



MUNICIPALITY OF ROBLIN

POLICIES AND PROCEDURES MANUAL

Section: Council	Policy No.: COU-002
Subject: Indemnity Review Guideline	Date Issued: December 13, 2022
Resolution No.: 2022-541 Resolution No.: 2024-	Revision Date: January 26, 2024

1. PRINCIPLES:

The following principles will guide the fair and consistent process for the regularly periodic review of Council Indemnities

- Indemnities should be fair in relation to the size of municipalities and the municipalities surrounding the Municipality of Roblin
- Indemnities should reflect the amount of time that Council members put into Council work

2. PREAMBLE:

Every Council struggles with the topic of how much to pay themselves in the amount of indemnities. Indemnities have been established to compensate elected officials for the time spent working on behalf of the municipality.

The purpose of this policy is to establish guidelines to consistently and fairly conduct a review of the indemnity of members of Council. The Policy will allow the administration of the municipality to conduct a systematic review of the indemnities paid to members of Council and present the findings to Council for ratification. Council will always have the right to make changes to the results and subsequent recommendations of the review.

3. DEFINITIONS:

Indemnity means the amount of indemnity paid to a member of Council.

4. SCOPE:

The policy applies to the members of Council that are elected to serve the Municipality of Roblin.

5. GUIDELINES:

General Guidelines

The Municipality of Roblin has seven neighbouring municipalities, namely,

- RM of Riding Mountain West
- Municipality of Russell-Binscarth
- Grandview Municipality
- Municipality of Gilbert Plains
- Rural Municipality of Dauphin
- Rural Municipality of Kelsey
- Municipality of Swan Valley West

Elections for Municipal Councillors are held every four years, during the month of October. In January of the year following the election (for example if the election is in October 2022, it would be January of 2023), a review will take place.

The review will consist of taking a survey of the municipalities listed above to determine the level of indemnities paid to their respective members of Council. Once the results have been received, Administration of the Municipality of Roblin shall determine what the average rate of indemnity is for each member of Council and also the Head of Council and these rates shall then be adopted, by by-law, as the indemnity rates for the Municipality of Roblin Council members. Each year during the Council's term of office these established rates shall be increased based on the average January to November CPI Rate of Inflation for Manitoba for the previous year.

Transition Guidelines

If Council is concerned about the impact of the above 'General Guidelines', they have the option to Phase this policy over a period of years.

Therefore, after the 2022 General Municipal Election, a survey will be done as proposed in the General Guidelines. After the average has been determined, the base indemnities may be adjusted so that the current indemnities paid to the Municipality of Roblin Council members will be changed to reflect moving half way (50%) from the then current indemnities toward the average. This amount will then be subject to the CPI Rate increases for the years 2024, 2025 and 2026.

After the 2026 General Municipal Election, the full policy as listed in the General Guidelines will be effective.