





Request for Decision

Title	Council Remuneration Review
Proposed Motion	That Council direct Administration to engage the services of a third party to conduct a review of Council remuneration to a maximum of \$50,000 funded from Council Contingency Reserve and completed in time for consideration in the 2019 budget.
Administrative Recommendation	Administration recommends that Council select a method that provides timely information for the 2019 budget process.
Previous Council Direction	<u>February 13, 2018</u> Motion 050/18: That Council direct Administration to provide options for a third-party review of Council remuneration in light of the federal government's 2019 change to the tax rules regarding elected official remuneration for the February 27, 2018 regular Council Meeting.
Report	<u>Background Information</u> <ul style="list-style-type: none"> On February 13, 2018, Council requested Administration to provide options for a third-party review regarding Council remuneration. It is noted that a full review was completed in 2006. Administration has evaluated two (2) options: <ul style="list-style-type: none"> Hire a third-party consultant, or Establish a public committee. Administration has also taken into consideration timelines required to implement changes for the 2019 budget. In evaluating the options Administration has also reviewed the practices of 10 Municipal comparators (including Strathcona County, St. Albert and Morinville), results of this review show that the practice varies among these municipalities. The following evaluation of the various options has been considered in the recommendation that Administration brings forward. <ol style="list-style-type: none"> Hire a third-party consultant: <p>Methodology: A third-party consultant will review other municipalities with comparable size and features, provide a report describing best practices, remuneration amounts and make a recommendation based on criteria provided.</p>

	<p>Cost: Maximum: \$50,000.</p> <p>Timing: 5 to 7 months.</p> <p>2. Public Committee</p> <p>Methodology: This would involve developing a term of reference; recruiting, screening, and selecting committee members, providing assistance as required from staff and Council members. Best practice indicates that the CAO is responsible for the selection of committee members. Typically, internal departments provide the background research to the committee.</p> <p>Cost: Support staff would need to be hired to manage the committee, in 2006 the organization used a municipal Intern to support the project.</p> <p>Timing: 8 months or more; timing for the 2019 budget is questionable.</p> <ul style="list-style-type: none"> Given the constraints for internal resources and timing for 2019 budget deliberations, Administration recommends engaging the services of a consultant to complete the review. It is unlikely that a committee would be able to meet the timelines for 2019 budget deliberations. <p><u>External Communication</u></p> <ul style="list-style-type: none"> None. <p><u>Relevant Policy/Legislation/Practices:</u></p> <ul style="list-style-type: none"> ADM-REM-1 - Council Remuneration and Expenses
Implication of Administrative Recommendation	<p><u>Strategic Alignment:</u></p> <p>Strong Local Governance and Regional Leadership – An update of the Council Remuneration policy sets the stage to continue attracting high calibre candidates to represent Sturgeon County.</p> <p><u>Organizational:</u></p> <p>Engaging the services of a third-party consultant will provide an impartial, comprehensive review of Council remuneration and provide timely resolution to this matter.</p> <p><u>Financial:</u></p> <p>Funding for this initiative would come from Council contingency to a maximum \$50,000.</p>
Alternatives Considered	Public Committee.
Implications of Alternatives	<p><u>Strategic Alignment:</u></p> <ul style="list-style-type: none"> Similar strategic alignment to the recommendation.

	<p><u>Organizational:</u></p> <ul style="list-style-type: none"> The alternative requires significant investment of staff time and resources. <p><u>Financial:</u></p> <ul style="list-style-type: none"> Costs related to staffing resources and capacity will be significant. Additional support will need to be hired.
Follow up Action	Administration will evaluate proposals from qualified consultants in keeping with the procurement directive and procedures.
Attachment(s)	None.
Report Reviewed by:	 Ed Kaemingh, Manager Financial Services  Dawn McCoy, Manager Human Resources  Rick Wojtkiw, GM Corporate Support  Bill Minnes, County Commissioner-CAO

Strategic Alignment Checklist

Vision: Sturgeon County: a diverse, active community that pioneers opportunities and promotes initiative while embracing rural lifestyles.

Mission: Provide quality, cost effective services and infrastructure to meet the diverse needs of the Sturgeon County community, while improving competitiveness and sustainability.

Focus Areas	Not consistent	N/A	Consistent
Strong Local Governance and Regional Leadership			
<i>We promote consistent and accountable leadership through collaborative and transparent processes (Strategic Plan, pg. 27 MDP)</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<ul style="list-style-type: none"> Consistent with neighborhood role (see MDP), master plans, policies 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Considers fiscal stability and sustainability 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<ul style="list-style-type: none"> Has a positive impact on regional and sub-regional cooperation 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Respect the Natural Environment			
<i>We acknowledge the importance of a healthy environment and will minimize and monitor our impact on ecosystems (Strategic Plan, pg. 27 MDP)</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Compliance with Provincial and Federal regulations and/or legislation 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Ensure effective environmental risk management 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Community Identity & Spirit			
<i>We will build upon our strengths, where together we will create an inclusive, caring community (Strategic Plan, (Strategic Plan, pg. 27 MDP)</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Promotes and/or enhances residents' identification with Sturgeon County 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Enhances service provision through community partnerships 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Supports Sturgeon County's cultural history 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Planned Growth and Prosperity			
<i>We encourage varied and integrated enterprises that enhance our strong economic base, while balancing the needs of the community and natural environment. (Strategic Plan, pg. 27 MDP)</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Does the proposal align with the Integrated Regional Growth Strategy (map/policies) pg. 26 MDP 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Considers cumulative costs and long-term funding implications 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Targets growth around current or planned infrastructure 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Maintain and Enhance Strong Communities			
<i>We are committed to a safe, secure community, where our residents are respected and provided with access to opportunities. (Strategic Plan, pg. 27 MDP)</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Positive impact on residents' quality of life 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Supports and promotes volunteer efforts 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Provides programs and services that are accessible to all residents 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Operational Excellence			
<i>We have the organizational capability to deliver consistent and defined levels of service to all stakeholders in a professional, efficient, and cost effective manner</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<ul style="list-style-type: none"> Staff have the knowledge, skills and capability to perform their jobs 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<ul style="list-style-type: none"> Streamlines operational processes and policies 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<ul style="list-style-type: none"> Promotes engagement and professional interaction with stakeholders 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<ul style="list-style-type: none"> Considers a cost-structure which allows Sturgeon County to remain competitive within a regional, national and global context 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>