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Meeting With CRD Board of Directors Regarding CRD Board Remuneration & Travel Expense Policy

February 11, 2026

WCBC Western Compensation
& Benefits Consultants



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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 members of the Regional Hospital Board and the Capital Region Housing Corporation Board
- ◆ CRD Board is comprised of Municipal Directors appointed by their respective municipal councils, along with Directors 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 review will be undertaken every 3 to 5 years to ensure remuneration remains comparable
 - Western Compensation & Benefits Consultants was retained by CRD to conduct the market comparison review

Western Compensation & Benefits Consultants



Western Compensation
& Benefits Consultants

Compensation • Benefits • Executive Remuneration • Pensions • Investment • Actuarial Services

- ◆ 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

Overview of Consulting Work Plan

1. Obtain and Review Background Information and Documentation
2. Meet with CRD Board of Directors
3. Develop Market Survey Materials
4. Conduct Market Survey
5. Conduct Analysis and Prepare Report
 - comparison of CRD's existing remuneration, expense reimbursement and related practices to those of the survey organizations
 - recommendations to ensure CRD's remuneration is aligned with the CRD Board Remuneration & Travel Expense Policy
6. Discuss Report With CRD Board on May 13, 2026

