

In case of discrepancy, the French version shall prevail

**PROVINCE OF QUEBEC
BROME-MISSISQUOI MRC
TOWN OF BROME LAKE**

BY-LAW 2019-03

**BY-LAW CONCERNING THE SALARIES OF
ELECTED MUNICIPAL OFFICIALS**

Article 1 MAYOR'S REMUNERATION

The Mayor's annual remuneration is set at thirty thousand dollars (30,000\$) for the 2019 fiscal year.

The amount of the Mayor's remuneration is adjusted annually upwards, in accordance with the indexation provided for in Article 7 of the present by-law.

Article 2 DEPUTY MAYOR'S REMUNERATION

The remuneration of the deputy mayor is equal to that of the mayor from the first day on which the following conditions are met:

- The mayor's office is vacant, or the mayor is absent due to illness, accident or absence from the territory;
- The duration of the vacancy or absence exceeds thirty (30) days.

Article 3 REMUNERATION OF OTHER COUNCIL MEMBERS

The annual remuneration of any other member of the Council is set at ten thousand dollars (10,000\$) for the 2019 fiscal year.

The remuneration of any other member of the Council is adjusted annually upwards, in line with the indexation provided for in Article 7 of this by-law.

Article 4 COMPENSATION FOR EXCEPTIONAL CIRCUMSTANCES

Any member of the Council may receive payment of compensation for loss of income if each of the following conditions is met:

- 1) a state of emergency is declared in the Town pursuant to the *Civil Protection Act* (R.S.Q., c. S-2.3) following an event occurring on Town territory;
- 2) the Council member must manage, coordinate or otherwise participate in the Town's response to the event;
- 3) the Council member must be absent from work for a consecutive period of more than four (4) hours and suffers a loss of income during this period of absence.

Any member of the Council who satisfies the conditions of the first paragraph of this article and who wishes to be compensated accordingly must submit a written request to the Council, attesting to the amount of the loss incurred.

The employee must also submit any supporting documentation required by the Council to substantiate the request. Notwithstanding satisfaction of the criteria listed in the first paragraph of this article, the decision to grant compensation is at the discretion of the Council.

Any compensation granted under the terms of this article shall be subject to a resolution of the Council. Any compensatory payment authorized by such a resolution shall be made within thirty (30) days of its adoption.

Article 5 EXPENSE ALLOWANCE

In addition to the remuneration payable under the present by-law, every member of the Council receives an expense allowance.

This allowance is equal to half the remuneration set by the present by-law for the Council member.

No allowance may exceed the maximum expense allowance provided for in section 19 of the *Act respecting the salaries of elected municipal officials* and the sharing of the expense allowance provided for in section 19.1 of that Act.

Article 6 VARIABLE COMPENSATION

In addition to the remuneration payable under the present by-law, any member of the Council receives a variable remuneration (attendance fee) of one hundred dollars (\$100) when he or she is present on a committee created by the Council or is present at a meeting or work table where he or she is mandated to represent the Town.

Article 7 INDEXING AND REVISION

The remuneration payable to members of the Council is indexed upwards by 2% annually, as of January 1. For the year in which the expense allowance becomes provincially taxable, in addition to the indexation provided for in the first paragraph of this article, the basic remuneration of Council members is increased by a value equivalent to 20% of the expense allowance to which they are entitled.

Article 8 PRICING OF EXPENSES

Any member of the Council may receive reimbursement in the amount of forty-nine cents (49¢) per kilometer for authorized use of his or her vehicle on behalf of the Town if each of the following conditions are met:

- 1) the vehicle belongs to him personally (lease or purchase, owner or co-owner/tenant or flatmate);
- 2) the use is on behalf of the Town and has been previously approved in writing by the Mayor.

Any Council member satisfying the conditions of the first paragraph of this article and wishing to be reimbursed accordingly must submit a written request to the General Manager, attesting to the amount of reimbursement requested. He or she must also submit any supporting documentation required by the General Manager to substantiate the request.

The General Manager authorizes the reimbursement of any request meeting the criteria listed in the first paragraph of this article. Any refusal to grant the requested reimbursement must be communicated by the General Manager to the Council, with reasons.

Notwithstanding such refusal, the Council has the discretion to grant the requested reimbursement which satisfies the criteria listed in the first paragraph of this article.

Any repayment made pursuant to the fourth paragraph of this article must be authorized by a resolution of the Council. Any repayment authorized by such a resolution shall be made within thirty (30) days of its adoption.

Article 9 REPEAL

The present by-law abrogates any previous by-law having the same object.

Article 10 ENTRY INTO FORCE

This by-law come into force retroactively to January 1^(st), 2019, in accordance with the law.

Richard Burcombe
Mayor

M^e Edwin John Sullivan, B Sc., LL. B
Clerk

ACTION ITEM :

Notice of motion:	December 3, 2018
Presentation:	December 3, 2018
Public Notice:	December 18, 2018
Publication:	December 18, 19, 2018
Adoption of the by-law :	January 14, 2019
Public Notice:	January 17, 2019
Publication:	January 22, 23, 2019
Effective date :	January 1 ^(st) , 2019