

HALIFAX

Council Remuneration

Halifax Regional Council
May 23, 2017

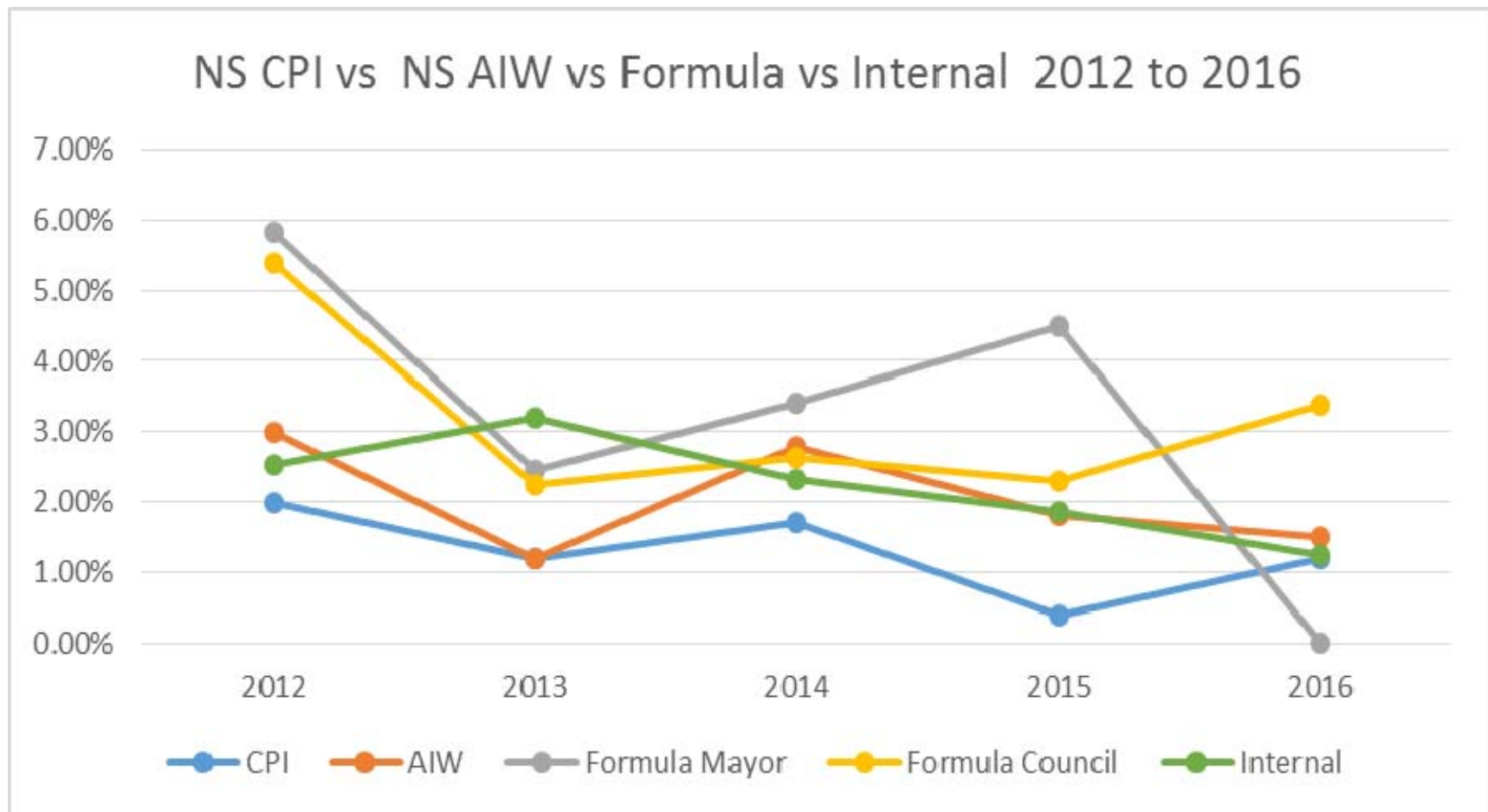
Nova Scotia MLA Relativity

- NS MLAs are the elected officials with a geographic, economic and constituency base that is the most similar to HRM Council
- Useful as a reference point for Nova Scotia elected official compensation market
- Not used to establish salary level but to check in on relative appropriateness of the growth in HRM Council remuneration

Average Industrial Wage (AIW)

- Commonly used growth indicator for elected officials compensation
- Reflects movement in regional wages and economic conditions
- Transparent and readily available data

Salary Adjustment Methods



Pension Plan

- Age restriction for participation in HRM Pension Plan results in unequitable total remuneration
- SERP option provides an equalization of remuneration between Councillors

Transition Allowance

- Often seen as mechanism for encouraging participation in local government by assisting Elected Officials with transition back to regular employment
- More common where duties of Elected Official are seen as full time (as established by previous Council Compensation Committee Report)
- Requires change to Halifax Charter to implement

Recommendation

That HRM Council direct the CAO to direct staff to prepare amendments to Administrative Order 17, the ***Council Member Remuneration Administrative Order***, the purpose of which is to provide:

- That the change in the Nova Scotia Average Industrial Weekly (AIW) earnings from September to September as reported by Statistics Canada in October of each year be used to adjust remuneration for both the Mayor and Council each November 1st and that where the AIW for a given year indicates a reduction in the wages, there shall be no increase for the Mayor and Council in that year; and

Recommendation con't

- That where the Mayor or member of Council is legally prevented from participation in the HRM Pension Plan, they will be, at their option, enrolled in the HRM (Supplemental Executive Retirement Program) SERP program. The affected member will contribute to the SERP at the same level as they would have had they participated in the HRM Pension Plan and HRM will match those contributions.
- Request the Province of Nova Scotia to amend the HRM Charter to allow for the provision of Transition Allowances to members of Council who do not reoffer or are not re-elected. The level of Transition Allowance to be determined by HRM Council.

QUESTIONS?

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