

Type of Decision									
Meeting Date	Friday, March 27, 2009				Report Date	Thursday, March 5, 2009			
Decision Required	x	Yes		No	Priority	X	High		Low
Direction Only		Information Only			Type of Meeting	X	Open		Closed
REPORT TITLE									
Council Honorariums									

Subject: Proposal to support the increase of compensation to members of council for attendance at outside meetings.

Recommendation: That Council agrees to support this proposal to increase compensation for those members of council who are actively representing municipal interests in meetings held outside of the municipality or outside of normal Council meetings.

**WHEREAS** municipal representation is the most effective way for the specific needs of our municipality to be heard by outside organizations;

**AND WHEREAS** the current council compensation by-law allows for payment for attendance at meetings of this Council and Joint Council only;

**THEREFORE BE IT RESOLVED THAT** the Council of the United Townships of Head, Clara & Maria agrees to amend by-law Number 2007-08 by inserting a clause outlining new compensation conditions;

**AND BE IT FURTHER RESOLVED** that this amendment be made the April 3, 2009 meeting where a by-law will be presented for acceptance making the condition effective the beginning of the second quarter of 2009.

#### Background/Executive Summary:

After a review of the County Municipal Elected Officials Remuneration & Compensation Survey (2008) of which a copy is attached, it was determined that the majority of municipalities within the county offer a base honorarium as well as some type of per meeting allowance. In discussion of our by-law, Mr. Dean expressed his concern over the fairness of it. With the current compensation, each council member (excluding the Reeve) receives equal compensation no matter how many outside committees they sit on, a seemingly inequitable situation.

This amendment is to provide a fairer honorarium system which compensates those who are taking an active role in representing our council to outside organizations and perhaps encouraging increased participation. It may also go towards recruiting interested individuals to run for office in 2010.

It is understood that the current honorarium system was enacted to prevent abuse that had occurred in the past with individual judgment not being what the majority would have approved. There are a variety of options that could be implemented to establish a fair compensation system while eliminating the opportunity for abuse.

Financial Considerations/Budget Impact: Obvious increase in budget if compensation to council members is increased.

Depending on the committees or functions which would be qualified as allowable for paid attendance, the increase could be minimal or quite high.

Recommended – assume a \$30 rate per meeting (length 1-3 hours). Assuming monthly meetings for the Library Board, CPAC, Economic Development, Family Health Team, Visitor’s Centre and semi-annual Auto- Ex meetings the additional annual costs would be \$1,860.

With the potential for each member of council to select 3 meetings that have not received prior approval for attendance the costs could increase by \$450 to \$2,310. You could limit this option to the Head of Council for additional costs of only \$90 for a total of \$1,950. (limited option recommended and included in budget forecast)

Assuming a daily rate of \$75 for a training course or convention – and attendance at 10 training days per year the additional cost would be \$750 (plus accommodation, mileage, meals and registration as per allowances in other policies). (not included in budget forecast)

Options:

1. Compensation for attendance at meetings of committees and/or boards of which our Council is a member such as Library Board, CPAC, Economic Development, Family Health Team, Visitor’s Centre and semi-annual Auto- Ex meetings. (recommended)
2. Include special functions such as the AECL and/or St. Barnabas community breakfast meetings. (not recommended)
3. Include an allowance for a certain number of meetings/functions at the council members’ or Reeve’s discretion for organizations that might be of interest to council but of which we are not a member – e.g. OPG information seminars, Bell high-speed information seminars etc. (recommended for Reeve or designate only)
4. Compensation for attendance at training courses and/or conventions with a limit on the number of courses per year. (not included in budget forecast)
5. For ease of implementation, it would be the responsibility of the Council member to indicate the number of meetings attended each quarter in order to receive compensation. This could be completed by making a note on the mileage forms.

Policy Impact: By-law #2007-08 would need to be amended.

Others Consulted Fred Dean, Municipal Solicitor; Municipal Elected Officials Remuneration & Compensation Survey; Ruth Morin, Treasurer.

Approved and Recommended by the Clerk

Melinda Reith,  
Municipal Clerk

*Melinda Reith*