

Council Remuneration Task Force

Presentation to Strathcona County Council

JULY 5, 2022

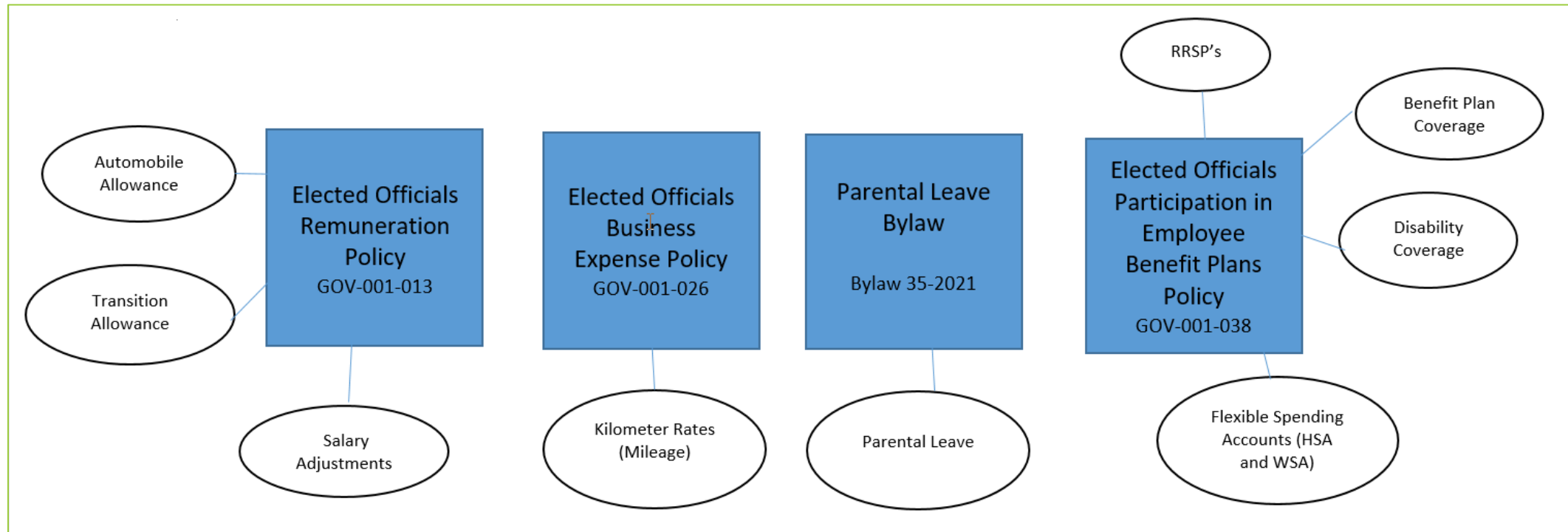
Task Force Membership

- Council Remuneration Task Force (Task Force) had good breadth of expertise and experience.
- Task Force is completely independent of Strathcona County and had no engagement with Elected Officials.
- Task Force recommendations are offered as objective advice.

Mandate

- Provide recommendations to Council on appropriate compensation for the County's Mayor and Councillors, including salary, benefits, pensions, allowances, and any other form of compensation.
- Provide recommendations on revisions to the County's policies related to Council remuneration, including GOV-001-013 *Elected Officials Remuneration*.

Remuneration Framework



Recommendation 1

- *Remove the link between Elected Officials salaries and any increase given to the majority of Strathcona County staff.*
- County staff salary set annually by Council deliberation.
- Seems like an unnecessary cap as SC policy is sound.

Recommendation 2

- *Elected Officials should have a differentiated Automobile Allowance that provides different rates for urban vs. rural wards.*
 - Urban = \$750/month
 - Rural = \$1250/month
- No updates in many years.
- Significant increase in automobile cost structure.

Recommendation 3

- *If the Automobile Allowance recommendation is acted upon the in-county Kilometer Rate, and any reimbursement for additional insurance coverage, should be removed.*
- No use of in-county rate since 2017.
- Costs built in to Automobile Allowance.

Recommendation 4

- *For Elected Officials who serve past the age of 72, provide an annual lump sum of \$4000 in lieu of making matching contributions to RRSP's in the year following their 72nd birthday.*
- Today, up to age 72 can participate in group RRSP.
- Max county contribution is approximately \$8187.82

Recommendation 5

- *Newly elected officials should be eligible for benefit coverage as per the Elected Officials Group Benefits Summary Booklet.*
- Elected Officials participate in same plan as staff.
- Align eligibility dates.

Recommendation 6

- *Elected Officials professional development costs should be capped at \$6500 per year, and any request to exceed the \$6500 should require a motion of Council.*
- Limited policy guidance leaves significant room for subjectivity.
- Do not include conferences unless that conference is PD only.

Recommendation 7

- *Make administrative edits to the Elected Officials Remuneration Policy (GOV-001-013).*
- Common terminology
- Clean up previous salary adjustment.

Summary of Recommendations

1	Remove the link between Elected Officials salaries and any increase given to the majority of Strathcona County staff found in Guideline 2 of the Elected Officials Remuneration Policy.
2	Elected Officials should have a differentiated Automobile Allowance that provides different rates for urban vs. rural wards
3	If the Automobile Allowance recommendation is acted upon, the in county Kilometer Rate and reimbursement for additional insurance coverage) should be removed from Elected Officials Business Expense Policy.
4	For Elected Officials who serve past the age of 72, provide an annual lump sum/gratuitous payment of \$4000 in lieu of making matching contributions to RRSP's in the year following their 72 nd birthday.
5	Newly elected officials will be eligible for benefit coverage as per the current Elected Official Benefit Plan Summary Booklet.
6	Elected Officials professional development costs should be capped at \$6500 per year and any request to exceed the \$6500 should require a motion of Council.
7	Make administrative edits to the Elected Officials' Remuneration Policy (GOV-001-013).

Questions?
