

# Town of Saint Andrews

Council Compensation Review

November 2022

# Why is Adequate Compensation Important?

1. To attract Quality Candidates.
2. High Stress, many hours position.
3. To be more inclusive.

# Why Now?

- LOCAL GOVERNMENT REFORM

- Formal review by facilitators
- Many Communities Struggle with acclamation
- The complexity of planning and operating a municipality has changed over the decades.

- Important to Review.

- *Note: In many other places facilitators with technical committees chose the compensation*

# Current Compensation

	Saint Andrews	Eastern Charlotte	St. Stephen	Shediac	Fundy-St Martins	Shippigan
Mayor	13,525	33,000	37,000	62,151	30,000	38,005
Deputy-Mayor	8,843	22,000	22,000	24,860	18,000	16,342
Councilor	7,542	13,200	17,000	21,753	13,500	14,442

# How to Calculate

- The Province has no formal mechanism in place.
- Historically, all Councils were on their own.
  - Compare to similar population
  - Review services
  - Number of meetings
  - Etc.

# Current Year Review

- In 2022, the *AFMNB* published “*Elected Officials Compensation Guide*” .
- Uses 5 Criteria to determine remuneration
  - Population
  - Services Provided to Public
  - Number of Institutions, Infrastructures and (other) Government Services on Municipal Territory.
  - Average Tax Base per Resident
  - Size of Territory
- Appears to be used by many others

# Town of Saint Andrews (2023 & Beyond)

Criteria	Score
Population	3
# Services	4
# Institutions	3
Average Tax Base/Resident	3
Size Of Territory	0

# Recommended Ranges

- Mayor \$34,400-\$42,650
- Deputy-Mayor \$14,792-\$20,472
- Councillors \$13,072-\$18,339



# Draft Version Bylaw 22-07

- Due to Large Increases Start with Minimums

- Mayor \$34,400
- Deputy-Mayor \$14,700
- Council \$13,100
  
- 2023 Cost \$153,900

Enough room was set aside in 2023 Budget to follow through.

# Updated Compensation

	<b>Saint Andrews</b>	<b>Eastern Charlotte</b>	<b>St. Stephen</b>	<b>Shediac</b>	<b>Fundy-St Martins</b>	<b>Shippigan</b>
Mayor	34,400	33,000	37,000	62,151	30,000	38,005
Deputy-Mayor	14,700	22,000	22,000	24,860	18,000	16,342
Councilor	13,100	13,200	17,000	21,753	13,500	14,442

# Options

- Not update Compensation
  - Agree to Staff Recommended.
  - Phase in over Multiple Years.
  - Amend to your Wishes.
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- Proposed Meeting of Objections on December 12.