



MUNICIPAL DISTRICT OF GREENVIEW No. 16

COUNCIL COMPENSATION REVIEW COMMITTEE MEETING AGENDA

Date: June 10, 2021

Time: 10:00 a.m.

Location: Zoom

#1 CALL TO ORDER

#2 APPOINTMENT OF CHAIR

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#3 ADOPTION OF THE AGENDA

#4 NEW BUSINESS

4.1 Introductions

4.2 Committee Mandate and Process

pg 3

4.3 Overview of Council Compensation Policies

pg 7

4.4 Comparator Municipalities

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4.5 Types of Data for Comparison

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4.6 Current Council Compensation Survey

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4.7 Public Engagement Process

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#5 NEXT MEETING DATE

#6 ADJOURNMENT



REQUEST FOR DECISION

SUBJECT: **Appointment of Chair**
SUBMISSION TO: COUNCIL COMPENSATION REVIEW COMMITTEE REVIEWED AND APPROVED FOR SUBMISSION
MEETING DATE: June 10, 2021 CAO: MANAGER:
DEPARTMENT: CORPORATE SERVICES GM: PRESENTER:
STRATEGIC PLAN: Level of Service LEG: DL

RELEVANT LEGISLATION:

Provincial (cite) – N/A

Council Bylaw/Policy (cite) – N/A

RECOMMENDED ACTION:

MOTION: That Council Compensation Review Committee appoint _____ as Chair.

BACKGROUND/PROPOSAL:

This committee consists of three former Greenview Councillors. This is an ad-hoc committee that will analyze current policies, comparative municipalities and a Council survey to provide Council with a recommendation regarding the compensation package for future Council.

FINANCIAL IMPLICATION:

As per Policy 1008, honorariums may be incurred. Members at large are included in the yearly Operating Budget.



REQUEST FOR DECISION

SUBJECT: **Committee Mandate and Process**
SUBMISSION TO: COUNCIL COMPENSATION REVIEW COMMITTEE
MEETING DATE: June 10, 2021
DEPARTMENT: CORPORATE SERVICES
STRATEGIC PLAN: Level of Service

REVIEWED AND APPROVED FOR SUBMISSION

CAO:
GM:
LEG: DL

MANAGER:
PRESENTER:

RELEVANT LEGISLATION:

Provincial (cite) – N/A

Council Bylaw/Policy (cite) – N/A

RECOMMENDED ACTION:

MOTION: That Council Compensation Review Committee accept the Committee Mandate and Process for information.

BACKGROUND/PROPOSAL:

The Council Compensation Review Committee mandate as outlined in Bylaw 21-877 reads:

The Council Compensation Committee will, no later than September 30, 2021, provide a written report to Council with recommendations on the:

- A) Appropriate compensation for members of Council, including salary, benefits, pensions, allowances, and any other form of compensation; and
- B) Frequency of future review of compensation.

Council Compensation Review Committee will meet bi-monthly to review relevant documentation and discuss the considerations pertaining to adjusting compensation for Greenview Council in the future. These meetings will be held electronically on Zoom and will have a public engagement component. The final meeting will consist of drafting a report that will be presented to Council for recommendation.

BENEFITS OF THE RECOMMENDED ACTION:

N/A

DISADVANTAGES OF THE RECOMMENDED ACTION:

N/A

ALTERNATIVES CONSIDERED:

N/A

FINANCIAL IMPLICATION:

N/A

STAFFING IMPLICATION:

N/A

PUBLIC ENGAGEMENT LEVEL:

Greenview has adopted the IAP2 Framework for public consultation.

INCREASING LEVEL OF PUBLIC IMPACT

Consult

PUBLIC PARTICIPATION GOAL

Consult - To obtain public feedback on analysis, alternatives and/or decisions.

PROMISE TO THE PUBLIC

Consult - We will keep you informed, listen to and acknowledge concerns and aspirations, and provide feedback on how public input influenced the decision

FOLLOW UP ACTIONS:

N/A

ATTACHMENT(S):

- Bylaw 21-877



BYLAW No. 21-877 of the Municipal District of Greenview No. 16

A Bylaw of the Municipal District of Greenview No. 16 to provide for the temporary establishment of a committee, to provide recommendations on compensation for members of Council.

Whereas, Section 145 of the *Municipal Government Act*, RSA 2000, Chapter M-26, authorizes Council to pass a Bylaw for the purpose respecting (a) the establishment and functions of council committees and section 145(b) for the procedures to be followed by council, council committees and other bodies established by council, and

Whereas, Council deems it expedient to establish a Compensation Review Committee to review the compensation package of Council and related policies, and present recommendations to Council for future compensation;

Therefore, the Council of the Municipal District of Greenview No. 16, duly assembled, hereby enacts as follows:

1. **TITLE**

1.1. This bylaw shall be cited as the "Council Compensation Committee"

2. **DEFINITIONS**

2.1. **Council** means the Council of the M.D. of Greenview No. 16, duly assembled.

2.2. **Council Compensation Committee** means the temporary committee comprised of three former Greenview or Grande Cache Councillors responsible for reviewing and providing recommendations on compensation for members of Council.

2.3. **Greenview** means the Municipal District of Greenview No. 16.

3. **ESTABLISHMENT**

3.1. The Council Compensation Committee is established by this bylaw as a temporary council committee.

4. **MANDATE**

4.1. The Council Compensation Committee will, no later than September 30, 2021, provide a written report to Council with recommendations on the:

- A) Appropriate compensation for members of Council, including salary, benefits, pensions, allowances, and any other form of compensation; and
- B) Frequency of future review of compensation.

5. **COMPENSATION PRINCIPLES**

5.1. The recommendations of the Council Compensation Committee will be based on the following principles:

- A) Compensation must be appropriate to attract a diverse range of candidates;
- B) Compensation must reflect the responsibilities, accountabilities, and time commitment required from members of Council;
- C) Compensation must be reasonable in light of economic circumstances and Greenview’s objectives and financial constraints; and
- D) Compensation must be comparable to other jurisdictions.

6. **MEMBERSHIP**

6.1. The Council Compensation Committee will be comprised of three (3) Members-at-Large who have served on Greenview or Grande Cache Council in the past.

6.2. Members will be appointed by resolution of Council.

7. **REMUNERATION**

7.1. Members of the Independent Council Compensation Committee will receive honorariums as set forth in Policy 1008 Council and Board Remuneration.

8. **REPEAL**

8.1. This bylaw will automatically be repealed on October 30, 2021, or on the date the Council Compensation Committee presents the written report under Section 4, whichever is earlier.

9. **COMING INTO FORCE**

9.1. This Bylaw shall come into force and effect upon the day of final passing and signing.

Read a first time this 25 day of May, 2021.

Read a second time this 25 day of May, 2021.

Read a third time this ____ day of _____, 2021.

REEVE

CHIEF ADMINISTRATIVE OFFICER



REQUEST FOR DECISION

SUBJECT: **Overview of Council Compensation Policies**
SUBMISSION TO: COUNCIL COMPENSATION REVIEW COMMITTEE REVIEWED AND APPROVED FOR SUBMISSION
MEETING DATE: June 10, 2021 **CAO:** **MANAGER:**
DEPARTMENT: CORPORATE SERVICES **GM:** **PRESENTER:**
STRATEGIC PLAN: Level of Service **LEG:** DL

RELEVANT LEGISLATION:

Provincial (cite) – N/A

Council Bylaw/Policy (cite) – N/A

RECOMMENDED ACTION:

MOTION: That Council Compensation Review Committee accept the Overview of Council Compensation Policies as information.

BACKGROUND/PROPOSAL:

Administration has included all of Greenview’s policies that pertain to Council compensation. These policies outline the procedure, administration responsibilities, Council responsibilities and any compensation that will be received. Council Compensation Review Committee will go through each policy to recommend changes to the compensation amounts.

- Policy 1008 Council and Board Remuneration
 - Policy 1002 Travel and Subsistence
 - Policy 1009 Internet Services for Members of Council
 - Policy 1015 Conference Attendance
 - Policy 1011 Northern Travel Premium
 - Policy 1019 Issuance of Digital Communications Tools
 - Retirement Options
-

BENEFITS OF THE RECOMMENDED ACTION:

N/A

DISADVANTAGES OF THE RECOMMENDED ACTION:

N/A

ALTERNATIVES CONSIDERED:

N/A

FINANCIAL IMPLICATION:

N/A

STAFFING IMPLICATION:

N/A

PUBLIC ENGAGEMENT LEVEL:

Greenview has adopted the IAP2 Framework for public consultation.

INCREASING LEVEL OF PUBLIC IMPACT

Consult

PUBLIC PARTICIPATION GOAL

Consult - To obtain public feedback on analysis, alternatives and/or decisions.

PROMISE TO THE PUBLIC

Consult - We will keep you informed, listen to and acknowledge concerns and aspirations, and provide feedback on how public input influenced the decision

FOLLOW UP ACTIONS:

N/A

ATTACHMENT(S):

- Policy 1008 Council and Board Remuneration
- Policy 1002 Travel and Subsistence
- Policy 1009 Internet Services for Members of Council
- Policy 1015 Conference Attendance
- Policy 1011 Northern Travel Premium
- Policy 1019 Issuance of Digital Communications Tools
- Retirement and Benefits



MUNICIPAL DISTRICT OF GREENVIEW

COUNCIL COMPENSATION POLICIES

Policy 1033 Compensation Review	Pg 10
Policy 1002 Travel and Subsistence	Pg 12
Policy 1008 Council and Board Remuneration	Pg 14
Policy 1009 Internet Services for Members of Council	Pg 16
Policy 1011 Northern Travel Premium	Pg 18
Policy 1015 Issuance of Digital Communications Tools	Pg 19

Title: Travel and Subsistence

Policy No: 1002

Effective Date: May 25, 2020

Motion Number: 20.05.313

Supersedes Policy No: NONE

Review Date: May 25, 2023



Purpose: To provide an equitable process for reimbursing Council, Board Members, and staff for travel abroad when conducting Greenview business.

DEFINITIONS

CAO means the Chief Administrative Officer.

GM means the General Managers of Infrastructure and Planning, and Community Services, as well as the Chief Financial Officer.

Greenview means the Municipal District of Greenview no. 16.

POLICY

1. Greenview believes it is appropriate to reimburse Council and staff for out-of-pocket expenses when travelling to carry-out Greenview business. All reasonable expenses will be covered by Greenview for Council and staff.
2. When an expense requires the provision of a receipt, the receipt submitted must be the original or a scanned copy of the original or the claim may be disallowed. In the instance of a contractor who is required to provide original receipts to their company, a reasonable copy of the receipt will suffice.
3. Greenview will not pay for expense claims submitted more than sixty (60) days after the end of the month has elapsed for the expense incurred unless approval is given by the appropriate Committee/Board, or in the case of an employee, by the Chief Administrative Officer.

Claim Parameters

4. Mileage
 - 4.1 The kilometre rate will be paid in accordance with the current Canada Revenue Agency rates and will also include the Northern Travel Premium as required.
 - 4.2 When an employee is travelling for Greenview business, whenever possible, that employee should use a Greenview vehicle.
 - 4.3 Travel out of province will be undertaken by the method approved in advance.

4.4 While on conferences or training, a claimant may hire a rental vehicle or be reimbursed for taxi expenses

5. Meals

5.1 Meals may be reimbursed without receipts at the following rates:

- Breakfast: \$20.00;
- Lunch: \$20.00;
- Dinner \$30.00.

5.2 Alternatively, meals may be reimbursed upon the production of original receipts for the total amount of the receipt including taxes and a maximum gratuity of 15%.

6. Travel Expenses

6.1 The following rates will be paid to claimants for the travel expenses listed below:

- Incidental allowance \$15.00 per 24 hour period;
- Private Accommodation \$30.00 per night;
- Taxi/Transit/Car Rental actual cost per receipt;
- Parking actual cost per receipt;
- Hotel accommodation actual cost per receipt.

Responsibilities

7. Council Members and Staff

- 7.1 Submit expense claims in accordance with the provisions of this policy;
- 7.2 Submit expense claims within thirty (30) days from the end of the month in which the expense occurs.

8. Council and Senior Management

8.1 May claim a business meal when hosting another person(s). An original receipt must be provided with the claim as well as the name(s) of the person(s) hosted.

9. Management

- 9.1 Responsible for reviewing all expense claims submitted from employees within their department;
- 9.2 Provide authorization to staff prior to staff attending meetings, training or other Greenview business and incurring expenses pursuant to this policy, however, an employee who incurs an unexpected meal expense will be reimbursed in accordance with the provisions of this policy upon the production of a receipt and with the approval of their immediate supervisor.
- 9.3 Refer their expense claims to their GM or CAO for approval, or in the case of the CAO, to refer their expense claim to the Reeve for approval.

10. Corporate Services Staff

10.1 To issue payment to claimants within thirty (30) days of approval.

Title: COUNCIL AND BOARD REMUNERATION

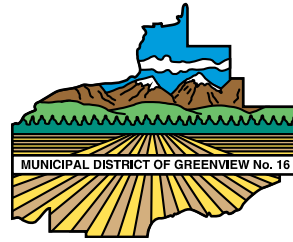
Policy No: 1008

Motion: 19.12.870

Effective Date: December 9, 2019

Supersedes Policy No: (CO 14)

Review Date: December 9, 2022



Purpose: The purpose of this policy is to establish fair rates of compensation for Council Members and Board and Committee members.

Definitions

Meeting Per Diem means the rate-of-pay for each meeting attended on behalf of Greenview as appointed by Council. Unless otherwise approved by Council, this refers to Council appointed Boards and Committees.

Monthly Honorarium means the monthly flat-rate of pay to account for the time each member of Council spends representing Greenview and conducting the day-to-day business of a Council Member, including meetings with ratepayers, phone calls, ward-specific community meetings, social events, etc.

Special Event means any special event or meeting to which Greenview is sent an invitation for the Reeve, or other designate appointed by Council, to attend as a representative of Greenview Council or the Municipality.

Policy

1. Starting with the first meeting of the new Council in 2019, Council members, other than the Reeve, will be paid a monthly flat-rate honorarium of \$1,419.00 per month; the Reeve will be paid \$2,129.00 per month;
2. The monthly honorarium is compensation for the time a Council Member spends representing Greenview and conducting the day-to-day business of a Councillor, including meetings with ratepayers and appearances at community events.
3. Starting with the first meeting of the new Council in 2019, Council members and Greenview appointed at-large Board and Committee members will be paid for each meeting attended on behalf of Greenview, using the meeting per diem rates as follows:
 - a) \$196.00 for meetings (and travel) in a day of 0-4 hours;
 - b) \$294.00 for meetings (and travel) in a day of 4-8 hours;
 - c) \$390.00 for meeting (and travel) in a day of over 8 hours.
4. In addition to the per diem paid under provision 3 and 7, Council Members and appointed Board and Committee members will be paid \$64.00 per hour, or portion thereof, for total meeting time (and travel) in excess of nine (9) hours in one day, to a maximum of \$253.00 additional dollars;

5. A meeting per diem is compensation for attendance at Council appointed Boards and Committees.
6. Councillors and the Reeve may also receive meeting per diem compensation for attendance at Special Events. Special Events are those that Greenview receives an invitation for the Reeve to attend on behalf of Greenview, or that Council has appointed a member to attend as a designate.
7. Notwithstanding provisions 3, for conference attendance, conference attendees will be paid a per diem rate of \$390.00;
8. Annually, established rates of honoraria will be adjusted for a cost of living allowance, at the same time, in the same manner and for the same amount (if any) as the salary grid of Greenview. All rates under this policy will be rounded to the closest dollar for ease of processing;
9. Council members and appointed Board and Committee members will be paid for attending a meeting through electronic means (teleconference, Skype and such similar methods), so long as the meeting exceeds fifteen (15) minutes;
10. In accordance with Section 154(2) of the Municipal Government Act, the Reeve, by nature of the position, is a member of all council committees and all bodies to which council has the right to appoint members. The Reeve may choose to attend any committee or board meeting, and will be eligible to receive the meeting per diem compensation for this attendance as outlined in this policy.
11. Should a Councillor receive an invitation to attend meeting on behalf of Greenview and there is not time for Council to make a motion to approve attendance at the meeting or function, the Councillor must make a request to the Reeve for approval prior to attending the meeting or function in order to receive compensation for attending the meeting.
12. All honoraria paid under this policy is subject to the taxation requirements of the Canada Revenue Agency;
13. Greenview will compensate Council Members for mileage to all events attended as a Councillor.
14. All per diem claims are to be submitted every two weeks and will correspond with the payroll cycle determined by the payroll and benefits department of Greenview;
15. Expense claims for Board and Committee members will be reviewed by the most senior Greenview employee directly involved in the Board and Committee in question;
16. All Council Member expense claims, other than the expense claim for the Reeve, will be submitted to the Reeve (or in his or her absence, the Deputy Reeve) for review and approval. The Reeve will submit his or her expense claim to the Deputy Reeve for review and approval. If the Reeve is absent then the Deputy Reeve will submit his or her expense claim to another member of Council for review and approval.
17. Greenview will engage an external party to conduct a compensation review for Council and Board remuneration to be complete and approved by Council prior to each Municipal Election.

Title: Internet Services for Members of Council

Policy No: 1009

Effective Date: March 23, 2021

Motion Number: 21.03.131

Supersedes Policy No:

Review Date: March 23, 2024



Purpose: Greenview will establish the parameters for providing effective internet for Members of Council at their primary residence within Greenview to ensure that Members of Council can communicate and exchange information and files at an effective speed.

1. DEFINITIONS

- 1.1. **Digital Communication Tools** means Greenview issued electronic equipment, including but not limited to: cellphones, tablets, laptops, cell phone boosters, cellular data, and residential internet plans, installation, servicing, repair and replacement costs, and other digital equipment as required or authorized by the supervisors or the Chief Administrative Officer.
- 1.2. **Greenview** means the Municipal District of Greenview No. 16.
- 1.3. **Primary Residence** means the address within Greenview where the Member spends the majority of the year.

2. POLICY

- 2.1. Internet, email and social media are essential tools for Members of Council.
- 2.2. Each Member of Council will have access to an effective internet connection from their primary residence.
- 2.3. Greenview will reimburse Members of Council for 100% of the monthly costs of an appropriate internet service and 100% of the installation costs and required hardware directly related to the connection to the Internet Service Provider. If a Councillor wishes to obtain a higher cost service, Greenview will reimburse the Councillor for an amount equivalent to the lower cost alternative.
- 2.4. Personal use of an internet connection is expected, but any additional charges generated by personal use will not be eligible for reimbursement.
- 2.5. If a Member of Council resigns their position in office before the end of the four-year term, installation costs shall be repaid on a prorated bases over a three year period. Council may waive the repayment by motion.

- 2.6. If a Member of Council already has effective internet service, monthly costs will be reimbursed from the date where Digital Communication Tools (laptop, iPad/tablet, iPhones, etc.) were issued by Greenview to Council Members. Council Members will be reimbursed for any SIM cards purchased by the Member from the same date, for use in Greenview issued electronic equipment.
- 2.7. Expenses for an appropriate internet service may be claimed by the Member of Council as part of regular expense claims. At the time that the service or the claim is initiated, a copy of the bill shall be submitted. Subsequent expense claims do not require a copy of the internet service bill, unless the cost of the service changes, or a copy of the current bill is requested.

Title: NORTHERN TRAVEL PREMIUM

Policy No: 1011

Approval: Council

Effective Date: October 8, 2013

Supersedes Policy No: (None)



MUNICIPAL DISTRICT OF GREENVIEW NO. 16

"A Great Place to Live, Work and Play"

Policy Statement: The Municipal District of Greenview No. 16 (Greenview) believes that it is appropriate to provide additional compensation to Council members, staff and board and committee members for mileage travelled while on Greenview business, due to the special and challenging conditions that exist for owning and operating a vehicle in this area. The Northern Travel Premium will be provided as a taxable benefit to assist with covering the large costs of owning and operating vehicles in this area.

Purpose: To provide sufficient mileage compensation to Council, staff and board and committee members while performing duties on behalf of Greenview.

Principles:

1. The Northern Travel Premium will be provided as a taxable benefit to all, Council, staff and board and committee members.
2. The premium paid will be \$0.15 per km for the first 5000 km travelled in that year by the claimant and \$0.24 cents per km for expense claims where the claimant has exceeded 5000 km in mileage claimed for the year.
3. This additional compensation is paid in recognition of the high fuel prices and expense of operating vehicles suitable for the conditions in the area.

Approved: 13.10.605

Title: Conference Attendance

Policy No: 1015

Effective Date: December 9, 2019

MOTION: 19.12.872

Supersedes Policy No: CO 04

Review Date: December 9, 2022



Purpose: To provide opportunities for Council Members and Appointed Board Members to attend conferences in order to continue to learn and enhance their knowledge on relevant subjects and issues.

Definitions

Adult Interdependent Partner means a person who has lived with a person in a relationship of interdependence:

- i. For a continuous period of not less than 3 years, or
- ii. Of some permanence, if there is a child of the relationship by birth or adoption,

Or the person has entered into an adult interdependent partner agreement with the other person in accordance with the Adult Interdependent Relationships Act, R.S.A 2000, Chapter A-4.5.

Relationship of Interdependence means a relationship outside marriage in which any 2 persons

- i. Share one another’s lives,
- ii. Are emotionally committed to one another, and
- iii. Function as an economic and domestic unit.

Spouse means the legally married partner of an individual.

Policy

1. Through attending conferences, Council and Board Members will maintain awareness of matters and current issues affecting residents and functions of the municipality.
2. All Council Members are encouraged to attend both Rural Municipalities of Alberta conferences each year, as well as the annual “Growing the North” conference and the annual Federation of Canadian Municipalities conference.
3. Appointed Board Members are encouraged to attend the conferences which are appropriate to their appointments.
4. Council Members and Appointed Board Members will be reimbursed for expenses and will be paid an honorarium in accordance with the applicable policies of

Greenview.

5. Conference participants under this policy are to provide written or verbal reports regarding conferences attended to the Council or Board, as appropriate.
6. Council will consider requests for approval for attendance of a Council Member or Appointed Board Member to other conferences not otherwise specifically identified or implied by this policy.
7. Council Members or Appointed Board Members will not be compensated for any expenses associated with attendance at a conference for which Greenview Council has not provided prior approval.
8. Any costs incurred as a result of a Council Member or Appointed Board Member failing to attend a conference without the necessary cancellation arrangements being made prior to the conference will be borne by that Council Member or Appointed Board Member, unless otherwise exempt by Council motion.
9. Greenview will pay for the travel/meal expenses and spousal conference packages, if any, of the Council Member's or Appointed Board Member's spouse, adult interdependent partner, or individual who is in a relationship of interdependence with the Councillor.
10. The travelling partner of the Council Member must be over the age of eighteen (18).

Title: Issuance of Digital Communications Tools

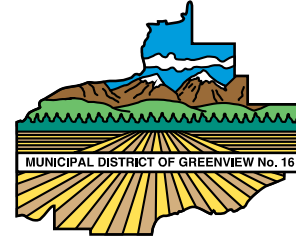
Policy No: 1019

Effective Date: April 27, 2021

Motion Number: 21.04.218

Supersedes Policy No: NONE

Review Date: April 27, 2024



Purpose: To establish policy and procedures pertaining to Greenview’s Information Systems Department (IS) purchase and issuance of Digital Communication Tools (DCT) to/for Councillors and Employees to enable them to efficiently perform their job duties in the office and/or the field.

1. DEFINITIONS

- 1.1. **CAO** means the Chief Administrative Officer.
- 1.2. **Digital Communication Tools** means Greenview issued electronic equipment, including but not limited to: cell phones, tablets, laptops, cell phone boosters, cellular data, and residential internet plans, installation, servicing, repair and replacement costs, and other digital equipment as required or authorized by the supervisors or the CAO.
- 1.3. **Employees** means an employee of Greenview and includes paid staff and contractors.
- 1.4. **Greenview** means the Municipal District of Greenview No. 16.
- 1.5. **User Authorization Agreement** means an agreement between Greenview’s Information System Functional Area and Councillors and/or Employees which requires Digital Communication Tools. All users must follow federal and provincial law as well as Greenview based terms, conditions, plan limitations, policy and procedures pertaining to Digital Communication Tools usage; violation shall be investigated and could result in disciplinary action, termination and/or criminal prosecution.

2. POLICY STATEMENT

- 2.1. Information Systems Department shall purchase and issue Digital Communication Tools to Councillors and Employees so they may efficiently perform their job duties. Any replacement due to loss or breakage will be replaced by the IS department and charged to the staff member’s department or Councillor’s GL code.
- 2.2. Information Systems Department shall propose Digital Communication Tools lifecycles and establish minimum specifications to be purchased and issued to Councillors and Employees.

- 2.3. Councillors and Employees shall be issued, at the commencement of their position and within the recommended Digital Communication Tools lifecycles, with any Digital Communication Tools required for their position to perform their job duties efficiently in the office or the field as approved by their supervisor or the Chief Administrative Officer. Councillors shall be issued a cell phone, and a laptop and/or a tablet.
- 2.4. Digital Communication Tools issued to Councillors and or Employees are the property of Greenview and shall be returned to the Information Systems Department upon termination of the individual's position, or at any time, when requested, for the purposes of upgrading, repair, or replacement.
- 2.5. That Councillors may purchase the Greenview digital communication tools they have been assigned at 75% of the purchase price within the first year of service, or 10% of the purchase price after the first year of service. The cell phone number that has been assigned to the Councillor's Greenview phone will be removed from Greenview's list of phone numbers, upon the retirement of the Councillor. All digital communication tools will be returned to Greenview's IS Department to be wiped of all Greenview information before transfer of ownership.
- 2.6. Greenview shall pay/reimburse Councillors and Employees for work-related expenses incurred and related to Digital Communication Tools when authorized by the Chief Administrative Officer. This includes, but is not limited to, charge cords, power adapters, phone cases, iPad cases, etc.
- 2.7. Councillors and Employees are required to use Digital Communication Tools in accordance with User Authorization Agreements.
- 2.8. Employees may be held responsible at the discretion of the Chief Administrative Officer, for the cost of lost, stolen or damaged Digital Communication Tools while in their care.
- 2.9. Expired, surplus Digital Communication Tools shall be listed and presented to Council for approval to be donated, sold or otherwise disposed of.

3. PROCEDURE

- 3.1. Councillors and Employees shall sign the User Authorization Agreement prior to being issued Digital Communication Tools.
- 3.2. Digital Communication Tools are to be used solely by the Councillor or Employee it is issued to.
- 3.3. Councillors and Employees shall consult the Information Systems Department when planning to purchase enhanced accessories to ensure compatibility with Greenview's Digital Communication Tools.
- 3.4. The Information Systems Department will not provide technical support for any software that is not work-related.
- 3.5. Councillors and Employees shall provide 2 weeks' notice to the Information Systems Department and/or the Chief Administrative Officer of any work-related or any other international travel plans whereby they will be using Greenview's Digital Communication Tools.

- 3.6. The Information Systems Department shall record all issuances of Digital Communication Tools and monitor usage in accordance with User Authorization Agreements.
- 3.7. The Information Systems Department shall review monthly billings to identify any Digital Communication Tool usage concerns, relaying concerns to the appropriate supervisor and/or the CAO.
- 3.8. Lost, stolen or damaged Digital Communication Tools shall be immediately reported to the Information Systems Department and the Employee's supervisor.
 - A) The Information Systems Department shall respond to these situations in accordance with direction received from the Employee's supervisor.
 - B) Disciplinary action may be taken in response to lost, stolen, or damaged Digital Communications Tools due to employee negligence or willful misconduct.
- 3.9. Any personal identification or information associated with the Digital Communication Tools shall be removed and applicable passwords provided to the Information Systems Department to ensure that the Digital Communication Tools may be properly reset.
- 3.10. Councillors and Employees may purchase items such as computers, tablets, printers through the Corporate Services Department, with the assistance of the Information Systems Department upon entering into a repayment agreement with Greenview.
- 3.11. When required, Councillors may be issued up to two (2) cell booster or equivalent communication devices to enable cell phone use within Greenview.

Title: Compensation Review

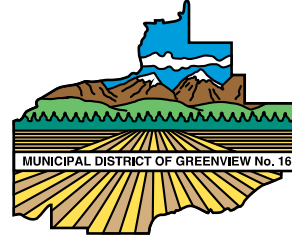
Policy No: 1033

Effective Date: December 9, 2019

Motion Number: 19.12.874

Supersedes Policy No: NONE

Review Date: December 9, 2022



Purpose: Greenview will provide for fair and equitable overall compensation to all staff based on internal equity and market comparison. Compensation will be structured so as to attract and retain competent and qualified staff and to appropriately reward performance.

DEFINITIONS

CAO means the Chief Administrative Officer of the M.D of Greenview No. 16.

Greenview means the municipal corporation of the M.D of Greenview No. 16.

Pay Grid means the salary structure that determines how much an employee is paid as a wage or salary, based on one or more factors such as the employee’s level, rank, or status within the organization, the length of employment, and the difficulty of the job.

Pay Rate the individual salary or wage of an employee.

Percentile A value on a scale of one hundred that indicates the percent of a distribution that is equal to or below it. The 75th percentile is the point below which 75 percent of the data falls.

POLICY

1. Greenview’s compensation package includes, competitive pay, employee benefit programs, vacation entitlements and paid leaves. Other elements include: Opportunities for employee learning and development, occupational health and safety, and other entitlements under the Staff Agreement.

Compensation Review

2. Greenview will engage an external consultant to conduct a compensation review at least every three years by surveying similar sized municipalities in Alberta, other public sector organizations in Alberta, and the broader public sector in Western Canada, to examine overall compensation provided to similar positions of relatively equal responsibility. A recommendation for changes will be made by the CAO to Council.
3. In addition, Council may annually, at their sole discretion upon the recommendation of the CAO, apply a cost of living factor to the pay grid, in order to maintain the Greenview pay structure in a competitive position.

Policy No:

4. Greenview strives to set pay for all positions at the 75% percentile of current pay levels of other similar sized municipalities in Alberta, other public sector organizations in Alberta, and the broader public sector in Western Canada.

Pay Grid

5. The pay Grid is based on a robust job classification process designed to ensure internal equity across all jobs at Greenview.
6. A pay range within Greenview's pay grid will be assigned to each employment position that is appropriate in relation to both the external market and relative internal responsibilities.
7. Compensation upon hiring will be based on the successful applicant's past experience and qualifications, as well as general market conditions.
8. An employee's movement within each range will be based upon the overall performance of the incumbent as determined by a performance review conducted prior to the end of their probationary period and in the employees annual performance review.
9. An employee who is not at the top of their wage range may be eligible for a step increase, dependent on their performance, at the recommendation of their immediate supervisor, and with the approval of their General Manager or CAO.

Benefits Program

10. Greenview provides an attractive package of affordable benefits for employees. Greenview's benefits offerings are intended to provide insurances for the financial consequences of health-related events and to promote over-all good health.
11. Benefits plan designs endeavor to balance sustainability and affordability while offering a package valued by current and potential employees. As with pay ranges, Greenview's benefits provisions are competitive with the benefits packages offered by other similar sized Alberta municipalities and other public sector organizations in Alberta.

Staff Agreement

12. Greenview provides a range of other benefits, including annual vacation entitlements, illness leave and special leaves, ensuring employees are treated in a fair and equitable manner. These provisions are included in the Staff Agreements and other policies.



**The Group Retirement Program Summary for the Employees of
Municipal District of Greenview No. 16 – RS103559**

(applicable to Councillors of the MD)

Purpose of Your Program

To offer employees a flexible employer sponsored retirement savings plan, with matching contributions made through payroll deduction on a pre-tax basis.

How it Works

Your program is made up of a **Registered Retirement Savings Plan (RRSP)**. The value of the contributions made to the **RRSP** will fluctuate over time, depending on the returns of the investment funds you select. Contributions that are invested in a guaranteed fund do not fluctuate with the market, unless withdrawals from guaranteed funds (i.e., the Compound Interest Accumulator Funds) are made before maturity, in which case market value adjustments may apply.

Main Provisions of Your Program¹

	RRSP
Eligibility	At any time
Participation	Voluntary
Employee contributions	An amount equal to 1%, 2%, 3%, 4% or 5% of your annual earnings
Employer contributions	An amount equal to your regular contributions
Voluntary contributions	Permitted up to the maximum allowed under tax laws (CRA)
Spousal Account	Available
Withdrawals during employment	Permitted
Basic administration fees	Paid by the employer
Investment Management Fees²	Paid by the employee
Fees for optional services³	Paid by the employee / employer
Default investment fund	Conservative – less than 10 years Avenue portfolio

¹ Please refer to the official Plan Text or contact your Payroll/Human Resources Department for complete plan details. **These provisions are subject to change. In the event of a discrepancy between this document and the official plan text, the plan text will prevail.**

² Please consult the enclosed "Annualized Rates of Return and Investment Management Fee (IMF)" document for more details. Note that IMFs are deducted from the gross unit value of the funds you invest in, unless they are paid by the employer.

³ Fees for Optional Services may apply. If paid by you, you will be informed of applicable fees before requested services are performed. Please call us at 1-800-242-1704 for more information.

Last updated: October 2017

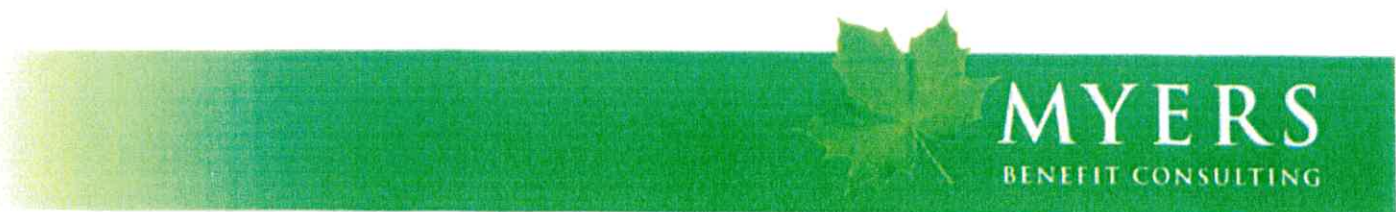
Municipal District of Greenview #16
 Class B – Councillors
 GROUP BENEFIT PLAN OVERVIEW

1/2

Equitable Life	Group Benefit Plan Details	
Waiting Period Claiming Year Participation requirement	90 Days (3 months) Calendar Year Mandatory [†]	
Life & AD&D	<ul style="list-style-type: none"> • Flat \$50,000 • Reduces 50% at age 65 	<ul style="list-style-type: none"> • <i>Maximum \$50,000</i> • <i>Terminates at 75</i>
Dependent Life	<ul style="list-style-type: none"> • <i>Spouse \$10,000</i> • <i>Terminates at age 75</i> 	<ul style="list-style-type: none"> • <i>Child \$5,000</i>
Critical Illness	<ul style="list-style-type: none"> • <i>Employee – \$50,000</i> • <i>Spouse - Excluded</i> • <i>Dependent - Excluded</i> 	<ul style="list-style-type: none"> • <i>Maximum \$50,000</i> • <i>27 Conditions</i> • <i>Terminates at 65</i>
Health Care Spending Account	<ul style="list-style-type: none"> • <i>January – December benefit period</i> • <i>Balance Carries forward for 12 months</i> <ul style="list-style-type: none"> • <i>Flat \$600 yearly allocation</i> 	

! Our plan is mandatory. If you have medical and dental coverage through your spouse you are not required to take those benefits, but everyone must to enroll in the Life and Disability benefits. The mandatory policy is good for all of us – it makes sure you are on the plan so that should you need any of the coverage, it is there for you. The disability covers you for any non-work-related injury or illness for up to \$10,000/month tax free! Everyone is guaranteed coverage up to \$7,000 with no medical questions.

▶ Please see your benefit booklet for more detailed information regarding your coverage ◀



Municipal District of Greenview #16
 Class B – Councillors
 GROUP BENEFIT PLAN OVERVIEW

2/2

Equitable Life	Group Benefit Plan Details													
<p>Health</p>	<ul style="list-style-type: none"> • <i>Drugs 100% Pay Direct</i> • <i>Maximum UNLIMITED</i> • <i>Paramedical - \$500/Specialty/Year (Dr. referral Not Required)</i> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 33%;"><i>• Chiropractor</i></td> <td style="width: 33%;"><i>• Physiotherapist</i></td> <td style="width: 33%;"><i>• Speech Therapist</i></td> </tr> <tr> <td><i>• Kinesiologist</i></td> <td><i>• Podiatrist / Chiropodist</i></td> <td><i>• Osteopath</i></td> </tr> <tr> <td><i>• Massage Therapist</i></td> <td><i>• Psychologist</i></td> <td></td> </tr> <tr> <td><i>• Naturopath</i></td> <td><i>• Acupuncturist</i></td> <td></td> </tr> </table> <ul style="list-style-type: none"> • <i>Dietician Maximum \$150</i> • <i>Vision Adults -\$300 x 24 months</i> • <i>Eye Exams Adult 1 x 24 months</i> <i>Child - \$ 300 x 12 months</i> <i>Child 1 x 24 months</i> • <i>Hearing Aids - \$750 every 5 years</i> • <i>Out of Country Travel – 90 Days (60 days for employees age 70+)</i> <li style="text-align: right;"><i>• Terminates at 75</i> 		<i>• Chiropractor</i>	<i>• Physiotherapist</i>	<i>• Speech Therapist</i>	<i>• Kinesiologist</i>	<i>• Podiatrist / Chiropodist</i>	<i>• Osteopath</i>	<i>• Massage Therapist</i>	<i>• Psychologist</i>		<i>• Naturopath</i>	<i>• Acupuncturist</i>	
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<i>• Massage Therapist</i>	<i>• Psychologist</i>													
<i>• Naturopath</i>	<i>• Acupuncturist</i>													
<p>Dental</p>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 60%;"><i>• 100% Basic Dental and Periodontics/Endodontics</i></td> <td style="width: 40%;"><i>• Maximum Basic \$1,500 / year</i></td> </tr> <tr> <td><i>• 80% Major Dental</i></td> <td><i>• Maximum Major \$2,500/year</i></td> </tr> <tr> <td><i>• 50 % Orthodontics</i></td> <td><i>• Maximum Lifetime \$3,000/year</i></td> </tr> </table> <ul style="list-style-type: none"> • <i>Checkups</i> <ul style="list-style-type: none"> • <i>Adult every 6 months</i> • <i>Fluoride included</i> • <i>Child every 6 months</i> • <i>Terminates at 75</i> • <i>Scaling Units - 8</i> 		<i>• 100% Basic Dental and Periodontics/Endodontics</i>	<i>• Maximum Basic \$1,500 / year</i>	<i>• 80% Major Dental</i>	<i>• Maximum Major \$2,500/year</i>	<i>• 50 % Orthodontics</i>	<i>• Maximum Lifetime \$3,000/year</i>						
<i>• 100% Basic Dental and Periodontics/Endodontics</i>	<i>• Maximum Basic \$1,500 / year</i>													
<i>• 80% Major Dental</i>	<i>• Maximum Major \$2,500/year</i>													
<i>• 50 % Orthodontics</i>	<i>• Maximum Lifetime \$3,000/year</i>													
<p>EAP (Employee Assistance Program) Provided by: LifeWorks</p>	<ul style="list-style-type: none"> • <i>24 hr. Service Centres</i> • <i>Phone Consultations</i> • <i>Private Counselling with Licensed Counselors</i> • <i>Well Being Coaching</i> • <i>LifeWorks Online & LifeWorks Mobile Apps</i> 													





REQUEST FOR DECISION

SUBJECT: **Comparator Municipalities**
SUBMISSION TO: COUNCIL COMPENSATION REVIEW COMMITTEE REVIEWED AND APPROVED FOR SUBMISSION
MEETING DATE: June 10, 2021 **CAO:** **MANAGER:**
DEPARTMENT: CORPORATE SERVICES **GM:** **PRESENTER:**
STRATEGIC PLAN: Level of Service **LEG:** DL

RELEVANT LEGISLATION:

Provincial (cite) – N/A

Council Bylaw/Policy (cite) – N/A

RECOMMENDED ACTION:

MOTION: That the Council Compensation Review Committee approve the Comparator Municipalities including:

- **Lac La Biche County**
- **Northern Sunrise County**
- **Clearwater County**
- **Saddle Hills County**
- **Big Lakes County**
- **Yellowhead County**
- **County of Grande Prairie**
- **Mackenzie County**

BACKGROUND/PROPOSAL:

Administration used eight similar municipalities to compare with Greenview. These include,

Lac La Biche County
Northern Sunrise County
Clearwater County
Saddle Hill County
Big Lakes County
Yellowhead County
County of Grande Prairie No. 1
Mackenzie County

These municipalities were chosen because they all have a large geographic size with a relatively sparse population comparatively (with the exception of the County of Grande Prairie). The majority of the population

of these municipalities are contained within hamlets, as well, non-residential and linear assessment makes up the bulk of each County's revenue.

Administration will base the comparisons on the audited financial statements from 2017, 2018, and 2019. The 2020 audited financial statements will become available throughout the summer, but are not available for many municipalities at this time. Additionally, due to challenges faced by all municipalities in 2020, Administration is concerned that some of the data may skew the results.

BENEFITS OF THE RECOMMENDED ACTION:

1. The Council Compensation Review Committee will be able to compare the wages of the Reeve and Council against similar municipalities.
2. Using comparable municipalities prevents the statistics from being skewed as a result of varying data points.

DISADVANTAGES OF THE RECOMMENDED ACTION:

1. Each municipality is different, and Council Compensation Review Committee will have to bear in mind that what works for one County may not be suitable for Greenview.

ALTERNATIVES CONSIDERED:

Alternative #1: Council Compensation Review Committee may advise administration to choose a different municipality to compare with Greenview. They may substitute or add a comparator. In the last compensation review conducted in 2013 Brazeau County was used instead of Clearwater County. Administration felt Clearwater County was slightly more comparable in size, budget, and population.

Alternative #2: Council Compensation Review Committee may advise administration to remove one or more municipalities from the above-mentioned list.

FINANCIAL IMPLICATION:

N/A

STAFFING IMPLICATION:

N/A

PUBLIC ENGAGEMENT LEVEL:

Greenview has adopted the IAP2 Framework for public consultation.

INCREASING LEVEL OF PUBLIC IMPACT

Consult

PUBLIC PARTICIPATION GOAL

Consult - To obtain public feedback on analysis, alternatives and/or decisions.

PROMISE TO THE PUBLIC

Consult - We will keep you informed, listen to and acknowledge concerns and aspirations, and provide feedback on how public input influenced the decision

FOLLOW UP ACTIONS:

N/A

ATTACHMENT(S):

N/A



REQUEST FOR DECISION

SUBJECT: **Types of Data for Comparison**
SUBMISSION TO: COUNCIL COMPENSATION REVIEW COMMITTEE REVIEWED AND APPROVED FOR SUBMISSION
MEETING DATE: June 10, 2021 CAO: MANAGER:
DEPARTMENT: CORPORATE SERVICES GM: PRESENTER:
STRATEGIC PLAN: Level of Service LEG: DL

RELEVANT LEGISLATION:

Provincial (cite) – N/A

Council Bylaw/Policy (cite) – N/A

RECOMMENDED ACTION:

MOTION: That Council Compensation Review Committee approve Types of Data for Comparison as presented.

BACKGROUND/PROPOSAL:

Administration will compile differing data sets across the eight similar municipalities for Council Compensation Review Committee to review. The proposed categories include:

- Operating Revenue
- Population
- Geographic Area
- Kilometres of road
- Total Assessment
- Residential assessment
- Farmland Assessment
- Non-Residential Linear Assessment

This information will provide insight regarding Reeve and Councillor compensation as a percentage of operating revenue, cost per resident population, dollar amount per kilometer of road, and as a percentage of assessment. After comparing these data sets from the County of Grande Prairie, Yellowhead County, Mackenzie County, Big Lakes County, Saddle Hills County, Northern Sunrise County, Clearwater County and Lac La Biche County, Greenview is displayed as a percentage either above or below the market average across all municipalities.

BENEFITS OF THE RECOMMENDED ACTION:

1. Looking at various data from eight different similar municipalities will allow for a better understanding of how Greenview compensation compares to others.

DISADVANTAGES OF THE RECOMMENDED ACTION:

N/A

ALTERNATIVES CONSIDERED:

Alternative #1: Council Compensation Review Committee may request administration compare additional categories such as: number of hamlets, number of full-time staff, machinery and equipment tax, etc.

FINANCIAL IMPLICATION:

N/A

STAFFING IMPLICATION:

N/A

PUBLIC ENGAGEMENT LEVEL:

Greenview has adopted the IAP2 Framework for public consultation.

INCREASING LEVEL OF PUBLIC IMPACT

Consult

PUBLIC PARTICIPATION GOAL

Consult - To obtain public feedback on analysis, alternatives and/or decisions.

PROMISE TO THE PUBLIC

Consult - We will keep you informed, listen to and acknowledge concerns and aspirations, and provide feedback on how public input influenced the decision

FOLLOW UP ACTIONS:

N/A

ATTACHMENT(S):

N/A



REQUEST FOR DECISION

SUBJECT: Current Council Compensation Survey
SUBMISSION TO: COUNCIL COMPENSATION REVIEW COMMITTEE REVIEWED AND APPROVED FOR SUBMISSION
MEETING DATE: June 10, 2021 **CAO:** **MANAGER:**
DEPARTMENT: CORPORATE SERVICES **GM:** **PRESENTER:**
STRATEGIC PLAN: Level of Service **LEG:** DL

RELEVANT LEGISLATION:

Provincial (cite) – N/A

Council Bylaw/Policy (cite) – N/A

RECOMMENDED ACTION:

MOTION: That Council Compensation Review Committee approve the Current Council Compensation Survey as presented

BACKGROUND/PROPOSAL:

Administration has put together a survey for Greenview’s current Council to anonymously rate and provide feedback on their benefits, honorarium, salary and more. Understanding the opinions and concerns of Council regarding the existing compensation package will aid Council Compensation Review Committee in compiling a well rounded and insightful recommendation.

BENEFITS OF THE RECOMMENDED ACTION:

1. Council Compensation Review Committee will have more information regarding Council’s views on compensation.
-

DISADVANTAGES OF THE RECOMMENDED ACTION:

1. There are no perceived disadvantages to the recommended motion.
-

ALTERNATIVES CONSIDERED:

Alternative #1: Council Compensation Review Committee may advise administration to alter or remove some of the questions within the survey.

FINANCIAL IMPLICATION:

N/A

STAFFING IMPLICATION:

N/A

PUBLIC ENGAGEMENT LEVEL:

Greenview has adopted the IAP2 Framework for public consultation.

INCREASING LEVEL OF PUBLIC IMPACT

Consult

PUBLIC PARTICIPATION GOAL

Consult - To obtain public feedback on analysis, alternatives and/or decisions.

PROMISE TO THE PUBLIC

Consult - We will keep you informed, listen to and acknowledge concerns and aspirations, and provide feedback on how public input influenced the decision

FOLLOW UP ACTIONS:

N/A

ATTACHMENT(S):

- Council Compensation Survey



MUNICIPAL DISTRICT OF GREENVIEW No. 16

Council Compensation Survey

In order to get the best possible results from this survey, it is requested that Councillors focus on compensation received in accordance with Policy 1008 “Council and Board Member Remuneration” prior to the insitution of the supplementary salary during the Covid-19 pandemic. This survey will also deal with Policy 1002 “Travel and Subsistence”, additional compensation received in Council’s benefits package, and cell phone and internet supplements. Survey responses will remain anonymous when being shared with the Compensation Review Committee, or if published in the public view.

Please indicate whether you agree or disagree with the following statements. Please provide additional notes or comments in the space below each question.	Agree	Neutral	Disagree
1. The current compensation package, of monthly honorarium and meeting per diems, provided to Greenveiw council adequately compensates me for my work.	○	○	○
Additional Comments:			
2. The existing benefits program (health and life insurance, pension, etc.) are valuable to me.	○	○	○
Additional Comments:			
3. The pay and benefits package influenced my decision to run for Council.	○	○	○
Additional Comments:			

4. The present method to determine Council’s annual pay increase (COLA adjustment equal to that provided to staff) is appropriate.	○	○	○
Additional Comments:			
5. The current compensation package helps provide equal opportunities for all to run for Council, no matter the persons age, gender, socio-economic status, race, religion, etc.	○	○	○
Additional Comments:			
6. The social and economic challenges currently facing Greenview in both the local economy and the Covid-19 pandemic warrant permanent changes be made to the council compensation package or other policies.	○	○	○
Additional Comments:			
The following questions require more detailed answers. Please provide your answers in the space provided below each question.			
7. Understanding each week can be different, on average, how much time do you spend on Council related duties? Please express this as average hours per week and days per month.			
<p>Hours per Week:</p> <p>Days per Month:</p> <p>Additional Comments:</p>			

8. If you could change 1 to 3 things in the overall Council compensation package (including per diems, monthly flat rate honorarium, benefits, travel/subsistence, etc) what would those changes be?

Answer

a.

b.

c.

Additional Comments:

9. Various payment regimes exist and are utilized by other municipalities. Some use a salary model with a flat rate per month; some utilize a strictly per diem based model; others, like Greenview, use a combination. What are your thoughts on the best way to compensate councillors?

Answer:

Please provide any additional comments that are not addressed within this survey.



REQUEST FOR DECISION

SUBJECT: Public Engagement Process
SUBMISSION TO: COUNCIL COMPENSATION REVIEW COMMITTEE REVIEWED AND APPROVED FOR SUBMISSION
MEETING DATE: June 10, 2021 **CAO:** **MANAGER:**
DEPARTMENT: CORPORATE SERVICES **GM:** **PRESENTER:**
STRATEGIC PLAN: Level of Service **LEG:** DL

RELEVANT LEGISLATION:

Provincial (cite) – N/A

Council Bylaw/Policy (cite) – N/A

RECOMMENDED ACTION:

MOTION: That Council Compensation Review Committee accept the Public Engagement Process for information.

BACKGROUND/PROPOSAL:

Greenview is seeking to expand its public engagement in boards and committees. For this initial meeting, the public has been made aware of the Council Compensation Review Committee via the Greenview website and social media. The public was able to pre-register to join the zoom meeting or listen/watch via livestream on the Greenview website.

Future meetings will host public engagement on our new Social Pinpoint platform. There, the public will be able to complete a survey and express their views regarding Council compensation. There will also be a comment wall where anyone can leave a comment on any of the compensation policies. All of this will be available alongside the ability to listen/watch via livestream. All of the public feedback will aid in influencing Council Compensation Review Committee’s final recommendation.

Administration will prepare summaries of comments received between meetings, and the public will be able to pre-register to attend the Zoom meetings. Administration is proposing that there may be time allotted at the meetings to receive these presentations.

BENEFITS OF THE RECOMMENDED ACTION:

1. The public will be able to engage and provide feedback anonymously.
-

DISADVANTAGES OF THE RECOMMENDED ACTION:

1. There are no perceived disadvantages to the recommended motion.
-

ALTERNATIVES CONSIDERED:

Council Compensation Review Committee may provide additional recommendations for public input.

FINANCIAL IMPLICATION:

N/A

STAFFING IMPLICATION:

N/A

PUBLIC ENGAGEMENT LEVEL:

Greenview has adopted the IAP2 Framework for public consultation.

INCREASING LEVEL OF PUBLIC IMPACT

Consult

PUBLIC PARTICIPATION GOAL

Consult - To obtain public feedback on analysis, alternatives and/or decisions.

PROMISE TO THE PUBLIC

Consult - We will keep you informed, listen to and acknowledge concerns and aspirations, and provide feedback on how public input influenced the decision

FOLLOW UP ACTIONS:

Administration will prepare public engagement to begin following the next Compensation Review Committee.

ATTACHMENT(S):

N/A