

**THE CORPORATION OF THE CITY OF IQALUIT, NUNAVUT
BY-LAW No. 970**

COUNCIL INDEMNITY BY-LAW 970

BEING A BYLAW OF THE MUNICIPAL CORPORATION OF THE CITY OF IQALUIT TO PROVIDE INDEMNITIES AND ALLOWANCES TO MEMBERS OF COUNCIL AND MEMBERS AT LARGE.

WHEREAS the *Cities, Towns and Villages Act*, R.S.N.W.T., 1998, c.8, s.34 provides for the passage of by-laws to provide for the payment of indemnities and allowances to the Mayor and Councillors; and

WHEREAS the Council of the City of Iqaluit deems it expedient to adjust indemnity payments and allowances for members of Council; and

WHEREAS compensation provided to Council members should be sufficient to encourage competent and community-minded persons to seek the roles;

NOW THEREFORE the Council of the City of Iqaluit, in regular session duly assembled, enacts as follows:

SEVERABILITY

If any provision of the bylaw is declared invalid because of any word, phrase, clause, sentence, paragraph or section of this bylaw or any documents which form part of this bylaw or an application thereof to any person or circumstance is declared invalid, the remaining provisions shall not be affected thereby, but shall remain in force.

SECTION 1 - SHORT TITLE

This Bylaw may be cited as the "Council Indemnity Bylaw".

SECTION 2 - DEFINITIONS

"ALLOWANCES" means a sum of money provided to members as reimbursement for reasonable expenses necessarily incurred by them in the performance of municipal duties undertaken by authority of a resolution of Council;

"COUNCIL" means the Council of the City of Iqaluit;

"MEMBER" means a member of Council inclusive of the Mayor;

"MEMBER-AT-LARGE" means a non-elected person duly appointed by resolution of Council to serve upon a standing committee of that Council;

“OTHER DUTIES” means duties, meetings other than Council or committee meetings, travel, conferences or other such matters that a member is required to attend or perform as authorized by a resolution of Council;

“PRESIDING OFFICER” means the member of Council, inclusive of the Mayor, presiding as chair of any meeting of Council or of any meeting of a committee of Council;

“CAO” means the Chief Administrative Officer of the City of Iqaluit.

SECTION 3 – INDEMNITIES

- 3.1 An annual indemnity shall be paid to the Mayor in accordance with the provisions of Schedule ‘A’ hereto attached.
- 3.2 An annual indemnity shall be paid to Councillors in accordance with the provisions of Schedule “B” hereto attached.
- 3.3 Mayor and Council shall be paid bi-weekly to coincide with employee pay dates.
- 3.4 If the Mayor cannot serve the full term for any reason, Council and the Deputy Mayor or other member of Council is appointed to complete the term of the outgoing Mayor, the Council member so appointed:
 - (a) must act as Mayor on a full time basis unless otherwise authorized by the resolution appointing them;
 - (b) shall be compensated according to Schedule “A” if they are acting on a full-time basis;
 - (c) if they have been authorized by Council to act on a part-time basis, shall be paid:
 - i) such fixed monthly amount as may be determined by Council at the time of their appointment, or later adjusted by Council from time to time; or
 - ii) such percentage of the base pay for a full time Mayor (exclusive of benefits) as may be determined by Council at the time of their appointment, or later adjusted by Council from time to time; andprovided that:
 - iii) they shall not be entitled to receive the benefits (other than base remuneration) payable to a full time Mayor, except as may be specifically authorized by Council; and

- iv) they shall not in any circumstances be paid more than a full time Mayor.
- 3.5 In the event that the Deputy Mayor performs the duties and/or exercises the powers of the Mayor when the Mayor is absent or unable to act, the Deputy Mayor shall be entitled to the same remuneration as the Mayor, prorated accordingly, during the period of time served as Acting Mayor.
- 3.6 The annual indemnity of elected members shall be reviewed in the last year of each Council term.
- 3.7 Members at large serving on standing committees shall receive a \$250 per meeting indemnity payable monthly.
- 3.8 Members at large serving on boards and the Councillor serving as Chair of the board shall receive a \$350 per meeting indemnity payable monthly.

SECTION 4 – ALLOWANCES

- 4.1 Members of Council representing the City on approved municipal business outside the boundaries of the City shall be entitled the following:
 - (a) Reimbursement of cab fares, parking fees, airport fees, registration fees and similar expenses including applicable taxes as supported by receipts.
 - (b) Travel per diem advances up to 80%; the remaining percentage shall be reconciled upon completion of a travel expense claim.
 - (c) Per diem and allowance amounts shall be based upon the National Joint Council Travel Directive.
 - (d) Reimbursement of the use of a private motor vehicle in accordance with the National Joint Council Travel Directive where the use of public transportation would not be more economical than the use of a private vehicle.
 - (e) A two hundred and fifty (\$250.00) dollar daily reimbursement for lost wages (excluding the Mayor); proof of lost wages is required.
 - (f) Any Councillor that is self-employed as a hunter, fisherman, carver or artist will be entitled to receive a two hundred and fifty (\$250.00) dollar daily reimbursement for lost wages; proof of lost wages is not required.
 - (g) Any Councillor that is retired due to age or disability will be entitled to receive one hundred (\$100.00) dollars per day.
 - (h) Any Councillor that is in receipt of social assistance payments will be entitled to receive one hundred (\$100.00) dollars per day.
- 4.2 The Mayor shall have a yearly travel budget allocated that is separate from the allocated Council travel budget. Any travel expenditure over the allocated budget amount shall receive Council approval prior to the expenditure.
- 4.3 Council shall approve all Councillor travel.

SECTION 5 – PENALTIES


- 5.1 A member who is absent from a Council meeting or Committee of the Whole Meeting for which due notice was not given to the Administration Department and/or for which there was no cause provided, shall:
- (a) be subject to penalties as may be provided for within the Council procedural by-law, any other by-law or territorial statute.
 - (b) have the indemnity from that meeting subtracted from their next bi-weekly pay period.
- 5.2 In the event that a Council member fails to attend three consecutive City Council meetings and/or Committee of the Whole meetings without providing prior notice with cause to the Administration Department, Council may deem the member to have resigned as per s.33 of the *Cities, Towns and Villages Act*.

SECTION 6 – GENERAL

- 6.1 No allowance or indemnity for other business shall be paid to a member where the member receives reimbursement from another source equal to or more than the allowances or indemnity provided for within this bylaw.
- 6.2 Where a member has received reimbursement from any other source in addition to receipt of approved indemnities or allowances as provided for by this bylaw, the member shall pay to the City such reimbursement.
- 6.3 Each member shall submit to the Chief Administrative Officer on such forms as may be applicable, claims for allowances or indemnities for City business together with required receipts for processing. Processing of expense claims for allowances or advances shall adhere to the accounts payable and travel expense procedures of the City.
- 6.4 All expense claims shall be submitted within 60 days of completion of travel or date of incurring any expense for City business.
- 6.5 Any expense claim or receipts submitted after the 60 days shall receive approval of Council prior to reimbursement.
- 6.6 The Chief Administrative Officer shall administer this bylaw.
- 6.7 Schedule 'A' and 'B' attached hereto shall form a part of this bylaw.
- 6.8 This Bylaw hereby repeals By-law No. 866 known as the Council Indemnity By-law and By-law No. 947 known as the Council Indemnity Amending By-law.

6.9 This Bylaw shall come into effect on the Third and final Reading.

THIS BY-LAW READ a First Time this 12th day of September, 2023.




Solomon Awa
Mayor



Steve England
Chief Administrative Officer

THIS BY-LAW READ a Second Time this 26th day of September 2023.




Solomon Awa
Mayor




Steve England
Chief Administrative Officer

THIS BY-LAW READ a Third and Final Time this 10th day of October, 2023.





Solomon Awa
Mayor



Steve England
Chief Administrative Officer

SCHEDULE "A"

Council Indemnity By-law No. 970

1. Mayoral Salary and Benefits shall follow in accordance with City Directors beginning at Step 1.
2. As and when the salary and benefits of Directors is increased, so shall the Mayor's.
3. After every 12-month period in the position of Mayor, the salary shall increase to the next step for every 12-month period until the last step is reached.
4. In the event a Mayor is elected for a consecutive term or terms, they shall be entitled to remain at the same pay step as prior to re-election.
5. If at any time retroactivity is paid, the position of Mayor shall also be entitled to retroactivity for salary and benefits.
6. The position of Mayor shall be full time with a minimum of 35 hours worked per Week, notwithstanding section 3.4 (c) inclusive of i, ii, iii, and iv.

SCHEDULE "B"

Council Indemnity By-law No. 970

The Deputy Mayor shall receive an annual indemnity of \$35,000 and a RecONE pass to City recreation facilities.

The Alternate Deputy Mayor shall receive an annual indemnity of \$27,000 and a RecONE pass to City recreation facilities.

Councillors shall receive an annual indemnity of \$25,000 and a RecONE pass to City recreation facilities.

