



**Gesgapegiag Band Council Minutes
December 10th, 2019
Place: Galgoasiet Conference Room
101 Perron Boulevard
Time: 3:00 p.m.**

Attendance: Chief John Martin

Councillor Christianne Jerome-Bernard
Councillor Gary Luc Martin-left at 4:10 p.m.
Councillor Mitchell Syvret-Caplin
Councillor Amy Martin
Councillor Armand Martin
Councillor Tammy Martin-via phone
Councillor Dorothy Gedeon-absent
Councillor Douglas Martin-absent
Carolyn Larocque, Executive Assistant-absent

Meeting called to order at: 3:29 p.m.

1. Discussion of the Report and Recommendations on the Remuneration of Elected Officials to the Gesgapegiag Band Council

Council made a motion to approve the agenda

Proposed by: Councillor Amy Martin
Seconded by: Councillor Christianne Jerome-Bernard
Motioned carried: 2019-12-10

The following report discussed was prepared by an independent third-party human resources firm, that provided extensive research and recommendations for the remuneration discussion.

Councillor Christianne Jerome-Bernard suggested to council to review the recommendations of the report, as the report was already reviewed by council in the previous meeting. It was agreed by those present to review these recommendations. The recommendations, from 6.1. to 6.12. were reviewed.

Recommendations

The recommendations were discussed according to the report, with modifications of wording and language. The following points were raised during the discussion:

- That the budget for the Chief and Council is best to be locked in as a fixed percentage, and that it would be best practice to be able to budget this effectively in the new fiscal year
- That the travel costs for the Chief and Council not to be included in the remuneration, and is best to be defined separately to understand the travel budget allocated
- That the Chief is considered a full-time position, and that this is to be the only job held by Chief
- That councillors are to have a basic remuneration reflected in the work designated to them
- That councillors are to be defined as either salaried or non-salaried, if they are full-time or part-time councillors
- That it would be possible that if there are additional responsibilities beyond the current work of the councillors, that there will be defined as special mandates, and to be compensated
- That it is also important to note that there is no consideration for over-time to be paid to either the Chief or Council
- That the councillors must ensure to take responsibility for portfolios
- That the attendance of regular council meetings is essential for Chief and Council, and that there will be a deduction from the base amount if there is absence without just cause
- That the decision presented is to be in force retroactively from the time that Chief and Council was elected
- That the remuneration of the Chief and Council should reflect the percent increase of the salary scale currently in force by the Micmacs of Gesgapegiag Band
- That the Chief will be responsible to determine the mandate for each councillor

Options

The discussion on the options presented in the report looked at the following options, in the order that they were discussed:

1. 6.16. Option 3 of Remuneration (without any full-time counsellors)
 - This option was discussed, and that the Chief and Council believed that this option was not feasible according to the workload and demand of the current mandates.

2. 6.15. Option 2 of Remuneration (with 2 full-time counsellors)
 - This option was discussed, and that the concerns were: of time devoted to the workload of the mandates could potentially increase with reporting in the council meetings; of no budget regarding special mandates that are addressed; of the need to have a trial period to determine if this would be a viable option for Chief and Council.
3. 6.14. Option 1 of Remuneration (with 1 full-time counsellor)
 - This option was discussed, and that Chief and Council discussed that would be the best option to explore because: of the need to have a trial period to determine if this would be a viable option for Chief and Council, to be able to test it for a year to see if it is effective, and to determine if there would be a need to have a second full-time counsellor.

Chief and Council made a motion that the recommendations from 6.1. to 6.12. be approved with corrections and modifications with language and wording, and that Option 1. would be chosen to be implemented.

6.14.OPTION 1 of remuneration (with 1 full time Councillors)

Title	Hour/week	Rate	Annual remuneration	% of budget
Chief	40	38.46	80 000	0.32 %
Full time Councillor	40	28.84	60 000	0.24 %
Part time Councillor	15	19.23	15 000 X 7 conseillers 105 000	0.42 %
Special Mandates		19.23	28 500	0.11 %
Total			273 500 \$	1.1 %

Proposed by Councillor Amy Martin
 Seconded by Councillor Armand Martin
 Motion carried: 2019-12-10

2. Discussion of the Chief's Salary

There was a discussion on the salary of the Chief after the discussion of the remuneration report. Both Chief John Martin and Councillor Amy Martin excused themselves from the meeting due to conflict of interest.

From this discussion, it was determined that there was not sufficient information presented from the report, and that additional information would be required in order to proceed.

In this meeting, no decision was made and that it was recommended that it would be reviewed at the next regular council meeting if any additional information would arise.

Meeting adjourned at 4:47.p.m.

Proposed by: Councillor Christianne Jerome-Bernard

Seconded by: Councillor Armand Martin

Motion carried: 2019-12-10