



TOWNSHIP OF NORTH HURON

REPORT

Item No.

REPORT TO: Reeve Vincent and Members of Council
PREPARED BY: Richard Al, Clerk / Manager of IT
DATE: 03/04/2018
SUBJECT: Council Remuneration By-law Review
ATTACHMENTS:

RECOMMENDATION:

THAT the Council of the Township of North Huron hereby receive the April 3, 2018 report of the Clerk/Manager of IT for information purposes;

AND FURTHER, that Council provides direction to staff on how to proceed.

EXECUTIVE SUMMARY

The purpose of this report is to review and provide a comparison of North Huron's current Council Honoraria, Meeting Pay, and Per Diem Rates of Pay by-law to those in use by local municipalities.

DISCUSSION

During the February 8th, 2018 Budget Meeting, Council passed the following resolution directing staff to review By-law 03-2010 and prepare a report for consideration.

M73/18

MOVED BY: T. Seip

SECONDED BY: Y. Ritsema-Teeninga

THAT the Council of the Township of North Huron hereby direct staff to review the Council Honoraria, Committee/Board Meeting Pay and Per Diem Rates of Pay By-law 03-2010, and prepare a report and revised draft for Council's consideration.

CARRIED

Using by-laws received from neighbouring municipalities, comparison charts have been prepared.

Council Per Diem Comparisons

	Council per diem			Committee/Board meeting per diem		
	Up to 2 hr	Up to 4 hr	Over 4 hr	Up to 2 hr	Up to 4 hr	Over 4 hr
North Huron	\$ 60.00	\$ 100.00	\$ 120.00	\$ 60.00	\$ 100.00	\$ 120.00
Morris-Turnberry	\$ 76.11	\$ 126.83	\$ 190.25	\$ 76.11	\$ 126.83	\$ 190.25
Howick	\$ 130.00	\$ 130.00	\$ 130.00	\$ 87.00	\$ 87.00	\$ 87.00
ACW	\$ 131.98	\$ 131.98	\$ 151.98	\$ 131.98	\$ 131.98	\$ 151.98
Huron East	\$ 94.75	\$ 147.30	\$ 147.30	\$ 70.75	\$ 94.75	\$ 188.60
Goderich	\$ 72.00	\$ 72.00	\$ 129.00	\$ 72.00	\$ 72.00	\$ 129.00
Bluewater	\$ 98.86	\$ 98.86	\$ 164.76	-	-	-
AVERAGE	\$ 94.81	\$ 115.28	\$ 147.61	\$ 82.97	\$ 102.09	\$ 144.47

Council Seminar Specific Per Diem Comparisons

(some municipalities do not differentiate between Council and Conference Per Diems – in these cases the Council Per Diems have been used for the averages)

	Conference per diem	
	Full Day	Overnight
North Huron	\$ 100.00	\$ 120.00
Morris-Turnberry	\$ 190.25	\$ 190.25
Howick	\$ 130.00	\$ 165.00
ACW	\$ 151.98	\$ 151.98
Huron East	-	-
Goderich	\$ 129.00	\$ 129.00
Bluewater	\$ 164.76	\$ 164.76
AVERAGE	\$ 153.20	\$ 160.20

Meal Allowance Comparisons

	Meals		
	Lunch	Dinner	Max
North Huron	-	-	\$ 75.00
Morris-Turnberry	\$ 17.80	\$ 29.66	\$ 95.13
Howick	-	-	\$ 55.00
ACW	-	-	\$ 75.00
Huron East	-	-	\$ 75.00
Goderich	-	-	\$ 98.00
Bluewater	-	-	\$ 65.00
AVERAGE	\$ 17.80	\$ 29.66	\$ 76.88

Council Honoraria Comparisons

	Honoraria		
	Head of Council	Deputy	Councillors
North Huron	\$ 9,980.00	\$ 7,879.00	\$ 6,828.00
Morris-Turnberry	\$ 8,878.34	\$ 5,590.12	\$ 4,335.06
Howick	\$ 6,050.00	\$ 5,100.00	\$ 4,825.00
ACW	\$ 10,452.00	\$ 7,369.00	\$ 6,753.00
Huron East	\$ 8,413.00	\$ 6,168.00	\$ 4,487.00
Goderich	\$ 22,134.74	\$ 14,033.82	\$ 9,842.83
Bluewater	\$ 7,688.76	\$ 6,041.16	\$ 5,492.04
AVERAGE	\$ 10,513.83	\$ 7,454.44	\$ 6,080.42
AVERAGE w/o Goderich*	\$ 8,853.70	\$ 6,514.53	\$ 5,542.93

*Due to the difference between Goderich and all other lower tiers, an average excluding Goderich has been provided for comparison.

Council Conference/Convention Expense Comparison

	Conferences		
	Head of Council	Deputy	Councillor
North Huron	no max - 1 per year		
Morris-Turnberry	\$ 1,697.83	\$ 1,697.83	\$ 1,697.83
Howick	no max		
ACW	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00
Huron East	\$ 2,500.00	\$ 2,500.00	\$ 2,500.00
Goderich	no max		
Bluewater	\$ 3,500.00	\$ 3,000.00	\$ 2,500.00
AVERAGE	\$ 2,424.46	\$ 2,299.46	\$ 2,174.46

Council Mileage Rate Comparisons

	Mileage
North Huron	\$ 0.45
Morris-Turnberry	\$ 0.55
Howick	\$ 0.50
ACW	\$ 0.44
Huron East	-
Goderich	\$ 0.48
Bluewater	\$ 0.40
AVERAGE	\$ 0.47

Council member attendance at conferences and conventions has been an item of discussion by Council recently. Currently, By-law 03-2010 specifies that Councillors may attend one conference/convention per year but does not establish a monetary limit. Attendance of additional conferences/conventions must be approved by Council. As seen in the comparison chart above, it is typical for a monetary limit to be placed on conference/convention registrations and associated expenses. Through discussions with the Treasurer a monetary limit would allow the Finance Department to budget for conference/convention costs more accurately.

By implementing a monetary limit, Councillors could select the conferences/conventions that they wish to attend and there would be flexibility in terms of attending additional conferences if one conference did not deplete the budget allocated to them or if they wished to supplement their allocation to attend an additional conference. Typically, per diems would be a separate item and would not be drawn from the conference/convention allocation.

Council may wish to amend the current Honoraria By-law to address the conference/convention monetary limit item, this could be done as early as the next Council meeting.

In terms of the current Council Honoraria, per diems, etc., should Council wish to update these rates to align more closely with neighbouring municipalities, the most appropriate approach may be to implement a change that would take effect beginning with the new term of Council later this year.

FINANCIAL IMPACT

The Treasurer has indicated that in 2017 the amount spent for Council conference/convention registrations and associated expenses equated to approximately \$2,500 per Council member. This does not necessarily mean that \$2,500 was spent by each Councillor, simply that based on what was spent divided by the number of Councillors was equivalent to \$2,500 each.

With that in mind, should Council choose to select \$2,500 per Councillor for conference/convention registrations and associated expenses the budget line item would essentially remain the same as the 2017 Budget Actual.

Council may wish to make a change on a going forward basis or retroactively. Should a retroactive change be made it may result in certain Councillors exceeding their 2018 allocated limit already and direction from Council would be required as to how this would be handled.

FUTURE CONSIDERATIONS

Should Council direct staff to prepare revisions to By-law 03-2010, a draft by-law for consideration could be presented at an upcoming Council Meeting.

RELATIONSHIP TO STRATEGIC PLAN

Goal #4 – Our administration is fiscally responsible and strives for operational excellence.



Richard Al, Clerk/Manager of IT



Dwayne Evans, CAO