

**WESTBANK FIRST NATION
COUNCIL REMUNERATION AND EXPENSE LAW 2025**

WHEREAS Westbank First Nation wishes to enact a law setting out the remuneration, expenses, and other benefits to which members of Council are entitled for their services as elected officials of Westbank.

NOW THEREFORE Council of Westbank First Nation hereby repeals the *Westbank First Nation Council Remuneration and Expense Law No. 2008-07* and replaces it with the following:

1. TITLE

1.1 This Law may be cited as the "*Council Remuneration and Expense Law 2025*".

2. DEFINITIONS

2.1 In this Law, unless the context otherwise requires:

"Constitution" means the *Westbank First Nation Constitution*;

"Councillor" means a candidate elected to Council as a Councillor and, unless the context specifically requires otherwise, includes the Chief;

"Local" means within the boundaries of syilx territory;

"Professional Development Activity" means an activity that increases or improves a Councillor's ability to perform at a higher level of proficiency in carrying out their responsibilities under the Constitution as an elected official of Westbank;

2.2 Unless otherwise provided in this Law, words, expressions and rules of construction used in this Law have the same meaning as in the *Westbank First Nation Constitution*.

3. CHIEF AND COUNCILLOR INDEMNITIES

3.1 Upon enactment of this Law, the Chief shall be paid an annual indemnity equivalent to the range median of salary Grade 12 in the WFN Salary Grid, as amended from time to time.

3.2 Upon enactment of this Law, Councillors other than the Chief shall be paid an annual indemnity equivalent to the range median of salary Grade 11 in the WFN Salary Grid, as amended from time to time.

3.3 The Chief and Councillors shall receive an annual adjustment, effective April 1st of every year following the enactment of this Law, equivalent to the cost of living increase received by Westbank employees for that fiscal year.

4. EXPENSES

4.1 During their term in office each Councillor will receive:

- (a) a monthly allowance for seventy five dollars (\$75.00) for cellular telephone and wireless handheld device expenses; and
- (b) a monthly allowance of five hundred dollars (\$500.00) for gasoline, vehicle depreciation, and all other vehicle costs associated with Local travel.

4.2 Councillors will be entitled to additional reimbursement pursuant to the *Council Travel and Hospitality Allowance and Expenses Policy 2016-01*, as amended from time to time.

5. PROFESSIONAL DEVELOPMENT

5.1 Councillors will be entitled to reimbursement for the cost of Professional Development Activities authorized by a quorum of Council at a duly convened meeting.

5.2 The amount reimbursed to any Councillor under section 5.1 must not exceed six thousand dollars (\$6,000.00) during each term of office.

6. BENEFITS

6.1 Westbank is hereby authorized to enter into agreements for benefits for Councillors and their dependants.

6.2 The costs of any premiums charged to Westbank for Councillor benefits shall be apportioned between the Councillor and Westbank in a manner similar to the apportionment of costs for benefits for Westbank employees.

7. REPORTING

7.1 Each Councillor must, no less than four times per year, report to the Membership regarding:

- (a) any absences from Council meetings, Membership meetings, Committee meetings, or meetings of any other institution to which they have been assigned by Resolution, and the reasons for that absence;
- (b) their activities under Part IV of the Constitution; and
- (c) any Professional Development Activities they have participated in, and the costs of those Professional Development Activities.

7.2 The reports required under section 7.1, and the report requested under section 74 of the Constitution, shall be provided to the Membership by publication in the Westbank newsletter mailed to Electors, or by separated written document delivered or mailed to the Electors.

7.3 Notwithstanding section 7.1, no report will be issued to the Membership during the three (3) month period immediately preceding a Westbank Election.

8. REPEAL

8.1 *Westbank First Nation Council Remuneration and Expense Law No. 2008-07* is hereby repealed.

BE IT KNOWN that this law entitled, “Council Remuneration and Expense Law 2025” is hereby:

Read a first time by Council of Westbank First Nation at a duly convened meeting held on the 25th day of November, 2024;

Presented to the Membership at a Special Membership Meeting held on the 27th day of January, 2025;

Read a second time by Council at a duly convened meeting held on the 3rd day of March, 2025;

Read a third time and enacted by Council of Westbank First Nation at a duly convened meeting held on the 3rd day of March, 2025.

Signed by the following Members of Council:

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səx^wk^winaʔmam Jordan Coble

səx^wk^winaʔmam Angie Derrickson

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