

Update to Policy HUM-001-002 Elected Officials Participation in Employee Benefit Plans**Report Purpose**

To seek Council approval on the updates to the Elected Officials Participation in Employee Benefit Plans policy.

Recommendation

THAT HUM-001-002 Elected Officials Participation in Benefit Plans be rescinded.

THAT Policy GOV-001-038 Elected Officials Participation in Employee Benefit Plans, as set out in enclosure 1 of the April 9, 2019 Human Resources report, be approved.

Our Prioritized Strategic Goals

Governance Requirement

Continuously improving the way we work; as one organization; in an agile and sustainable manner.

Report

Policy HUM-001-002 Elected Officials Participation in Employee Benefit Plans authorizes Elected Officials to participate in the same employee benefits package as the County's municipal classified staff with the same cost-share structure.

The Policy has been updated to reflect the change to Elected Officials' salaries becoming fully taxable. The key recommended changes are below:

- A – BENEFIT PLAN COVERAGE
 2. Payment for the Elected Official's portion of the benefit premiums will be made by deduction from their pay. Premiums for earnings-related benefits will be calculated on the Elected Official's base annual earnings (~~including the 1/3 non-taxable portion~~). ~~LTD premiums and benefit level will be based on the equivalent fully taxable salary as the LTD benefit if fully taxable.~~
- C – REGISTERED RETIREMENT SAVINGS PLAN
 3. Shared contributions will be based on ~~the 2/3 taxable portion of the~~ Elected Official's base remuneration; up to the maximum allowable RRSP contribution as determined by Canada Revenue Agency.

To align with other governance policies in the Municipal Policy Handbook Policy, Administration is proposing to change this policy so that it is categorized as a GOV policy and likewise changing the "Lead Role" from the Chief Commissioner to Council, and changing the policy number from HUM-001-002 to GOV-001-038.

Council and Committee History

March 27, 2018	Council approved: Revised Policy GOV-001-013 Elected Officials Remuneration Policy
May 12, 2015	Council approved: a) Revised Policy HUM-001-002 Elected Officials Participation in Employee Benefits Plans. And b) Rescission of existing policies HUM-001-003 Elected Officials Registered Retirement Savings Plan and GOV-001-014 Elected Official Short-Term Disability Plan.
January 20, 2015	Council approved revisions to Policy GOV-001-013 Elected Officials Remuneration
July 4, 2000	Council approved Policy HUM-001-003 Elected Officials Registered Retirement Savings Plan
September 6, 1998	Council approved Policy GOV-001-014 Elected Officials Short-Term Disability Plan
December 17, 1986	Council approved Policy HUM-001-001 Elected Officials Participation in Employee Benefit Plans.

Other Impacts

Policy: GOV-002-021 Mandatory Review of Bylaws and Policies requires that policies are reviewed on a 3 year cycle.

Legislative/Legal: The *Municipal Government Act (MGA)* s. 5 sets out that a municipality has the duties that are imposed on it by enactments and those that municipality imposes on itself as a matter of policy.

Interdepartmental: N/A

Master Plan/Framework: N/A

Communication Plan

Administration will update the Municipal Policy Handbook as Council directs changes to our policies. Changes will be reflected on Strathcona County's public website.

Enclosure(s)

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|---|---|
| 1 | GOV-001-038 - Elected Officials Participation in Employee Benefit Plans (updated) |
| 2 | HUM-001-002 Elected Officials Participation in Employee Benefit Plans (current) |