



BY-LAW 560-2018

RESPECTING THE REMUNERATION OF ELECTED MUNICIPAL OFFICERS

WHEREAS THAT Council members have the right to receive remuneration to carry-out their functions in proportion to the extent and importance of the Municipality's activities;

CONSIDERING the Act respecting the remuneration of elected municipal officers (RLRQ. chapter T-11.001);

WHEREAS the fiscal impacts of the remuneration of elected municipal officers;

WHEREAS a notice of motion was given at the regular council meeting of December 12th, 2018 by Councillor Jean-Pierre Dorais;

WHEREAS the present by-law was presented at the regular meeting of December 12th, 2018;

CONSEQUENTLY, the municipal council decrees the following:

CHAPTER 1 INTRODUCTORY PROVISIONS

1. **Goal** – The goal of the present by-law is to provide for the remuneration of elected municipal officers for the duration of their mandate in accordance to the Act respecting the remuneration of elected municipal officers;

2. **Objective** – The provisions of the by-law must be interpreted in such a way as to allow for the municipal council's elected municipal officers to obtain, to carry-out their functions, remuneration comparable to other municipalities of the same size, same population and similar budget;

3. **Repeal** – The present by-law repeals every previous by-law which is incompatible with the present provisions, specifically, By-law (439) regarding wages of elected representatives;

4. **Compensation for material damage** – The provisions of the by-law must not be interpreted in such a way as to restrict the scope of any provision of By-law (504) regarding the payment of compensation for material damage which occurred during the carrying-out of functions;

CHAPTER 2 REMUNERATION OF ELECTED MUNICIPAL OFFICERS

5. **Mayor's remuneration** – The mayor receives a remuneration of 24 188\$ per financial year, payable as per the terms of payment fixed by Council's resolution;

6. **Councillor's remuneration** – Councillors receive a remuneration of 8 112\$ per financial year, payable as per the terms of payment fixed by Council's resolution;

7. **Acting mayor's remuneration** – The acting mayor receives, along with what is stipulated in Article 6, an additional remuneration of \$ 110 per calendar month while he occupies the position;

8. **Additional remuneration** – The acting mayor, when replacing the mayor for a period of superior to thirty (30) days, receives remuneration as stipulated in Article 5 for said period.

He then ceases to receive any remuneration stipulated in Articles 6 and 7 during said period.

Modified by
By-law 758-2024
Resolution :
274.07.24

An additional remuneration is also granted in favour of the particular positions described below, as per the indicated terms:

Responsible for Finance \$ 60 per calendar month or fraction of the calendar month during which the elected representative occupies this position.

Human resources manager : \$ 60 per calendar month or fraction of the calendar month during which the elected representative occupies this position.

Councillor-member of the Urbanism Committee and upgrading of the territory : \$ 60 per calendar month or fraction of a calendar month during which the elected representative occupies this position.

Councillor, member of the Environment advisory Committee : \$ 60 per calendar month or fraction of a calendar month during which the elected personnel occupies this position.

Fire and public safety officer :

\$ 60 per calendar month or fraction of a calendar month during which the elected personnel occupies this position.

Responsible for Recreation and culture : \$ 60 per calendar month or fraction of a calendar month during which the elected representative occupies this position.

9. ***Annual indexation*** – Basic remuneration and additional indexation as stipulated in the present by-law will be indexed for each financial year following the entering into effect of the present by-law.

The indexation consists of increasing, each year, the amount applicable in the previous year, by a percentage corresponding to the rate increase of Canada's consumer price index established by Statistics Canada.

When the product of the calculation stipulated in the second paragraph is not a multiple of 10, it is brought to the closest multiple of this number.

To establish the increase rate stipulated in the second paragraph:

1. We subtract the index established for the last month of December preceding the year that was established for the before last month of December.
2. We divide the difference obtained as per paragraph 1 by the index established for the before last month of December;

CHAPTER 3 EXPENSE AND TRANSITION ALLOWANCE

10. ***Basic allowance*** – Each elected municipal officer has the right to an expense allowance in the amount equal to half of the amount received as remuneration, under the condition that the limits stipulated in Article 20 of the Act respecting the remuneration of elected municipal officers up to the cap set by this Act.

11. ***Transition allowance*** – An allowance is paid to the mayor who ceases to occupy the position after having occupied it during at least 24 months preceding the end of his mandate.

The amount of the allowance is calculated as per the payments stipulated in Article 31 of the Act respecting the remuneration of elected municipal officers (RLRQ., ch. T-11.001).

Remuneration includes, for the matter of establishing a transition allowance, remuneration paid to its members, a municipality's mandatory organization or supramunicipal organization.

Council establishes the methods of payment for the allowance.

12. ***Severance allowance*** – The Municipality pays a severance allowance to the person who ceases being a council member after having accumulated at least two years of service credited to the pension plan constituted by the Act respecting the pension plan for elected municipal officers (RLRQ. ch. R-9.3).

The amount of the allowance is equal to the product obtained when we multiply the amount representing the average remuneration by fifteen calculated on the basis of 12 consecutive months preceding the date on which the person ceases to be a council member by the number of years of service credited since January 1st, 1992.

The amount of the allowance is accumulated by the fraction of a fifteenth of the remuneration which is proportional to part of the credited year of service.

The total amount of the allowance that one person may receive cannot exceed the remuneration that was received during the period of 12 consecutive months which precede the date on which the person ceased to be a council member;

13. **Resignation during a mandate** – A council member that resigns during his term of office is entitled to the severance allowance stipulated in Article 12 or to the transition allowance provided for in Article 11 on condition that his resignation is due to a serious family matter or a major health issue affecting him or a member of his immediate family.

In this last case, a request must be made to the Commission municipale in accordance to the Act respecting the remuneration of elected municipal officers;

14. **Suspension of payment of the severance or transition allowance** - The payment of the severance or transition allowance is suspended if the person whose mandate comes to an end is the subject of an application to have him declared disqualified or of proceedings which, under section 301 or section 302 of the Act respecting elections and referendums in municipalities ([chapter E-2.2](#)), could bring about his disqualification.

The payment may be made, if applicable, on the first of the following dates:

1° the date on which the applicant withdraws the application for declaration or disqualification or the date on which the prosecutor stays all charges in the proceedings ;

2° the date on which a judgment acquitting the person or dismissing the application for declaration of disqualification becomes final ;

In such a case, section 31.0.2 of the Act respecting the remuneration of elected municipal officers applies with the necessary modifications;

15. **Suspension for disqualification, nullifying of an election or ousting from office** – A severance or transition allowance cannot be paid to a person whose term ends, as per Sections 318 and 319 as per the Act respecting elections and referendums in municipalities ([chapter E-2.2](#)), because of his disqualification, the nullifying of an election or ousting from office;

16. **Reimbursement of an allowance** – A person who has received a severance or transition allowance must reimburse the Municipality if the person is subsequently declared disqualified, by a judgment that has become final, from holding office as a member of council of a municipality because of an act occurring in the performance of the person's duties as member of the council of the municipality that paid the allowance. The same applies to a person who is found guilty, by a judgment that has become final, of an offence that is a corrupt electoral practice within the meaning of section 645 of the Act respecting elections and referendums in municipalities ([chapter E-2.2](#)), the Act respecting school elections ([chapter E-2.3](#)) or the Election Act ([chapter E-3.3](#)) or of an Act of the Parliament of Québec or of Canada, is an offence punishable by a term of imprisonment of two years or more or if the proceedings were brought before the expiry of five years after the end of the term following which the person received the allowance and during which the act that gave rise to the proceedings was committed;

CHAPTER 4 REIMBURSEMENT OF EXPENSES

17. **Reimbursement of true amount** – Each council member who, in the performance of the person's duties, makes an expense from the municipality's account may, upon presentation of a sufficient receipt, be reimbursed the true amount of said expense or tariff as stipulated in the *Municipality's policy regarding transportation and representation*, depending on the lesser of both amounts;

18. **Sufficient credits** – In the municipality's budget, Council provides for sufficient credits in order to ensure that the occasional reimbursement of expenses for any category of action that council members may take within their term for the municipality's account.

CHAPITRE 5 ENTRY INTO EFFECT

19. **Entry into effect** – The present by-law enters into effect on January 1st, 2019.



Timothy Watchorn	Hugo Lépine
Mayor	Director general / secretary-treasurer