



## DISTRICT OF HIGHLANDS BYLAW NO. 483

### A BYLAW TO ESTABLISH COUNCIL REMUNERATION REVIEWS

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The Council of the District of Highlands, in open meeting assembled, enacts as follows:

#### 1. CITATION

This Bylaw may be cited as “Council Remuneration Review Bylaw No. 483, 2026”.

#### 2. REVIEWS

- a. Council’s annual remuneration levels will be reviewed in the fourth year of each Council term.
- b. A comparison survey of similar sized, local municipalities will be conducted by District staff (to include the Director of Corporate Administration and the Manager of Finance/Deputy Chief Financial Officer, or their designates).
- c. The comparator group will consist of the following:
  - i. Village of Cumberland
  - ii. City of Duncan
  - iii. Village of Gold River
  - iv. Town of Lake Cowichan
  - v. District of Lantzville
  - vi. District of Metchosin
  - vii. District of Port Hardy
  - viii. Town of Port McNeill
  - ix. District of Tofino
  - x. District of Ucluelet
- d. The results of the remuneration reviews will be reported at a regular Council meeting.

#### 3. RATES

- a. The annual remuneration rate for the Mayor will be the median value of all Mayors from the comparison set of municipalities.
- b. The annual remuneration rate for each Councillor will be set at 40% of the established rate for the Mayor’s position.

- c. Any changes to the level of remuneration will be effective January 1<sup>st</sup> of the year following each election.
- d. If a remuneration review determines that no changes are necessary to reach the median compensation level, there will be no decrease to the level of compensation.

**4. ANNUAL ADJUSTMENT**

- a. Remuneration will be adjusted annually, effective on January 1<sup>st</sup>, based on the Victoria Consumer Price Index (CPI) as published by Statistics Canada for the twelve months ending December 31<sup>st</sup> in the previous calendar year.
- b. In years of negative CPI, there will be no reduction.

**5. TAX SYSTEM SHIFTS**

Apart from the annual adjustments, Council may, if considered reasonable and desirable, change remuneration levels during a term to protect elected officials from income tax system changes that would otherwise create financial loss to elected officials.

**6. EXPENSE REIMBURSEMENTS**

Each Council member will be paid their reasonable expenses as outlined in the District’s Expense and Allowance Reimbursement Policy.

**7. REPEAL**

That “Council Remuneration and Expenses Bylaw, 400, 2018” and all its amendments be repealed.

**READ A FIRST TIME** on the 20<sup>th</sup> day of April, 2026

**READ A SECOND TIME** on the 20<sup>th</sup> day of April, 2026

**READ A THIRD TIME** on the 20<sup>th</sup> day of April, 2026

**ADOPTED** on the 4<sup>th</sup> day of May, 2026

**MAYOR**

**CORPORATE OFFICER**