



## Legislation Text

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**File #:** RFD 19-035, **Version:** 1

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

### **Proposed Motion**

That revised Elected Official Remuneration Policy C-AD22 be tabled to the March 12, 2019 regular scheduled Council meeting.

### **Administration Recommendation**

Administration supports the proposed motion, as presented.

### **Purpose**

At the February 5, 2019 Committee of the Whole meeting, the Committee referred the Elected Official Remuneration Policy C-AD22 to the February 26, 2019 Council meeting. It has been determined that not all of Council will be in attendance at the scheduled February 26, 2019 Council meeting. As the policy is a remuneration policy for all of Council, Council may wish to consider tabling the matter to be presented at the scheduled March 12, 2019 Council meeting for an opportunity for all members of Council to be in attendance for the Elected Official Remuneration Policy C-AD22 matter.

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.

### **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.

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."*

**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