

**Council Remuneration – Policy Amendments****Report Purpose**

This report provides revised policies GOV-001-013, GOV-001-026 and GOV-001-038 to implement the 2022 Council Remuneration Task Force recommendations.

**Recommendation**

THAT revised policy GOV-001-013 Elected Officials Remuneration, be approved.

THAT revised policy GOV-001-026 Elected Official Business Expense Policy, be approved.

THAT revised policy GOV-001-038 Elected Official Participation in Employee Benefits Plan, be approved.

**Our Prioritized Strategic Goals**

Governance Requirement

**Report**

As required by Strathcona County policy, Council remuneration is reviewed every two terms of Council by an independent committee (the Council Remuneration Task Force).

The mandate of the Task Force is to provide recommendations to Council on appropriate compensation for Elected Officials, including salary, benefits, pensions, allowances, and any other form of compensation. Additionally, the bylaw advises that the Task Force will consider the following when fulfilling its mandate:

- compensation that would attract and allow for a diverse range of candidates for the role of Mayor and Council;
- the responsibilities and time commitment requirement of the Mayor and Councillors;
- the current and anticipated economic environment;
- alignment with other comparable Canadian municipalities;
- alignment with policies related to compensation for Strathcona County employees.

The Task Force final report and recommendations were presented to Council on July 5, 2022. At that time, Council passed a motion to approve the recommendations and directed Administration to prepare amended versions of the following policies to incorporate the recommendations:

- GOV-001-013 Elected Officials Remuneration
- GOV-001-026 Elected Officials Business Expense
- GOV-001-038 Elected Officials Participation in Employee Benefit Plans

A summary of the Task Force recommendations is included as enclosure 1.

To note for policy GOV-001-013 Elected Officials Remuneration, the Task Force recommendation to implement a differentiated Automobile Allowance to provide different rates for urban versus rural wards did not identify a specific rate for the Mayor. In the Final Report, the Task Force identified that elected officials who are required to travel longer distances should be provided a higher rate. Considering that the Mayor is required to travel and attend events across both Strathcona County and the region, Administration is recommending that the rate for the Mayor be aligned with the rural ward rate.

**Council and Committee History**

February 1, 2022 Council passed Bylaw 2-2022 Council Remuneration Task Force

July 5, 2022 Council approved: THAT enclosure 3 – Summary of Recommendations be amended to include the following as part of Recommendation 2:

- Urban Wards - \$750/month
- Rural Wards - \$1250/month

THAT the recommendations as set out in enclosure 3 of the July 5, 2022 Council Remuneration Task Force – 2022 Final Report, as amended, be approved; and

THAT Administration prepare, for Council’s consideration by the end of September 2022, amended Policies GOV-001-013, GOV-001-026, and GOV-001-038 to incorporate the changes as set out in enclosure 3 of the July 5, 2022 Council Remuneration Task Force – 2022 Final Report.

**Other Impacts**

**Policy:** Policies GOV-001-013, GOV-001-026 and GOV-001-038 require revision to implement the Council Remuneration Task Force recommendations.

**Legislative/Legal:** Review of Council remuneration by an independent committee is recommended to take place every two terms. Council approval of any impacted policies is required to implement the recommendations made by the Council Remuneration Task Force.

**Financial/Budget:** The change in methodology for determining annual salary increases results in a slight variance from the projected budget. Any financial impacts as a result of the updated policies can be absorbed in existing budgets.

**Interdepartmental:** Policy review and updates were done in consultation with Financial and Strategic Services and Human Resources.

**Master Plan/Framework:** n/a

**Communication Plan**

Once approved, the amended policies will be posted on the County website.

**Enclosure**

- 1 Summary of Task Force Recommendations
- 2 GOV-001-013 Elected Officials Remuneration Policy
- 3 GOV-001-026 Elected Official Business Expense Policy
- 4 GOV-001-038 Elected Official Participation in Employee Benefits Plan