




Request for Decision

Title	Council Remuneration Review Presentation
Proposed Motion	That Council accept the Consultant's report as information and direct Administration to use it in the planning of the 2019 budget.
Administrative Recommendation	Administration recommends that Council accept the Consultant's report on Council Remuneration for consideration during the 2019 budget planning.
Previous Council Direction	<p>February 27, 2018 – Motion 063/18 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.</p> <p>February 13, 2018 – 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.</p> <p>December 13, 2016 – Motion 455/16 Motion 455/16: That Council approve the 2017 Operating and Capital Budget as presented in the 2017 Budget Document.</p>
Report	<p><u>Background Information</u></p> <ul style="list-style-type: none"> • Early February 2018, Council directed Administration to provide options for a third-party review of Council remuneration. • Late February 2018, Administration brought forward a Request for Decision with alternatives for a Council remuneration review in which Council directed Administration to engage the services of a third-party consultant to conduct a review to be completed in time for 2019 budget planning. • The methodology used was that the hiring of a third-party consultant will review other municipalities with comparable size and features, provide a report describing best practices and remuneration amounts, and make a recommendation based on criteria provided.

	<ul style="list-style-type: none"> The last Council remuneration review occurred in 2006, leaving the policy quite dated. The Federal Government has made changes to taxation for elected officials effective January 1, 2019. Previously, one-third of an elected official's income was treated as a non-taxable amount. The change means all income will be fully taxable come 2019. The consultant was to determine what the peer comparator group was doing in response to this change. A Request for Quote was submitted early May 2018, in which Lim HR Compensation Consulting Inc. (the Consultant) was contracted in June 2018 to complete the Council Remuneration Review. Project work commenced in June 2018, concluding in July, with reporting throughout August to Administration. Michael Lim of Lim HR Compensation Consulting Inc. will present on the Council remuneration review. <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> <ul style="list-style-type: none"> Strong Local Governance and Regional Leadership – An update of the Council Remuneration policy sets the stage to continue attracting high caliber candidates to represent Sturgeon County. <p><u>Organizational:</u></p> <ul style="list-style-type: none"> The Council Remuneration Policy was last reviewed in 2006 leaving it quite dated. The consultant's report uses peer comparator group information to demonstrate where Sturgeon County Council Members fall in relation to municipalities of similar size and features in respect to remuneration. The use of a third-party consultant provides an impartial, comprehensive review of Council remuneration and provides timely resolution to this matter. <p><u>Financial:</u></p> <ul style="list-style-type: none"> The project cost is \$14,948, which is being funded from Council Contingency. Future implications of the report will be decided during the 2019 budget planning.
Alternatives Considered	None.

Implications of Alternatives	<p><u>Strategic Alignment:</u></p> <ul style="list-style-type: none"> • Not applicable. <p><u>Organizational:</u></p> <ul style="list-style-type: none"> • Not applicable. <p><u>Financial:</u></p> <ul style="list-style-type: none"> • The project cost will remain \$14,948, with future costs to evaluate alternatives unknown.
Follow up Action	<p>1. Prepare budget options for Council deliberations at budget meetings.</p>
Attachment(s)	<p>1. Council Remuneration and Expense Policy (ADM-REM-1) 2. Presentation – Council Remuneration Review 3. CONFIDENTIAL - Report – Council Remuneration Review (s. 25(s)(d) FOIP Act)</p>
Report Reviewed by:	<div data-bbox="532 800 919 888" data-label="Text">  </div> <div data-bbox="521 894 1042 930" data-label="Caption"> <p>Ed Kaemingh, Manager Financial Services</p> </div> <div data-bbox="526 968 777 1102" data-label="Text">  </div> <div data-bbox="521 1102 992 1140" data-label="Caption"> <p>Rick Wojtkiw, GM Corporate Support</p> </div> <div data-bbox="522 1211 815 1299" data-label="Text">  </div> <div data-bbox="521 1297 1019 1335" data-label="Caption"> <p>Bill Minnes, County Commissioner-CAO</p> </div>

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"/>