



Legislation Details (With Text)

File #: RFD 19-034 **Version:** 1 **Name:** Council Compensation Review Committee/Policy C-AD22

Type: Request For Decision **Status:** Carried

File created: 2/15/2019 **In control:** Council

On agenda: 3/26/2019 **Final action:** 3/26/2019

Title: Revised Elected Official Remuneration Policy C-AD22 (Council Compensation Committee Policy C-AD22)

Proposed Motion
That revised Elected Official Remuneration Policy C-AD22 be approved, as presented.

Indexes:

Code sections:

Attachments: 1. 1. C-AD22 - Elected Official Remuneration Policy - Tracked Changes, 2. 2. C-AD22 - Elected Official Remuneration Policy, 3. 3. Current Council Compensation Policy C-AD22, 4. 4. Current Council Compensation Schedule A, 5. 5. 2019 Council Compensation Committee Terms of Reference, 6. 6. Council Expenses Policy C-AD24, 7. 7. Council Expenses Policy C-AD24 - Schedule A

Date	Ver.	Action By	Action	Result
3/26/2019	1	Council		
3/26/2019	1	Council	approved	Fail
3/26/2019	1	Council	approved	Fail
3/26/2019	1	Council	approved	Pass
3/26/2019	1	Council	approved	Fail
3/26/2019	1	Council		
3/26/2019	1	Council	approved	Pass
3/26/2019	1	Council	approved	Pass
3/26/2019	1	Council		

Revised Elected Official Remuneration Policy C-AD22 (Council Compensation Committee Policy C-AD22)

Proposed Motion

That revised Elected Official Remuneration Policy C-AD22 be approved, as presented.

Administration Recommendation

Administration supports the proposed motion, as presented.

Purpose

On February 26, 2019 Council, at their regular scheduled meeting, tabled Elected Official Remuneration Policy C-AD22 to be presented to Council on March 26, 2019.

Summary

At the September 25, 2018 Council meeting, Council directed administration to engage with the Chair (if available) or a member of the Council Compensation Committee to work with Administration to commence a compensation review and provide recommendations that adjust the compensation model for Council.

At the November 13, 2018 Council meeting, Council approved the 2019 Council Compensation Committee Terms of Reference; and appointed Stephanie Sabadaska and Malcolm Davidson as public members to the 2019 Council Compensation Review Committee.

The purpose stated in the approved 2019 Council Compensation Committee Terms of Reference, is as follows:

"The Council Compensation Committee is established to review Mayor and Councillor Compensation, and to make recommendations to Council regarding the following matters:

1. Allowances related to Conferences, Events, Training & Development along with other Provisions; and
2. Any other matters directed to the committee by Council."

At the December 11, 2018 Council meeting, the Council Compensation Committee presented the revised Council Compensation Committee Policy C-AD22, that is now renamed as Elected Official Remuneration Policy C-AD22. At the December 11th Council meeting, a motion was made to table the Elected Official Remuneration Policy C-AD22 and directed administration to further engage with the Council Compensation Review Committee to review the Council Remuneration Policy C-AD22; and, that the Council Remuneration Policy C-AD22 be presented at the February 5, 2019 Committee of the Whole meeting.

At the February 5, 2019 Committee of the Whole meeting, the Committee directed administration to present the Elected Official Remuneration Policy C-AD22 to Council at the regular meeting of Council scheduled on February 26, 2019 for consideration.

At the February 26, 2019 Council meeting, administration presented the proposed revised Elected Official Remuneration Policy C-AD22 and gave an overview of the policy. Council at this meeting made a motion to approve Schedule 'A' of the policy effective January 1, 2019. The motion failed. A further motion was made at this meeting to table the Policy C-AD22 to be presented to Council at the March 26, 2019 scheduled Council meeting.

The Council Compensation Review Committee members included public members Stephanie Sabadaska, Chairperson, Malcolm Davidson; and, Parkland County's Mike Heck, CAO, Tracy Kibblewhite, Chief Financial Officer, Laura Swain, General Manager Corporate Services, Lorna Wolodko, Executive Administrative Assistant to Mayor and Council, Christine Beveridge, Manager, Legislative Services (in part), Barb Williams, Interim Manager, Legislative Services (in part), and Lois Tyerman, Legislative Officer. Meetings of the Council Compensation Review Committee were held on October 29 and December 3, 2018.

In accordance with the approved Terms of Reference, the Committee reviewed the Mayor and Councillor Compensation and is presenting recommendations to Council related to Conferences, Events, Training and Development, and other provisions directed by Council for consideration. The Council Compensation Review Committee extensively considered matters of concern and presents the revised Council Compensation Policy C-AD22 for consideration. The Committee recognized that the naming of the Council Compensation Policy C-AD22 did not inclusively address all members of Council collaboratively, and has renamed the the proposed revised policy as being, Elected Official Remuneration Policy C-AD22 for the purpose to address Elected Official(s) Remuneration for Parkland County.

Further, included as part of the Council Compensation Committee review, it is recognized that Council Expenses Policy C-AD24 would require revisions to align with the Council Compensation Review Committee's proposed Elected Officials Policy C-AD22. The Council Expenses Policy C-AD24 was not part of the scope of the approved 2019 Council Compensation Review Committee Terms of Reference, therefore Administration will present revised Council Expenses Policy C-AD24 in 2019 that will align with proposed Elected Official Remuneration Policy C-AD22.

Relevant information:

March 13, 2018 - Council Meeting: Council presented the following motions:

- "1. A motion was made by Council Member Darrell Hollands that administration introduce a hiring freeze for the 2019 budget year. The motion carried unanimously.*
- 2. A motion was made by Council Member Darrell Hollands that administration cut non-core expenses by 5% for the 2019 budget before the fall of 2018. The motion carried unanimously.*
- 3. A motion was made by Council Member John McNab that administration bring forward and implement a Priority Based Budget by May 1, 2018. The motion carried unanimously.*
- 4. A motion was made by Council Member AnnLisa Jensen that administration implement the approved work plan for 2018. The motion carried unanimously.*
- 5. A motion was made by Council Member Tracey Melnyk that no new long-term plans be developed unless the plan addresses life and/or property matters. The motion carried unanimously."*

June 26, 2018 - Council Meeting: A Notice of Motion was presented, as follows:

Council Member Jackie McCuaig introduced a Notice of Motion to be presented at the July 10, 2018 Council meeting. *"That Council direct administration to research and provide a recommendation with guidelines for the \$5000 Council Contingency Fund and individual Mayor and Council budgets to deal with requests for reallocation of budget funds, by August 28, 2018."*

July 10, 2018 - Council Meeting: Mayor and Council Budgets

From the June 26, 2018 Council meeting, Notice of Motion, the motion was made, as follows:

"A motion was made by Council Member Jackie McCuaig that administration be directed to research and provide a recommendation with guidelines for the \$5,000 Council Contingency Fund and individual Council budgets to deal with requests for reallocation of budget funds by August 28, 2018. The motion failed by the following vote: For: Council Members Jensen, McCuaig, and Kobasiuk. Against: Mayor Shaigec, Council Members Hollands, McNab, and Melnyk."

July 10, 2018 - Council Meeting: Mayor and Councillor Budget

"A motion was made by Mayor Shaigec that Council work to identify reductions in Council Budgets for the 2019 Budget year. The motion carried unanimously."

September 25, 2018 - Council Meeting: Council Compensation Policy C-AD22

"A motion was made by Council Member John McNab that administration be directed to engage with the Chair (if available) or a member of the Council Compensation Committee to work with Administration to commence a compensation review and provide recommendations that adjust the compensation model for Council. The motion carried unanimously."

November 13, 2018 - Council Meeting: Council Compensation 2019

- 1. "A motion was made by Council Member John McNab that Council approve the 2019 Council Compensation Terms of Reference, as presented. The motion carried unanimously."*
- 2. "A motion was made by Council Member Jackie McCuaig that Malcolm Davidson and Stephanie Sabadaska be appointed as public-at-large members to the 2019 Council Compensation Committee. The motion carried by the following vote: For: Mayor Shaigec, Council Members Jensen, McCuaig, Kobasiuk, McNab, and Melnyk. Against: Council Member Hollands."*

December 11, 2018 - Council Meeting: Council Compensation Review Committee

"A motion was made by Council Member John McNab that revised Council remuneration Policy C-AD22 be tabled, and that Administration be directed to further engage with the Council Compensation Review Committee to review the Council Remuneration Policy C-AD22; and, that the council Remuneration Policy C-AD22 be presented at the February 5, 2019 Committee of the Whole Meeting. The motion carried unanimously."

February 5, 2019 - Committee of the Whole Meeting: Elected Official Remuneration Policy C-AD22 (Council Compensation Committee Policy C-AD22)

"A motion was made by Committee Member AnnLisa Jensen that the Committee of the Whole direct administration to present the Elected Official Remuneration Policy C-AD22 (Council Compensation Committee Policy C-AD22) at the February 26, 2019 Council meeting. The motion carried by the following vote: For: Mayor Shaigec, Council Members Jensen, McCuaig, Kobasiuk, Hollands, and McNab. Against: Council Member Melnyk.

February 26, 2019 - Council Meeting: Elected Official Remuneration Policy C-AD22 (Council Compensation Committee Policy C-AD22)

1. *"A motion was made by Council Member AnnLisa Jensen that revised Elected Official Remuneration Policy C-AD22 Schedule A be approved effective January 1, 2019. The motion failed by the following vote: For: Council Members Jensen and Kobasiuk. Against: Council Members McCuaig, Hollands, McNab, and Melnyk.*

2. *"A motion was made by Council Member Phyllis Kobasiuk that revised Elected Official Remuneration Policy C-AD22 (Council Compensation Committee Policy C-AD22) be tabled to the March 26, 2019 Council meeting. The motion carried unanimously."*

Strategic Plan/Policy/Legal/Staff Implications:

Pillar 4: Responsible Leadership - maintain the public's trust through transparent and fair decision-making, superior service delivery, and effective communication.

Financial Impact:

Cost: \$0

Source of Funding: 2019 Operating Budget