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| Report No: | RGB12-04-03 |
| File No: | C800 |
| Date: | 10 April 2012 |
| Decision Required | |

REPORT SUMMARY

Report to: Motueka and Golden Bay Community Boards
Meeting Date: 10 April 2012
Report Author: Sandra Hartley – Executive Officer – Strategic Development
Subject: Elected Members Remuneration

EXECUTIVE SUMMARY

The Remuneration Authority has calculated the remuneration pool for the 2012/2013 financial year, and requests confirmation of the distribution of the net pool into salaries for Councillors and Community Board members. They also request to be advised of the methodology if any significant change is proposed in the way the pool is to be distributed from previous years.

RECOMMENDATION/S

THAT Report RGB12-04-03 be received, and the draft resolution adopted.

DRAFT RESOLUTION

THAT the Model “G” formula be used to calculate the salaries from the 2012/2013 Remuneration Pool:

Model “G”

The 2012/2013 Remuneration Pool is \$544,535 (including the Mayor’s salary of \$118,700).

| | |
|--|------------|
| Available Remuneration Pool (2012/2013 year) | \$425,835 |
| Total Points | 184 |
| Point Value | \$2,314.32 |

| | Total Points | Current Salary/Member/Year | Proposed Salary | Total Remuneration from Pool |
|-------------------------------|--------------|----------------------------|-----------------|------------------------------|
| 4 Chairs @ 16 points | 64.0 | \$36,419.04 | \$37,029.12 | \$148,116.48 |
| 9 Councillors @ 12 points | 108.0 | \$27,314.28 | \$27,771.84 | \$249,946.56 |
| 2 Com Bd Chairs @ 4.8 points | 4.8* | \$10,925.71 | \$11,108.74 | \$11,108.74 |
| 6 Com Bd members @ 2.4 points | 7.2* | \$5,462.86 | \$5,554.37 | \$16,663.10 |
| | 184 | | | \$425,834.88 |

*NB – Half the Community Board remuneration is outside of the remuneration pool.

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1. Purpose

- 1.1 To obtain Community Board approval for allocation of the remuneration pool for 2012/2013 set by the Remuneration Authority.

2. Background

- 2.1 Taking into account factors such as an increase in population, Council expenses and assets, the Remuneration Authority has now calculated the 2012/2013 pool, which is set at \$544,535 and includes the Mayor's salary of \$118,700. The difference between the pool total and the Mayor's salary equated to \$425,835, which is available for distribution between councillors and community board members during the next financial year.

3. Present Situation/Matters to be Considered

- 3.1 The Remuneration Authority requests confirmation of the distribution of this net pool into salaries, and that they be advised of the methodology if there is any significant change proposed in the way the pool is to be distributed from previous years.
- 3.2 In November 2004 the Council and Community Boards resolved to adopt Model "G" as the funding formula to distribute the net pool to elected members. Model "G" is based on a points allocation system, and was accepted by the Remuneration Authority.
- 3.3 Model "G" has been used successfully since the new remuneration pool system came into effect, and there appears to be general support for the Model "G" formula from both councillors and community board members.

4. Financial/Budgetary Considerations

- 4.1 The remuneration pool is provided for in the Draft Long Term Plan.

5. Options

- 5.1 To accommodate the remuneration pool increase Council and the Motueka and Golden Bay Community Boards could:
- (i) Continue to use the Model “G” formula; or
 - (ii) Reconsider the way elected members should be remunerated, noting that the Remuneration Authority would have the final ruling on this. This could include changing the points per position or return to a meeting allowance formula.

6. Pros and Cons of Options

- 6.1 Model “G” has been successfully used with support from elected members since 2004.
- 6.2 There may be a fairer and more equitable formula, but it may take some time to create, and to be mutually agreed upon.

7. Evaluation of Options

- 7.1 Changing the points allocated may not result in a fairer system and given that the pool is fixed any increase for some positions will reduce the payment to other positions.
- 7.2 Meeting allowance systems are difficult to manage as the pool is fixed and therefore there is a risk that the pool will run out before the end of the year or that the pool will not be fully allocated.

8. Significance

- 8.1 This is not a significant decision according to the Council’s Significance Policy.

9. Recommendation/s

- 9.1 THAT Report RGB12-04-03 be received, and the draft resolution adopted.

10. Timeline/Next Steps

- 10.1 Once the Council and two Community Boards have made their decision on the distribution of this pool, the outcome will be forwarded to the Remuneration Authority for consideration and approval. This will then be gazetted, with an effective date of 1 July 2012 to 30 June 2013.

11. Draft Resolution

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