance at all Board meetings and Committee of the Whole meetings plus two Standing Committee commitments; and
- an additional annual stipend to Electoral Area Directors which recognizes all additional Electoral Area work including Electoral Area Commission commitments; and
- an additional annual stipend to the CRD Board Chair consistent with payments made by other Regional Districts, which recognizes all Board Chair responsibilities including all ex-officio responsibilities on Standing Committees; and
- additional annual stipends to recognize the additional commitments of the: CRD Board Vice-Chair; Capital Region Hospital District Chair; Standing Committee Chairs; CRD Directors appointed as a Commission Chair, when such Commission Chair appointment is made directly by the CRD Board Chair *[amended effective January 1, 2017]*; and CRD Directors who are involved on more than two Standing Committees; and
- per meeting payments to CRD Directors appointed to local and sub-regional Commissions and external boards (except where remuneration is already paid and/or not eligible); and
- per meeting payments to Alternate Directors consistent with payments made by other Regional Districts; and
- that the annual cost of living adjustment based on the Victoria Consumer Price Index continue to be applied, and that a regular review be undertaken every three (3) to five (5) years to ensure remuneration remains comparable.