



TSAWWASSEN FIRST NATION
s'cəwaθən məsteyəx^w

Government Organization Act

**CHIEF AND EXECUTIVE COUNCIL REMUNERATION
REGULATION**

Date Enacted: 14 October 2009

Order Number: O.098-2009

Last Amended: 14 January 2015

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Table of Regulation Changes

Section(s) Amended	Date	Order number
s.10(3) added	18/11/2009	O.106-2009
s.6(1) and 7 amended	17/12/2014	O.114-2014
s.7 amended; confirmation of adjustments to remuneration	14/01/2015	O.003-2015

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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 2/3 time position and the position of Executive Councillor is equivalent to a 1/2 time position.

Whereas remuneration for Chief and Executive Councillor is set on the assumption that the positions are 2/3 time and 1/2 time respectively, the Executive Council may adjust the remuneration by way of amending this regulation if they determine that the actual workload is greater or less than the assumed workload.

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 rates of pay 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.

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 The aggregate remuneration for the Chief is the sum of:
 - (a) the amount set out in section 4 (1),
 - (b) the amount set out in section 6 (1), and
 - (c) the Legislator stipend amount of \$7,500 per annum as set out in section 13 (1) of the Act.

Rate of pay for Chief

- 4 (1) The rate of pay for the position of Chief is \$40,000 per year.
- (2) The Chief is entitled to benefits and pension contributions according to the terms of those plans set up for employees.

Aggregate remuneration for Executive Council

- 5 The aggregate remuneration for a member of the Executive Council is the sum of:
 - (a) the amount set out in section 6 (1), and
 - (b) the Legislator stipend amount of \$7,500 per annum as set out in section 13 (1) of the Act.

Rate of pay for Executive Council member

- 6 (1) The rate of pay for the position of Executive Councillor is \$32,000 per year.

[Amended by order number 114-2014]

- (2) Members of the Executive Council are entitled to benefits and pension contributions according to the terms of those plans set up for employees.

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 114-2014]

[Amended by order number 003-2015]

Payment of remuneration

- 8 (1) The rates of pay set out in section 4 (1) and section 6 (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 set out in section 13 (1) will be paid in quarterly instalments, with the last instalment payable on the last day of a fiscal year.

Adjustments to remuneration if Chief is on staff

- 9 (1) In the event that the Chief is also an employee of the Tsawwassen First Nation,
- (a) the rate of pay for the position of Chief, as set out in section 4 (1),
 - (b) the rate of pay for the position of Executive Councillor, as set out in section 6 (1), and
 - (c) the employee salary,
- will all be reduced by 50%.
- (2) For greater certainty, in the event that subsection (1) applies, the Legislator stipend will not be reduced.

Adjustments to remuneration if a member of Executive Council is on staff

- 10 (1) In the event that a member of Executive Council, other than the Chief, is also an employee of the Tsawwassen First Nation, the rate of pay for the position of Executive Councillor, as set out in section 6 (1) will be reduced by 50%.
- (2) For greater certainty, in the event that subsection (1) applies, the Legislator stipend and the employee salary of a member of the Executive Council will not be reduced.
- (3) If a member of the Executive Council, other than the Chief, is employed on a part-time or contract basis, the rate of pay for the position of Executive Councillor, as set out in section 6 (1) will not be reduced.

[Amended by order number 106-2009]

Repeal

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

Commencement

- 12 This regulation is deemed to have come into effect on October 1, 2009.