



Making a difference...together

Minutes of a Meeting of the Finance Committee

Held Wednesday, June 03, 2015, in the Board Room, 625 Fisgard St., Victoria, BC

WORKSHOP

Present: Directors: D. Howe (Chair), J. Ranns (Vice Chair), D. Blackwell, S. Brice, J. Brownoff, B. Desjardins, A. Finall (9:41), N. Jensen (Board Chair, ex-officio)

Staff: T. Robbins, General Manager, Integrated Water Services; C. Neilson, Senior Manager, Human Resources; N. More, Committee Clerk (recorder)

Also Present: Katherine M. Sainas, Sainas Consult Inc.

Absent: M. Alto

The meeting was called to order at 9:30 a.m.

1. Approval of Agenda

MOVED by Director Blackwell, **SECONDED** by Director Desjardins
That the agenda be approved as circulated.

CARRIED

2. Discussion Items

2.1 CRD Board of Directors Remuneration Study and Review

C. Neilson provided an overview of the workshop program and provided the Committee with the following hand-outs:

- CRD Board of Directors Remuneration Study and Review (Sainas Consult Inc.), including Items for Discussion, Regional Districts Summary Information, Expenditure and Revenue Information, and Possible Comparison Organizations
- Schedule A, Directors' Remuneration for Period January 1, 2015 – December 31, 2015

K. Sainas spoke of the comparison market.

The Committee discussed considerations such as:

- complexity, the number of services, committees and commissions
- oversight role, meeting attendance, use of alternates
- clarity around role, responsibilities, and expectations
- design that starts with a base amount and a variable earned depending on further work
- objective design, based on role, not performance

C. Neilson clarified that some of the information gathered during the review of the remuneration for Electoral Area directors could be used for this review.

C. Neilson summarized that the discussion thus far indicated the Committee's interest in a design that would help with engagement as well as attendance. Areas to study included consideration for meeting attendees and alternates, a base amount for being a member of the Board, how amounts are established, which types of meetings are paid for and which

are not, potential to pare down the number of committees and commissions in the electoral areas, and a code of expectations.

The Committee discussed defining what it means to be a Director. The Committee discussed possible standards to adopt and delved into the complexities of members and alternates, number of committees, number of meetings, workload, additional functions such as ad hoc committees and task forces, delegated membership on external committees, attendance, effectiveness and administering the system.

The Committee expressed that there be a core commitment and a payment for extra commitments. On the motion, the Committee discussed voluntary and mandatory committee membership, participation and accountability.

MOVED by Director Finall, **SECONDED** by Director Blackwell,
That the core commitment be established as membership on the Board, the Committee of the Whole and two standing committees.

CARRIED

C. Neilson reported that staff and the consultant would report back on the options. He summarized that the Committee had expressed that the issue of Board remuneration rested primarily on how to ensure engagement and commitment on being a Board member. Some areas identified were:

- a code of expectations
- engagement with the Board and committees
- expectations of what it means to be a member or an alternate on the Board
- restructuring to pare down the number of the committees and commissions
- core commitment base remuneration
- recognition for commitments beyond the base level
- appointment aspects for all types of legislative bodies
- appropriate and defensible salary amounts

C. Neilson reported the remuneration design was intended to be ready for review at the start of the budget process for the next four years.

3. Adjournment

MOVED by Director Jensen, **SECONDED** by Director Brownoff,
That the meeting be adjourned at 11:04 a.m.

CARRIED

CHAIR

RECORDER