



Policy:	7.2.1
Approved By:	Trust Council
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Policy Holder:	Director of Financial and Employee Services

TRUSTEE REMUNERATION

Purpose

To define the process for determining the remuneration and benefits received by trustees, Executive Committee members, and members of Trust Council Committees.

Principles

1. *Public Service, Not Employment.* Remuneration recognizes service to the public and does not constitute a salary or employment relationship.
2. *Equity and Accessibility.* Compensation should not create undue financial barriers to participation and should reflect differing workload realities.
3. *Transparency and Predictability.* The methodology for setting and adjusting remuneration shall be clear, formula-based, and publicly explainable.
4. *Workload and Responsibility Recognition.* Remuneration should reasonably reflect the governance, committee, travel, and representational demands of the role.
5. *Independence and Integrity.* Structural changes to remuneration should be reviewed independently and implemented in a manner that avoids real or perceived conflicts of interest.

A. Definitions

Benefits

Benefits are defined as:

- premiums for dental plans available through the Union of BC Municipalities
- premiums for extended health care available through the Union of BC Municipalities
- Employee Family Assistance Program available through the Union of BC Municipalities

Executive Committee

Executive Committee means the committee referred to in section 20(1) of the *Islands Trust Act*, and is composed of the Chair and Vice-Chairs.

Folios

Folio counts for local Trust Areas are determined by the most recently available annual BC Assessment Roll. Folios are individual properties as defined by BC Assessment.

Full-Day Session

A full-day session is a session starting before 12 noon and ending after 12 noon and is more than 3.5 hours in length (excluding recess for lunch).

Half-Day Session

A half-day session is a session that begins after 12 noon or ends before 12 noon or is 3.5 hours or less if it begins before 12 noon and ends after 12 noon (excluding recess for lunch).

Median Electoral Area Director Remuneration

Median Electoral Area Director Remuneration means the most recent median of Electoral Area Director Remuneration from the Regional Districts of Capital (CRD), Nanaimo (RDN), Comox Valley (CVRD), Cowichan Valley (CVRD), Sunshine Coast (SCRD), qathet (qRD) and Squamish Lillooet RD (SLRD).

Population

Population for Local Trust Areas is determined from the most recent Government of Canada Census.

Trust Council Committees

Trust Council Committees are the standing committees of Council as defined in Trust Council Policy 2.3.1 (Council Committee System), exclusive of the Executive Committee.

Trustees

Trustees are elected officials as defined in the *Islands Trust Act*, Sections 6 (local trustees) and 7 (municipal trustees).

B. Policy

1. Trustee Remuneration will be set at the start of each term, based on the principle of Median Overall Trustee Remuneration equal to 60% of Median Regional District Electoral Area Director Remuneration, and is calculated as the sum of the following five factors:
 - 1.1 An amount for all Trustees membership on Trust Council. This amount will be equal to 30% of the Median Electoral Area Director Remuneration and will be referred to as the “Trust Council Base Amount”.
 - 1.2 A base amount for all Trustees’ participation, except Municipal Trustees, in Local Trust Committee business and Local Trust Committee meetings. This amount will be equal to 23% of the Median Electoral Area Director Remuneration and will be referred to as the “Local Trust Committee Base Amount”.
 - 1.3 An amount for all Trustees’ participation, except Municipal Trustees, in Local Trust Committee business based on the population within a Local Trust Area. This amount will be equal to 4% of Electoral Area Director Remuneration divided by total Trust Area population for the current year, multiplied by the population in each individual Local Trust Area and shall be referred to as the “Population Amount”.
 - 1.4 An amount for all Trustees’ participation, except Municipal Trustees, in Local Trust committee business based on the number of folios within a Local Trust Area. This amount will be equal to 3% of Electoral Area Director Remuneration divided by total Trust Area Folios for the current year, multiplied by folios in each individual Local Trust Area and shall be referred to as the “Folio Amount”.
 - 1.5 An amount for attendance at Trust Council Committee and Islands Trust Conservancy Board meetings (excluding Executive Committee, which is remunerated in accordance

with Section 2). Meeting attendance will be remunerated at \$150 per meeting attended for committee members, and \$200 per meeting attended if chaired.

2. Additional Remuneration for the Executive Committee:

2.1 Members of the Executive Committee receive remuneration for carrying out their duties on the Executive Committee and their duties as chairs of Local Trust Committees.

2.2 The vice-chairs' remuneration shall be defined as equal to the Salt Spring Trustee Remuneration amount, plus 10%.

2.3 The chair's remuneration shall be defined as the vice-chair remuneration, plus 15%.

3. The defined annual compensation amounts in 2 for the first implementation of this policy in 2027 will be based on estimated 2026 Electoral Area Director remuneration and the most recently available population and folio data as follows:

3.1 a Trust Council Base of \$12,600

3.2 a Local Trust Committee Base of \$9,800

3.3 a Folio rate of \$1.10 per folio

3.4 a Population rate of \$1.18 per person

4. The defined annual compensation amounts in section 2 and 3 of this policy will be adjusted on an annual basis, coinciding with the fiscal year, based on the annual change in the Victoria Consumer Price Index as reported by BC Statistics in December. Adjustments to Trustee Remuneration that result from inflation will be implemented on April 1st of the following year.

5. Periodic Review of Trustee Remuneration

5.1 A formal review of remuneration and benefits will be completed once per Trustee term, within 12 months before elections, with intent to take effect on the first April 1 after the election of the new Trust Council term.

5.2 The defined annual compensation amounts in section 2 of this policy will be updated at the same time as the overall review using most recent Electoral Area Director Remuneration, Population and Folio data.

5.3 This review will be conducted by an external independent consultant.

5.4 The review will be conducted in accordance with the principles and methodology identified in this policy.

6. Trust Council and Committee of the Whole Attendance for Remuneration Calculation Purposes:

6.1 Trustees are generally expected to attend Trust Council and Committee of the Whole meetings, unless they are absent from illness.

- 6.2 Attendance may be virtual using the Islands Trust’s online meeting system, and in accordance with the Islands Trust Council meeting procedure Bylaw.
 - 6.3 Trustees must attend a minimum of 50% of each half-day session to be in attendance for the purposes of this remuneration section.
 - 6.4 Trustees must attend a minimum of 50% of each full day session to be in attendance for the purposes of this remuneration section.
 - 6.5 Trust Council Base amounts will be reduced by \$400 per half day or \$800 per full day for non-attendance at regularly scheduled or Special Trust Council or Committee of the Whole meetings.
 - 6.6 Reductions will be processed on the next available monthly payroll.
7. Payment of Benefit Premiums for Trustees
- 7.1 Trustees will be offered the opportunity to have benefit premiums paid by the Islands Trust. Payments for trustee benefit premiums may be subject to income tax as defined by the Canadian Revenue Agency.
 - 7.2 Islands Trust will cover the cost of enrollment for trustees in the single coverage benefit plan. Trustees who request to enroll in the family coverage plan are responsible for paying the difference in cost between the single and family plans.
 - 7.3 Local trustees who do not register for benefits through Islands Trust will receive an annual payment of \$1,350, paid evenly over the fiscal year (i.e., \$113 per month).
 - 7.4 If local trustees take office part way through the fiscal year, this payment will be applied proportionately based on how many months there are remaining in the fiscal year.

C. Legislated References

Islands Trust Act

D. Links to Supporting Forms, Documents, Websites, Related Policies and Procedures

Trust Council Policy 2.3.1 – Council Committee System