



# Council Remuneration Policy

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## **Council Remuneration Policy**

### **Policy**

It is the current Council's policy to establish the compensation for the next Council to be compensated to conduct their roles and duties as an elected official of Nipissing First Nation.

### **Purpose**

The purpose of this Council Compensation Policy is to establish common policies and rates for Nipissing First Nation elected Chief and Councillors. As an acknowledgment of the commitment of time, complexity of the issues dealt with, and hours expended Nipissing First Nation will provide Council with the compensation detailed within this policy. It is with practice that the current Council cannot adjust their compensation during their tenure but adjust the next elected Council's compensation, if the current Council see's as necessary.

### **Scope**

This policy applies to each member of Council.

This policy does not apply to compensation received:

- In common by all First Nation members;
- Under a program or service universally accessible to First Nation members on published terms and conditions; and
- From a trust agreement, according to the terms of the trust.

### **Definitions**

**"Compensation"** means any salaries, wages, commissions, bonuses, fees, honoraria, dividends, and any other monetary and non-monetary benefits.

### **Elected Officials Honorarium**

The Council are elected officials and are not considered employees of Nipissing First Nation. The Chief is paid along the NFN payroll to receive pension benefits, but no other benefits are paid to the Chief. The Councillors are paid an honorarium and receive honorariums per external meeting attended from external organizations.

The Chief and Council compensation is exempt from Nipissing First Nation's Human Resources policy as it relates to compensation, benefits, and any other monetary or non-monetary compensations.

### **Chief Compensation**

The Chief will have a set compensation for the duration of their term in office, to be paid bi-weekly, and that will compensate them for the duties that are expected of them outlined in the Governing Roles Policy.

The Chief's compensation will be determined and ruled by the following guidelines:

- The rate will be determined using the appropriate compensation grid with considerations given to experience in office and the Cost-of-Living Adjustment.
- All external honorariums that the Chief is eligible for while representing Nipissing First Nation shall be directed to Nipissing First Nation.
- The Chief's salary will be remunerated on a bi-weekly basis as per Nipissing First Nation's financial policy.
- Understanding that the roles and responsibilities of the Chief extend beyond the regular hours of work, the Chief will receive a top up percentage determined by the Council before the next term. The percentage for the 2024-2027 term can be seen in Appendix 1.

The rate at which the Chief will be paid is outlined in Appendix 1.

### *Vehicle Lease*

For the duration of the term that the Chief is elected, they shall be permitted to a leased vehicle for the use of Council business and travel.

The requirements of the lease include, but are not limited to, the following:

- Should be the cost equivalent to a mid-size SUV; these prices will be reviewed and provided to Council 6 months before the end of the Council term and in conjunction with the Council Compensation assessment.
- The vehicle must have winter tires
- The purpose of the vehicle is for Council related business and travel.

Before each new term there will be assessment on the current lease and any future leases. The Chief will have the options to either buy-out the vehicle based on the price quoted from the respective dealer or return the vehicle once the lease term has ended.

The current rates for mid-size SUVs, as of June 2024, are in Appendix 2.

### **Councillor Compensation**

All Councillors shall receive a monthly honorarium, paid monthly, to compensate them for the duties that are expected of them outlined in the Governing Roles Policy.

In addition, Councillors are entitled to receive full day honorariums or half-day honorarium for attending external meetings or events when acting as a representative for Nipissing First Nation. These external honorariums will be kept by the Councillor and not resubmitted back to Nipissing First Nation. The conditions for these types of meetings or events must be:

1. At least one hour in duration.
2. Related to the portfolio areas that the Councillor is responsible for.

3. Committee meetings that they are a committee member of on behalf of Nipissing First Nation.
4. Meetings directed to attend by a quorum of Council.

A full day meeting must be greater than 3 hours in duration. A half day meeting is greater than an hour in length but no longer than 3 hours in duration.

Councillors are entitled to honorarium for attending community gatherings as an Elected Official. Should the Councillor attend as a Community Member, where they have stated prior to attendance that they will not perform regular council duties, they will not receive the honorarium for their attendance.

The rates for Deputy Chief and Councillors are outlined within Appendix 1.

### **Council Compensation Review**

To avoid conflict of interest, the current elected Council will review and set the next elected Council's compensation for the duration of their tenure. The Council will conduct this review and work within 6 months of the newly elected Council taking office.

The following criteria must be considered when reviewing the Council's Compensation:

1. The time and level of commitment necessary for the Chief and Council;
2. The complexity of the duties, tasks, and responsibilities of the Chief and Council;
3. The need to attract qualified candidates for the positions of Chief and Councillors.
4. Nipissing First Nation's budgetary considerations.
5. Comparability to other First Nations with similar populations, economic circumstances, and other factors that might be deemed necessary by the Council.

### **Travel Expenses**

Chief and Council should abide by the Chief & Council Travel Authorization Policy as it related to travel authorization and expenses.

### **Reporting of Compensation and Expenses**

Chief and Council should abide by the Reporting of Remuneration and Expenses Policy as it relates to the reporting of remuneration and travel expenses.

**Appendix 1 – Council Compensation 2024-2027**

**Nipissing First Nation  
Chief & Council Salaries & Honorarium Grids**

<b>Chief Salary Grid</b>	<b>Years of Experience as Chief</b>												
	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
	\$ 105,167.87	\$ 107,271.23	\$ 109,416.65	\$ 111,604.98	\$ 113,837.08	\$ 116,113.83	\$ 118,436.10	\$ 120,804.82	\$ 123,220.92	\$ 125,685.34	\$ 128,199.05	\$ 130,763.03	\$ 133,378.29

<b>In Lieu of Overtime, Annual Leave, Sick Leave</b>	
<b>Salary</b>	<b>20%</b>
\$	-

<b>Council Honorarium Grid:</b>	Election Yr												
	<b>2024-25</b>	<b>2025-26</b>	<b>2026-27</b>	<b>2027-28</b>	<b>2028-29</b>	<b>2029-30</b>	<b>2030-31</b>	<b>2031-32</b>	<b>2032-33</b>	<b>2033-34</b>	<b>2034-35</b>	<b>2035-36</b>	<b>2036-37</b>
<b>Deputy Chief</b>	\$ 3,125.00	\$ 3,187.50	\$ 3,251.25	\$ 3,316.28	\$ 3,382.60	\$ 3,450.25	\$ 3,519.26	\$ 3,589.64	\$ 3,661.44	\$ 3,734.66	\$ 3,809.36	\$ 3,885.54	\$ 3,963.26
<b>Council Members</b>	\$ 2,500.00	\$ 2,550.00	\$ 2,601.00	\$ 2,653.02	\$ 2,706.08	\$ 2,760.20	\$ 2,815.41	\$ 2,871.71	\$ 2,929.15	\$ 2,987.73	\$ 3,047.49	\$ 3,108.44	\$ 3,170.60

**Appendix 2 – Vehicle Lease Estimates (as of June 2024)**

Make	Model	Price	Lease Amount	Frequency	Term	Interest Rate	KM Allowance
Honda	Passport Sport	\$ 49,314.47	\$ 184.21	Weekly	60 months	7.69%	20,000 km/year - \$0.15/km over 20,000
Honda	CR-V Sport	\$ 44,633.66	\$ 153.31	Weekly	60 months	5.49%	20,000 km/year - \$0.15/km over 20,000
GMC	Terrain Denali	\$ 47,978.00	\$ 327.28	Biweekly	48 months	6.90%	24,000 km/year - \$0.16/km over 24,000
Buick	Envision	\$ 45,131.00	\$ 365.66	Biweekly	48 months	7.90%	24,000 km/year - \$0.16/km over 24,000
Chevrolet	Blazer LT	\$ 45,528.00	\$ 321.91	Biweekly	60 months	7.90%	20,000 km/year - \$0.16/km over 20,000
Dodge	Hornet	\$ 51,160.00	\$ 186.37	Weekly	60 months	7.99%	18,000/year - \$0.20/km over 18,000
Jeep	Compass Sport	\$ 40,837.50	\$ 163.13	Weekly	60 months	9.79%	18,000/year - \$0.20/km over 18,000

*Approved this 18<sup>th</sup> day of June, 2024*