

Request for Decision United Townships of Head, Clara & Maria Council

| Type of Decision | | | | | | | | | |
|-------------------|----------------------------|------------------|--|----|-----------------|--------------------------|------|--|--------|
| Meeting Date | Friday, September 26, 2014 | | | | Report Date | Tuesday, September-23-14 | | | |
| Decision Required | X | Yes | | No | Priority | X | High | | Low |
| Direction | X | Information Only | | | Type of Meeting | X | Open | | Closed |

#26/09/14/1101 – Council Compensation

Subject:

Council review of Council member compensation and employee compensation policies.

RECOMMENDATION:

As directed by Council, it is recommended that the compensation policy be amended for the upcoming term.

Part 1

WHEREAS Council has an obligation to review policy and by-laws and has directed staff to provide an updated honorarium by-law for review;

THEREFORE BE IT RESOLVED THAT by-law number 2014 – 16 being a by-law to set honoraria and compensation for members of council be read a first and second time this 26th day of September 2014.

Part 2

WHEREAS staff have been directed to amend the policy and guidelines on mileage and has presented an updated document meeting suggestions as directed by Council;

THEREFORE BE IT RESOLVED THAT P&G127/ADMIN/Guidelines for compensation for Employee Mileage and travel - July 2014.docx be accepted as presented.

BACKGROUND/EXECUTIVE SUMMARY:

Historically Council was paid a set amount of money no matter the level of participation in municipal Council business.

It was brought forward by a member of Council that this seemed unfair to those who participated in meetings and trainings and to the taxpayer whose dollars paid council members regardless of their level of participation.

Council voted to divide the annual honorarium into two components. One which provided a base amount simply because an individual put their name forward equal to half of the annual rate. The second component was broken up into compensation per meeting attended. At the time there

were over 40 regular meetings of Council or committee per year with various other committees or special meetings depending on appointments. This resulted in a per meeting payment.

The current formula has evolved from that and is now simply an annual rate divided by two with ½ being paid because the council member signed up and the other half being divided by 12, the normal number of meetings per year and allocated for each meeting attended. If a council member does not show up, they are not compensated.

Additionally, a premium is paid to the head of council for the additional work that is performed on behalf of the municipality by the Reeve. This would include presentations and speaking at public events, representing our municipality throughout the county and in neighbouring communities and other work and duties as required to promote the best interests of HCM. The Municipal Act lists the extra duties of the head of Council as outlined below for your reference.

Further, an amount of \$30 per meeting has remained to be paid for council members who attend meetings outside normal Council meetings including such things as: Library Board, NRFamily Health Team, Joint Council etc.

Also attached for your reference is a list of the current pay schemes and formulae as used in neighbouring municipalities.

Options/Discussion:

Part 1

It has been suggested that representation on a rural Council is not a “job” but a duty or responsibility. Traditionally, it was a volunteer position, meaning no pay was expected. It has been recognized over the years that conflicting time commitments should be rewarded with some token compensation.

Some say that being a council member is a duty to the municipality; that they do not expect compensation and wish to contribute in a positive way to the community.

Others might say that it has become a job with serious legal implications of decision making and that fair compensation at a competitive rate is warranted.

The point of view will vary depending on who you talk to.

It is true that Council representation in HCM is far from a full time job where in some larger municipalities it is.

It is up to council to debate this issue and suggest a fair and equitable method of compensation to be administered by staff. Direction is required.

Part 2

Staff have been directed to revisit the mileage policy and separate the current document to reflect only staff compensation. That Council compensation would be dealt with in a separate by-law. The policy has been amended and is now a separate document for staff and listed as Appendix A to the new honorarium by-law.

Financial Considerations/Budget Impact:

Obvious impacts will result in decisions to increase or decrease compensation.

Policy Impact:

It is within Council's purview to review, modify and/or amend council compensation and honoraria schemes and formulae.

Others Consulted:

County of Renfrew Municipal Survey – all lower tier municipalities.

Approved and Recommended by the Clerk

Melinda Reith,
Municipal Clerk

225. It is the role of the head of council,
- (a) to act as chief executive officer of the municipality;
 - (b) to preside over council meetings so that its business can be carried out efficiently and effectively;
 - (c) to provide leadership to the council;
 - (c.1) without limiting clause (c), to provide information and recommendations to the council with respect to the role of council described in clauses 224 (d) and (d.1);
 - (d) to represent the municipality at official functions; and
 - (e) to carry out the duties of the head of council under this or any other Act. 2001, c. 25, s. 225; 2006, c. 32, Sched. A, s. 100.

Substitution

226. A municipality may, with the consent of the head of council, appoint a member of council to act in the place of the head of council on any body, other than on the council of another municipality, of which the head of council is a member by virtue of being head of council. 2001, c. 25, s. 226.

Head of council as chief executive officer

- 226.1 As chief executive officer of a municipality, the head of council shall,
- (a) uphold and promote the purposes of the municipality;
 - (b) promote public involvement in the municipality's activities;
 - (c) act as the representative of the municipality both within and outside the municipality, and promote the municipality locally, nationally and internationally; and
 - (d) participate in and foster activities that enhance the economic, social and environmental well-being of the municipality and its residents. 2006, c. 32, Sched. A, s. 101.