REPORT OF THE COMMISSIONER ON SALARIES, ALLOWANCES AND RETIREMENT BENEFITS FOR MEMBERS OF THE MANITOBA LEGISLATIVE ASSEMBLY

December 19, 2007

Michael D. Werier
Commissioner

TABLE OF CONTENTS

1. Jurisdiction and Authority of the Commissioner

The Legislative Assembly Act (the "Act"), Article 52.7(1) mandates the Legislative Assembly Management Commission ("LAMC") to appoint a Commissioner to decide on the appropriate salary, allowances and retirement benefits for members and to make regulations to implement them.

A Commissioner is to be appointed within six months after a general election and the term of the commission ends one year after the regulations are made or come into force, whichever is later.

The Commissioner may consult with interested groups or individuals when conducting a review.

Articles 52.8(1), 52.8(2) and 52.9 particularize each of the specific decisions to be made by the Commissioner. They state as follows:

SALARIES AND ALLOWANCES

Commissioner to decide salaries and allowances

52.8(1) The commissioner must make decisions about the following:

1. The annual salary for members.

2. The additional salary for members who hold the following positions:

   (a) the Speaker and Deputy Speaker;

   (b) the leader of the official opposition and leader of a recognized opposition party;

   (c) the elected deputy chairperson or other deputy chairperson of the Committee of the Whole House;

   (d) the elected permanent chairperson and vice-chairperson of a standing or special committee;

(e) the government house leader, house leader of the official opposition and house leader of a recognized opposition party;

(f) the government whip, whip of the official opposition and whip of a recognized opposition party;

(g) legislative assistant to a member of the Executive Council.

3. The additional salary for members of the Executive Council.

4. The additional living allowance for members who represent electoral divisions wholly or partly outside the City of Winnipeg, and the circumstances in which it is to be paid.

5. The additional constituency allowance for access and service to constituents, and the circumstances in which it is to be paid.

6. The additional allowance for members for travel, a vehicle allowance and mileage, and related expenses, and the circumstances in which it is to be paid.

7. The severance allowance for members who are not entitled to a severance allowance under section 52.21, and the circumstances in which it is to be paid.

8. The additional allowance, if any, for members of a standing or special committee for attending meetings during periods that the Assembly is not in session, or when a committee meets outside Winnipeg.

9. Any other salary or allowance for expenses the commissioner considers should be paid to members, and the circumstances in which it is to be paid.

Items to be included

52.8(2) The commissioner must also decide, in relation to salaries and allowances,

(a) when and how they are to be paid;

(b) the period for which they are to be paid;

(c) the circumstances and manner in which they are to be prorated;

(d) whether they are to be adjusted for changes in the cost of living and, if so, when and how;

(e) what information about salaries and allowances is to be disclosed to the public; and

(f) any other matter the commissioner considers necessary or desirable.

RETIREMENT BENEFITS

Commissioner to decide retirement benefits

52.9 The commissioner must make decisions about

(a) retirement benefits for members and former members, including the nature and amount of those benefits and how they are to be provided, and contributions toward those benefits; and

(b) disclosure to the public of information about retirement benefits.

LAMC is chaired by the Speaker of the Legislative Assembly. LAMC appointed Michael D. Werier on June 19, 2007 to be the Commissioner.

2. History of Review Process in Manitoba

It is instructive to outline the method by which Members' salaries and benefits have been reviewed since the 70's. Attached as Appendix "A" is a list of Members' indemnities from 1974 to present.

In 1970, an independent committee was appointed to review Members' indemnities and remuneration. This committee reported in February of 1971. Among its recommendations was that "a periodic review of Members' indemnities and allowances be carried out at regular intervals by an independent body".

In February 1980, Mr. Justice Gordon C. Hall issued a Report and Recommendations on salaries, indemnities, allowances and pensions. He suggested that a committee of the House address the issue of a permanent solution for the review of remuneration. In between 1970, 1979 and 1993, either a committee of the legislature or

the full Assembly was responsible for recommendations and changes to Members' compensation.

In March 1994, the Indemnity and Allowances Commission issued its report. Under the provisions of *The Legislative Assembly Amendment and Consequential Amendments Act*, it was empowered to review and determine all aspects of compensation for Members and Commission decisions were also to be binding. The Commission was also empowered to make recommendations on a process for review in the future. This was the first Commission in Manitoba history to have the power to decide compensation rather than merely recommend.

This Commission's report was issued in March, 1994, and the decision came into force following the April 25, 1995 general election pursuant to the provisions of the legislation.

The changes made in 1995 are noteworthy for a number of reasons. The tax free allowance portion of the Member's indemnity was abolished along with the car allowance. The Member's salary was established at $56,500.00 representing a 1.5% increase over April, 1994. Future salary adjustments were to be tied to the percentage change (up or down) in the average yearly wage in Manitoba.

Of most significance were changes made to the pension arrangements for Members. The amendments to the Act which created the Commission set out that the existing Defined Benefit Pension Plan with an accrual rate of 3% be eliminated after the next election. The Commission decided that this retirement plan was to be replaced with a Registered Retirement Savings Plan with matching contributions of up to 7% by the Member and the Province.

While the Commission commented that the Manitoba pension plan was among the least generous for elected officials in Canada, it determined that the pension arrangements were excessively generous and exceeded community standards. While

thought to be fair at the time, this decision proved to be unfair and ultimately resulted in further changes years later. This will be the subject of comment later on in this Report.

From 1995 until 2005, Members received cost of living increases ranging from 0.0% to 3.3%.

In 2002, the Commission for Members' pay was established by *The Legislative Assembly Amendment and Consequential Amendments Act*. The Speaker, as Chair of the LAMC, engaged Earl Backman as sole Commissioner. His report outlining his recommendations was dated May 14, 2004. Under the terms of the Act, the Legislature had to vote on the report as a whole.

The report contained a wide range of recommendations, including increases to Members' salaries, increases to salaries for Cabinet Ministers and the Premier, and changes to the pension plan. The report was summarily rejected by the Legislature which passed a resolution asserting that salary increases were not appropriate given economic conditions in the Province and asking that the Commissioner review the section on salary increases with a view to deferring them.

A supplementary report was issued by Backman on June 8, 2004 which recommended that the 1.4% salary and additional indemnity increases already paid for 2004/05 be rolled back effective April 1, 2004. These recommendations were implemented. The Commissioner further recommended that the Legislature give some consideration to removing the necessity for Members to vote directly on their compensation levels and possibly delegate the duty to a truly independent body or Commissioner. Backman stated that this type of process "would be less self-serving and more acceptable to the public trough", and that to continue the present process "will forever be an exercise in masochism that serves neither the MLA nor the public very well".

The Legislature acted on the above recommendation by setting up an Interim Commissioner who would have the authority to decide on compensation levels. The LAMC appointed Dr. Jerry L. Gray with a request that he consider only the cost of living increase, an increase to the basic annual salary of Members, and salary increases only in specific roles.

The report was issued May 5, 2005 and was the last report issued before this Report. The report decided that a 2.5% cost of living increase to Members and Executive Council be effective April 1, 2005 and were to be computed on the 2003/04 salaries. The annual basic Member's salary was to be $67,173.00 and the April 1, 2006 salary, $72,000.00. Other adjustments were made to the salary for the Speaker, Caucus Chairs, and to the COLA system.

The report also made a number of recommendations, none of which were binding, including that the past service buy back program of the Legislative Assembly Pension Plan be reviewed because of the inability of Members to buy back service to the extent recommended in the May 14, 2004 Backman report.

3. The Review Process for this Report

Manitobans were invited to submit their views in writing to the Commissioner. Advertistments appeared in four daily newspapers, Winnipeg Free Press, Winnipeg Sun, Brandon Sun and The Flin Flon Reminder in the first week of September, 2007. Advertisements also appeared in many weekly newspapers throughout Manitoba and in La Liberte. Forty-one written submissions were received from members of the public, together with a petition from a group of concerned parents and friends of disabled people.

The majority of responses received from the public were generally not in support of increases to Member's compensation, and many expressed the view that they were over paid based on their past performance. While there is no doubt that these responses represent the view of a certain segment of the public and must be considered, these

views also have to be balanced against the views of others who accept that Members must be paid fair and reasonable compensation based on certain objective benchmarks.

Input was also specifically solicited from the following groups:

(a) Manitoba Chamber of Commerce;
(b) Canadian Taxpayers Federation - Manitoba;
(c) Association of Manitoba Municipalities;
(d) Manitoba Federation of Labour;
(e) Manitoba Association of School Trustees;
(f) Winnipeg Chamber of Commerce;
(g) Manitoba Government Employees Union (MGEU);
(h) Association of Former Manitoba MLAs;
(i) MLA Representation;
(j) Canadian Union of Public Employees - Manitoba Division (CUPE);
(k) Manitoba Teachers' Society.

Written briefs were received from The Manitoba Teachers' Society, Manitoba Federation of Labour and Canadian Taxpayers Federation. The Commissioner also received input from Members representing all parties in the Legislature.

The Commissioner also reviewed recent reports on Member compensation from Saskatchewan (June, 2006), Nova Scotia (September, 2006), British Columbia (April, 2007), Newfoundland and Labrador (May, 2007), Prince Edward Island (July, 2007), and Yukon (October 29, 2007).

These reports are referred to in this Report. They were a valuable resource because they are timely, contain detailed information and, in part, are from provinces which are comparable in terms of population and economic circumstances.

The Commissioner also reviewed and took into account the 1993, 2004 and 2005 reports dealing with Member compensation in Manitoba.

The Commissioner also reviewed a wide range of economic indicators and financial information, including the recent Province of Manitoba budget, Statistics Canada information, and forecasts and analysis from Canada's major financial institutions.

This data provided an excellent insight into how Manitoba's economy compares to other provinces and expectations for the next number of years.

As well, the Commissioner reviewed compensation and pension plans in each jurisdiction, in addition to compensation paid to Members of Parliament, the Mayor of Winnipeg and City Councillors. Also reviewed were salaries paid to a wide range of civil servants employed by the Province of Manitoba and Crown corporations, including Deputy Ministers.

4. Principles Used to Determine Compensation and Allowances

Compensation levels for Members and cabinet ministers has been a controversial issue. In the past, elected representatives determined their own compensation. Historically, this proved to be an unsatisfactory process because political considerations impacted the determination, and as a result, salaries in this Province lagged behind other provinces and were not adjusted.

Over time, legislatures across Canada have come to the realization that a process for determining compensation that is removed from the lawmakers themselves is a more appropriate method of decision making.

The legislation establishing the independent commissioner does not set specific criteria that are to be used in setting compensation. This is in contrast to *The Provincial*

Judges Act which sets out certain criteria to be applied by the committee appointed to report on judges' salaries.

What then are the appropriate criteria? Previous commissioners in this Province have adopted a standard of fairness and reasonableness.

The Indemnities and Allowances Commission in 1994 stated:

> Any system of pay or salary must be fair, reasonable, and equitable to both the member and the public. A member is entitled to a reasonable level of pay or salary commensurate with the responsibilities of the position. The level of salary should reflect the economic realities of the province. Comparisons should be made to salary indices within Manitoba such as the average weekly wage and welfare rates and to other benchmarks such as pay levels for other public service positions within Manitoba. Inter-provincial rankings of MLAs' salaries should compare reasonably to the Province's relative economic position. A compensation system designed in this way will allow the general public to understand what is provided to an MLA and will allow the MLA to be clearly responsible and accountable.

Commissioner Dr. Jerry Gray put it this way in his report dated May 5, 2005:

> The only valid and practical method in these situations is to (a) approach the problem through a system of multiple measurements - also know as benchmarks, and (b) make an informed and independent judgment based upon all of the benchmarks observed. Although no specific weight was assigned to any factor, it should be noted that the decisions contained in this report are, in the final analysis, my judgment with regard to the primary criteria of *fairness*. There are many other factors that were considered in making the decisions (see Section 2.2), but the overriding objective was to achieve a situation that, in my view, moved toward fairness in pay for our elected legislators. Although all Manitobans would not likely agree to the specific definition of what is "fair", few - if any - would argue that our MLAs should not be compensated in a fair and equitable manner. Given the complexity of the issue, the appointment of a single, independent person to make an informed judgment regarding "fairness" is the most reasonable approach.

While acting as a Pension Commissioner in 2006 to determine the proper contributions levels for Government and Members in order to allow Members to buy back service for their pension plan, this Commissioner indicated the following:

> "I have considered a number of factors in arriving at a decision in this complex matter. These include:
>
> - The unique requirement of the Member role, including the lack of job security and the accountability process
> - General compensation principles, policies and practices in the public sector
> - Pension plan in place for Legislatures across Canada
> - The public sensitivity to the compensation and pensions of elected officials
>
> In the final analysis, as Commissioner Gray stated in his report in dealing with all the factors relevant to Member compensation, fairness is the most reasonable approach. I have used this approach in reaching the decisions contained in this Report."

In the preparation of this Report I have been guided by the principle of fairness. While there undoubtedly exists different points of view as to what actually is fair, the approach taken in most interest arbitrations which are used to determine compensation levels, both in the private and public sector, is to use certain objective criteria and comparators. This avoids decision making based on emotion or anecdotal evidence.

Historically, commissioners reviewing compensation for Members have used a number of benchmarks. Commissioner Backman in 2004 stated:

> Faced with the foregoing realities, it is apparent that <u>comparisons with other jurisdictions in Canada</u> and <u>comparisons of the economic activity</u> and <u>success of Manitoba relative to other provinces</u> should be <u>primary factors</u> in determining how we taxpayers compensate our elected representatives.

Commissioner Gray in 2005 outlined a number of factors including:

> Some of the factors used in making the decisions are (in no particular order):
>
> - Salary comparisons with the elected roles in other federal, provincial and municipal governments

- The need to have compensation levels that make the MLA role attractive to highly qualified candidates
- Unfairness in salaries often must be corrected over time
- The need to have compensation levels that reflect the importance of the MLA role
- The public sensitivity to how much the roles of elected officials should be paid
- The unique requirements of the MLA role, including the lack of job security and the accountability processes
- The increased cost of living since the last MLA pay increase
- Comparable workloads of the various roles in the Legislative Assembly
- General compensation principles, policies and practices in the private sector

All of the above factors are relevant to a greater or lesser degree. Certainly great weight must be placed on salary comparisons with other provinces, the importance of the role of the Members, the need to attract qualified candidates, and the general state of the Manitoba economy and its relative strength compared to other Provinces.I endorse the above criteria and have applied them in reaching the decisions contained in this Report.

In terms of importance, salaries paid to Members in provinces which are comparable to Manitoba in terms of size and economy are the best comparators and are most relevant in arriving at a decision on fair and reasonable compensation.

Other salary levels that are instructive and relevant to a lesser degree are salaries paid to politicians at the municipal and federal level; salaries paid to civil servants, and general increases paid to both unionized and non-unionized workers in the province. While none of the above should be directly linked to Member compensation, they are useful to consider.

Another important criteria is the value and importance of the role played by the Members. While there are some members of the public who express views that Members are not entitled to increases, they are at the “public trough”, that they are overpaid and “on the gravy train”, I believe these sentiments do not reflect the view of the

majority of Manitobans, nor have these views been accepted by other provincial commissions across Canada who have recommended or decided on Member compensation.

The role played by Members, and those sitting in Cabinet, is an important one. The decisions made by the Legislature, whether it be in the area of criminal justice, social welfare, economic development, education, taxation, or health, can have a major impact on the quality of life in Manitoba. It is necessary to pay Members at a level which will continue to attract suitable highly qualified candidates to serve the public good. This need of course needs to be balanced with the other considerations outlined earlier.

While a Member in the 1970's and 1980's may have maintained another job, they have been required for many years to put in long hours in the constituency and at the Legislature. Many rural members, in particular, spend a great deal of time travelling over large distances to community events. Changes in technology have created an expectation on the public of an immediate response to any query or demand. Constituency assistants working out of a constituency office are standard throughout Canada.

The amount of compensation that should be paid to various occupational groups can be a controversial issue. Members of the public very often have strong views one way or the other. Some members of the public will focus on politicians whose conduct has been illegal or questionable.

However, every occupational group has members who do not adhere to the professional, legal and ethical standards expected or required of them.

The vast majority of Members choose to run for office because they wish to act in the public interest. The role of a Member is an extremely important one in a democracy. It is essential that people of high standards continue to seek public office. The

remuneration must take this into account and be fair and reasonable in the circumstances.

5. Economic Climate

The economic conditions in Manitoba are an important factor to be taken into account when determining fair and appropriate compensation for Members. The compensation paid to Members in other jurisdictions must be balanced against the particular economic circumstances in each jurisdiction.

It is apparent from a review of past reports that the state of the economy has played a major role in the commission's decisions. For example, in 2004 the Legislature in rejecting the Backman report (it was bound to accept or reject the report in its totality) passed a resolution rejecting the report and stated:

> Whereas all Members of the Legislative Assembly assert that salary increases are not appropriate at this time, recognizing the difficulties that are being faced by Manitobans as a result of economic conditions including the BSE issue, LAMC recommends to the Assembly that the Commissioner on MLA Allowances review the section regarding recommendations for salary increases with a view of deferring them at this time. We therefore respectfully reject the Report to the Legislative Assembly on MLA Pay, Allowances and Retirement Benefits 2004.

In the early 1980's and in the mid 1990's the Province of Manitoba experienced difficult times economically. Other provinces experienced similar conditions. The Province in 1993 enacted *The Public Sector Reduced Work Wage and Compensation Management Act* which enabled the government to require employees to take up to fifteen (15) days off without pay.

In preparing this Report, a review was undertaken of the present state of the economy and also of forecasts of future economic growth by financial institutions.

Overall, the state of the Manitoba economy is strong and financial institutions forecast a positive outlook for the economy in the near future.

The 2007 Provincial Budget and the Department of Finance Paper "Manitoba Highlights" dated October 5, 2007 contained a great deal of information. In 2006 Manitoba's GDP grew by 3.2% which was Manitoba's strongest growth since 2000. Its percentage increase in 2007 is expected to be 2.9%.

In 2006, Manitoba's unemployment averaged 4.3%, the second lowest in Canada and the lowest since 1976.

Housing starts have increased dramatically (up 9.6% in 2007) and retail sales have increased by 9.3% in 2007. In 2007 capital investment is scheduled to increase 11.3%, the second highest amongst provinces. In the first several months of 2007 average weekly earnings increased by 4.1%, third highest amongst the provinces.

In Backman's 2004 report there was a review of economic indicators which indicated that from 1998 to 2002, based on a five year average, Manitoba ranked from 5th (retail trade, GDP, employed labour force) to 6th (capital investment, manufacturing investment, minimum wage) to 3rd (average weekly earnings, housing starts).

A review of the 2006 figures from Statistics Canada indicates the following rankings:

Minimum Wage	4th
Retail Trade	5th
GDP	5th
Employed Labour Force	5th
Capital Investment	6th
Manufacturing Investment	7th
Average Weekly Earnings	9th

From a fiscal point of view, the Province is forecasting a surplus of $166 million for 2006/07. Manitoba's credit rating has been upgraded in the last couple of years by Moody's, Dominion Bond Rating Service, and Standard and Poor's.

One must also factor into this analysis that Manitoba has low housing prices, low utility costs, low car insurance rates, and no health care premiums. The cost of living is lower in Manitoba than in British Columbia, Alberta, Ontario and Quebec, and this is reflected in salary levels for many occupations, including Members.

A variety of commissions have recently examined the relative economic standing of Manitoba in the country. In April 2002, Mr. Martin Freedman (as he was then known), Chair of the Judicial Compensation Committee, analyzed the economic circumstances of Manitoba this way.

> We are cognizant of local economic factors, as well as differences in both revenues and expenditures in different jurisdictions. We are aware, as are most citizens, that certain costs are lower in this province than the equivalent elsewhere, and that in general, incomes are lower in this province than in certain other jurisdictions. Similarly, certain individual expenditures may be higher, and individual incomes may be higher, than in some other jurisdictions. Manitoba is frequently regarded as at about the median among Canadian jurisdictions in terms of both incomes and expenses.

In 2004, Commissioner Backman in dealing with economic indicators and their relationship to compensation stated:

> The Commissioner feels, and believes that most Manitobans as well, feel comfortable with our elected representatives' compensation falling "somewhere in the middle of the pack", to quote several respondents. The Commissioner also feels, as in the previous instance in the discussion on compensation for basic indemnities for MLAs, that our economic performance as a province is a reasonable and appropriate indicator to use in positioning our Premier's and Minister's compensation. It is most appropriate in the instances of the Premier and Cabinet because they most directly have influence on the success of our province.

In June 2006, the Judicial Compensation Committee wrote:

> Overall, taking into account all of the present economic information available, and taking into account all other legislative factors, we believe Manitoba should be at or near the mid-range of Provincial Court salaries across Canada, and that we should give extremely close consideration to the Three Provinces' salaries.

The consensus view of independent third parties is that Manitoba in this decade, at least, is in the middle range of the provinces in the country.

6. Recent Reports in Other Jurisdictions

As noted above, other provinces have recently engaged a commissioner or commissions to either decide or make recommendations with respect to Member compensation. These reports were a valuable resource in the preparation of this Report. While there are some differences, a number of consistent themes run through these reports and have been incorporated into this Report. These deal with underlying principles in determining Members' salaries. The goal of these commissions was to arrive at fair and appropriate compensation, both for the legislators and the taxpayers of the province.

Another common theme was a recognition that the Member plays an important and unique role in serving the public. Decisions made by Members can have a significant impact on the quality of life in Manitoba.

Another common theme is that the compensation systems must be transparent and that Members be accountable for the spending of public monies.

The commissions all used a number of factors in attempting to determine fair compensation, including benchmarks such as comparisons with Members in other provinces, the economic situation of the province, relationships with public and private

sector wages in the province, and general cost of living increases. Most commission reports indicated that there was not one factor which is determinative of the issue and a number of objective benchmarks have to be weighed and balanced in an effort to achieve a proper balance.

7. Member's Salary

Members currently receive a basic salary of $74,982.00. The tax-free allowance portion of the Member's salary was eliminated in 1995. Alberta, Quebec, New Brunswick, Yukon, Nunavut and the Territories still have a tax-free allowance as part of Member compensation.

A review of the Appendix dealing with the history of increases reveals that with the exception of 2006 (based on the Commissioner Gray's adjustments), Members have basically received a maximum of up to the cost of living increases.

Some form of cost of living increase has been accepted as being appropriate for maintenance of compensation levels for Members. The public expects that politicians would not as a rule receive greater annual increases than other workers.

What is of significance are the comments made by the last two commissioners regarding the general level at which Members' salaries remained.

In his Supplementary Report, accepting the Legislature's request to reject his non-binding report and defer salary increases, Commissioner Backman stated:

> **Compensation Levels for MLAs**
>
> The increases previously recommended are, upon further review, very appropriate. They have already, and will continue to meet, the test of public scrutiny for fairness. One newspaper editorial even stated that, given the background research, *"if anything, the proposed raises were lower than what should have been expected"*. MLAs should not feel an obligation to apologize for

accepting fair treatment. On the contrary, the Commissioner urges all MLAs to recognize that the recommendations do not move Manitoba compensation to "the middle of the pack", or 5th place as most Manitobans and MLAs expect they should be-instead these recommendations retain MLAs' compensation in 8th place-it only reduces the widening gap created by past reticence to deal with this issue honestly.

Approximately one year later Commissioner Gray put it this way:

(a) **Overall Compensation Levels of MLAs**

It is my view that the overall compensation level of the MLA role is below the level of responsibility and complexity of similar roles in both the public and private sectors. If we want excellence in Manitoba's public service, the level of compensation must be at a level that will increase the chances of attracting individuals who have the capability to handle the complexity of the role.

(b) **Future Compensation Issues**

Having the lowest paid Premier and MLAs of all of the Canadian provinces should not be a sign of pride for Manitobans. This is a situation that should be rectified as soon as possible. My view is that this unfortunate and inequitable situation has developed because of the politicization of the compensation process in the past. Hopefully, this will be resolved in the future with a Commissioner who has the authority to make decisions about compensation for all of the roles in the Legislature.

One thing is clear. Prior commissioners have determined that compensation levels for Members in Manitoba lags behind. The historical reasons for this are mixed. It is due in part to the Legislature's reluctance to increase their own salaries, the lack of a binding independent mechanism and tougher economic times (e.g. 2005), which resulted in a reluctance to catch up.

How do Members' basic salaries compare to other jurisdictions? Where should they fall in relation to these other jurisdictions?

As stated earlier, other Members' salaries (taking into account the general economic status of each province) are the best comparators. The following chart reflects the current Members' basic pay across Canada. Appendix B is a chart showing jurisdictional comparisons of Members' salaries, including all additional functions including Premier, the Cabinet and Speaker. All figures shown in all the charts are grossed up amounts to take into account the tax free allowance portion of salary.

MEMBERS'
BASIC PAY

2007/2008

Jurisdiction	**Annual Amount**	**Rank** (incl. Terr.)	**Rank** (excl. Terr)
Member of Parliament	$150,800.00		
Winnipeg City Councillor[1]	$69,819.06		
Provincial MLAs			
Ontario	$113,100.00	1	1
Quebec	$108,723.00	2	2
Northwest Territories[2]	$107,669.00	3	
British Colombia	$98,000.00	4	3
Newfoundland and Labrador	$92,580.00	5	4
Alberta	$87,236.00	6	5
Saskatchewan	$82,110.00	7	6
Nova Scotia	$81,805.00	8	7
Manitoba	**$74,982.00**	**9**	**8**
New Brunswick	$74,497.00	10	9
Nunavut	$69,953.00	11	
Yukon[3]	$67,666.00	12	
Prince Edward Island	$62,500.00	13	10

[1] City of Winnipeg Councillor salaries are comprised of a salary of $39,229.06 and a tax free allowance of $19,585.02. The figure shown is a grossed up amount to take into account the tax free allowance portion of salary.

[2] Amount shown is beyond commuting distance. $101,506.00 within commuting distance.

[3] Amount shown is beyond commuting distance. $64,046.00 within commuting distance.

Manitoba ranks 8 out of 10 of all the provinces, excluding the areas of Northwest Territories, Nunavut, and the Yukon.

Manitoba lags somewhat behind Nova Scotia and Saskatchewan, two provinces that are considered more comparable in terms of size, population and general economic status.

Members' salaries presently are 50% of those of a Member of Parliament ("MP"). Their allowances and benefits lag well behind them as well. The public accepts that there will be such a gap based on the fact that the MP salary level is uniform across the country and the cost of living varies greatly from province to province.

As well, Manitoba Members earn approximately $5,000.00 per annum more than a city councillor. That is a small gap and less than one might expect.

Another useful comparator, although one that should not receive the same weight as Members in other jurisdictions, are salaries paid to other provincial employees. It is hard to compare the job of a Member to that of a teacher, nurse, or social worker. A review of the disclosures made by the Provincial Government pursuant to *The Public Sector Compensation Disclosure Act* reveals a wide range of provincial employees earnings in excess of the current salary paid to Members.

The state of the Manitoba economy is an important factor to be taken into account in the analytical process to determine fair and appropriate compensation for Members. In the past, difficult economic times have prompted both the Legislature or commissioners to defer salary increases which could otherwise be justified based on other benchmarks or indicators.

As reviewed earlier in the Report, all economic indicators suggest that the Manitoba economy is strong. The economic difficulties of the early 80's and mid 90's are no longer present. Unemployment is low. Canada's major banks have forecast strong

economic performance for the next number of years. Manitoba's GDP rose from 2.8% in 2005 to 3.2% in 2006; Manitoba's strongest growth since 2000.

Exports are up as are housing starts. The housing market has experienced a significant increase in both volume and magnitude. New capital projects have resulted in a construction boom across the province. The province has budgeted for a projected surplus of $175 million for 2007/08 and $182 million for 2008/09.

When comparing this strong economic picture with other provinces, it is necessary to balance it with other factors such as the cost of living in other provinces. For example, the cost of housing in Manitoba is far less than in British Columbia, Alberta, Ontario and Quebec. This disparity must be taken into account when comparing one province's economic performance.

In the final analysis, and after due consideration of all the relevant benchmarks, it is appropriate that compensation for Members should be in "the middle of the pack" of Canada's provinces. It is expected that most Manitobans would accept this as fair and reasonable and would not believe that Manitoba's compensation should lag behind most provinces.

The provinces best approximating Manitoba are Saskatchewan, Nova Scotia and New Brunswick. The three province average for Members in these provinces is $79,470.00.

The goal is to determine fair and reasonable compensation. Taking into account the comparisons and salary levels paid to other occupations in other jurisdictions, the state of the provincial economy, the role of the Member as a public servant, the history of wage increases for Members, and the general public interest, I have determined that an increase over and above a cost of living increase is warranted in order to place Members' salaries in the middle range of salaries across Canada.

Decision re Member's Salary

(i) The basic annual salary for Members is set at $82,000.00 effective May 22, 2007.

(ii) The cost of living increase will continue to be applied on April 1st of each year until such time as a different decision is made. The cost of living increase will be calculated on the basis of the previous five-year moving average increase in the Manitoba Consumer Price Index ("CPI"). This increase will apply on April 1, 2008, and on April 1st each year thereafter until changed.

8. Premier's Salary

The role of the Premier is obviously a very important one and the actions and performance of the Premier and Cabinet can have a material and direct impact on the wellbeing of all Manitobans. The Premier is the CEO of a corporation with a budget in the billions of dollars. The responsibility is significant.

Under the current system the Premier receives the basic Member's salary plus an additional stipend of $49,527.00 for total compensation of $124,509.00.

The table below shows the relative position of current total compensation (including basic salaries) for each Premier in Canada and also for the Prime Minister and the Mayor of Winnipeg.

PREMIERS'
TOTAL PAY
2007/2008

Jurisdiction	Annual Amount	Rank (incl. Terr.)	Rank (excl. Terr)
Prime Minister	$301,600.00		
Mayor of Winnipeg[1]	$139,343.28		
Premiers:			
Ontario	$202,788.00	1	1
Quebec	$194,900.00	2	2
British Colombia	$186,200.00	3	3
Northwest Territories[2]	$176,271.00	4	
Nova Scotia	$165,487.00	5	4
Alberta	$165,020.00	6	5
Newfoundland and Labrador	$162,880.00	7	6
Saskatchewan	$141,828.00	8	7
Nunavut	$140,050.00	9	
New Brunswick	$135,232.00	10	8
Prince Edward Island	$130,500.00	11	9
Manitoba	**$124,509.00**	**12**	**10**
Yukon[3]	$96,637.00	13	

[1] The Mayor's salary is $73,548.28 comprised of a salary and a tax free allowance of $36,718.50. The figure shown is a grossed up amount to take into account the tax free allowance.
[2] Amount shown is beyond commuting distance. $170,108 within commuting distance.

[3] Amount shown is beyond commuting distance. $93,017 within commuting distance.

A number of points warrant specific mention. As was noted in the 1993 report, the Premier's salary is less than the CEO's of Crown corporations, university presidents, superintendents of majority school divisions, and the Mayor of Winnipeg. CEO's of Crown corporations and universities earn well in excess of the Premier's salary.

By reason of a combination of a lack of political will to change the salary and by reason of periods of economic challenges, nothing has changed since 1993. The salary of the Premier of Manitoba ranks last among all jurisdictions save and except Yukon.

This situation must change. It is not fair and reasonable compensation in light of all the benchmarks previously discussed in the section of this Report dealing with Member compensation. There is no valid justification for the Mayor of the City of Winnipeg to be earning approximately $15,000.00 more per year than the Premier (after adjusting for the tax free allowance). This is not to suggest that the Mayor's salary is inappropriate. Based on input received, Manitobans expect their Premier to receive a higher level of compensation than the Mayor of the City of Winnipeg.

The time to rectify this situation is now and the compensation for the Premier should place Manitoba closer to the mid range. Although a change in the compensation level will result in a significant percentage increase, it is long overdue and it would be unreasonable to stage in any increase.

Decision re Premier's Salary

The Premier's additional compensation will be $67,018.00 effective May 22, 2007, resulting in a total compensation of $149,018.00. The cost of living increase will be applied to the new salary amount on April 1, 2008, and on April 1st thereafter until changed.

9. Ministers, Speaker, Leader of the Official Opposition, Leader of the Second Opposition Salaries

Under the current system Cabinet Ministers with a portfolio earn the same salary as the Speaker and the Leader of the Official Opposition. These jobs are of vital importance to the overall functioning of government. The workloads are heavy and there is a great deal of responsibility.

Currently there is an additional payment in the amount of $30,957.00 over and above the basic Member's salary for a total of $105,939.00. Ministers without portfolios earn an additional $24,765.00, which is the same as the additional compensation for the second opposition Leader.

The table below shows the relative position of current total compensation (including basic salaries) for Ministers in each jurisdiction and also for Federal Ministers and the Mayor of Winnipeg:

MINISTERS' TOTAL PAY 2007/2008

Jurisdiction	Annual Amount	Rank (incl. Terr.)	Rank (excl. Terr)
Federal Minister	$223,000.00		
Mayor of Winnipeg	$139,343.28		
Ministers:			
Quebec	$170,278.00	1	1
Ontario	$160,941.00	2	2
Northwest Territories[1]	$155,944.00	3	
Alberta	$148,376.00	4	3
British Colombia	$147,000.00	5	4
Newfoundland and Labrador	$145,077.00	6	5
Nunavut	$128,958.00	7	
Nova Scotia	$126,768.00	8	6
Saskatchewan	$123,914.00	9	7
New Brunswick	$114,988.00	10	8
Prince Edward Island	$106,200.00	11	9
Manitoba	**$105,939.00**	**12**	**10**
Yukon[2]	$88,813.00	13	

[1] Amount shown is beyond commuting distance. $149,781 within commuting distance.

[2] Amount shown is beyond commuting distance. $85,193 within commuting distance.

The above ranking, tenth out of ten provinces, and twelfth out of thirteen provinces and territories, is identical to that of the Premier's ranking in the country.

As with the Premier's salary, there is simply no justification to maintain salaries at this level based on a review of all the accepted benchmarks. While economic indicators and political considerations may have been used as an explanation for this unacceptable result in the past, they are no longer valid or acceptable.

As discussed earlier, Manitoba's economic position is in the mid-range of jurisdictions across Canada and the current rank does not correspond with the economic position of the province, nor with salaries paid in provinces which are comparable, such as New Brunswick, Nova Scotia and Saskatchewan.

Nor is there any reason to stage in increases. This will only have the effect of delaying an already long overdue bridging of an unacceptable gap.

In deciding on an increase for Ministers, one has to be mindful of the salaries paid to Deputy Ministers. Salaries for Deputy Ministers range from $97,762.00 to $146,860.00.

The salary should be comparable to those in New Brunswick, Nova Scotia and Saskatchewan and be in the mid-range.

Decision re Ministers, Speaker, Leader of the Official Opposition, Leader of the Second Opposition Salaries

The Ministers, Speaker, and Leader of the Official Opposition's additional compensation over and above the basic Member's salary will be $44,018.00, resulting in total compensation of $126,018.00. The increase is to be effective May 22, 2007. The additional compensation to the Leader of the Second Opposition and the Minister without portfolio over and above the basic MLA salary will be $39,018.00, resulting in total compensation of $121,018.00. The increase is to be effective May 22, 2007. The cost of living increase will apply on April 1, 2008, and on April 1st thereafter until changed.

10. Additional Salaries - Special Positions

The following table sets out the current compensation paid to Members who perform extra duties.

Special Position:	
Deputy Speaker	$8,670.00
Deputy Chair - Committee of the Whole House	$6,193.00
Government House Leader	$8,670.00
Government Whip	$6,193.00
Government Caucus Chair	$5,338.00
Official Opposition House Leader	$6,193.00
Official Opposition Whip	$4,956.00
Official Opposition Caucus Chair	$5,338.00
Second Opposition House Leader	$4,956.00
Second Opposition Whip	$3,718.00
Second Opposition Caucus Chair	$5,338.00
Legislative Assistant	$3,718.00
Permanent Chairperson - max. per year	$3,718.00
Permanent Vice Chairperson - max. per year	$3,098.00

Decision re Additional Salaries - Special Positions

These positions receive an annual cost of living increase as set out earlier, and this should continue into the future, until changed.

There will not be any change to the base amounts paid to Members for performing these roles.

11. Pensions

Background

In 1993 the Manitoba Legislature unanimously passed amendments to *The Legislative Assembly Act* which stated that the existing pension plan in place at the time terminate after the next general election. This plan was suspended when a new RRSP plan was introduced in 1995.

The plan in place was a defined benefit which provided benefits based on a formula set out in the plan. The 1994 Commission report stated “that the current MLA pension arrangements are excessively generous and exceed community standards”. They also noted that the current Manitoba MLA pension plan is among the least generous for elected officials in Canada.

The 1994 Commission noted that most pension plans do not provide a benefit formula in excess of 2% per year of service, retirement before age 55, or automatic indexing of pensions to the increase in the CPI as provided in the Manitoba plan. The Commission recommended an RRSP plan with the rate of contribution of 7% by both the Member and the Province. The Commission noted that this recommended plan was the lowest cost in Canada with the exception of Alberta which did not have a plan.

The old plan was administered as a deferred plan for those Members still serving. The new RRSP became operational in 1995 and Members could also elect to contribute to a Tax Paid Trust rather than a RRSP because of tax reasons.

In his May 1994 report, Commissioner Backman made a number of findings regarding the issue of pensions for Members. He stated:

> The absence of a Pension Plan for Members probably contributes to eliminating a sector of Manitoba citizens from running for elected office; especially those in mid-career pension-based employment where they cannot afford or are reluctant to consider breaking the continuity of their contributory years.

Backman further noted that looking back it would have been preferable to fix the problems with the old defined plan rather than discard it completely, but that public resentment of pension plans was a driving force in 1994. He noted that based on his review there was little acrimony this time and there was a higher acceptance of pension plans for elected officials.

Although, as noted, Backman's initial report was not accepted, his recommendations of a new defined benefit plan with a 7% contribution rate by Members, normal retirement age of 55 and an accrual rate of 2% for pension calculation purposes was ultimately embodied in a new plan LAPP which created and allowed existing members to purchase eligible service back to 1995. The plan also provided that the average of the best five years of eligible total compensation since 1995 is used in computations.

At present Members have three choices for retirement benefits being a LAPP, a RRSP, or a tax paid trust.

Other Jurisdictions

There are a variety of retirement benefits programs in place across Canada. Three other provinces - Ontario, British Columbia and Alberta, in addition to Manitoba, eliminated their Defined Pension Plan in the 1990's as a result of public backlash to these plans.

Alberta does not have a pension plan, but provides severance payment of three months per year of service after 1989. There is no cap and it is payable if a Member chooses not to run. Ontario has a form of money purchase plan with no contributions from Members, and British Columbia has a group RRSP.

Four other provinces and eight out of thirteen, including the territories, have a Defined Pension Plan. The specific provisions vary in each of the four other provinces. For example, New Brunswick has both a higher contribution rate (9% of basic indemnities and 6% of additional indemnities). It also has a higher accrued rate of 4.5% plus an additional 4% for service as a Minister.

Nova Scotia's plan has a 10% contribution rate from both Members and the province. The accrual rate is a high 5% based on the average of the last three years'

inclusive earnings.

Quebec's plan consists of a 9% contribution by Members. Each Member is entitled to an annual pension credit equal to 1.75% of the annual indemnity on which they paid, or as the case may be, is deemed to have paid contributions. The retirement pension shall be equal to the aggregate pension credits accumulated. The retirement age is 60 years of age, but persons under 60 can take a reduced pension.

In Prince Edward Island the contributor rate is 8% of basic indemnity and the plan is indexed at the rate of CPI to a maximum of 8% during the period when the Member is on an active or deferred basis. When receiving benefits the indexing is set at CPI less 2%. The eligible age to receive an unreduced pension is 55.

In light of the differences in the plans, it is difficult to compare them. The real issue is whether any changes are warranted in order to provide fair and reasonable compensation to Members. The one main area for potential change that arose in the investigations leading to the preparation of this Report is the accrual rate.

The previous accrual rate under the previous Defined Benefit Plan was 3%. A 2% accrual rate was put into place when the present LAPP was put into place. The lower accrual rate ultimately results in a lower amount of pension payable to Members. The argument in favour of a higher rate is that the tenure of most Members is relatively short (11.5 years for Members retiring since 1999), and it is therefore fair and reasonable for there to be a higher accrual rate.

Provincial government employees' pensions have an accrual rate ranging from 1.6% to 2.0% depending on the incomes. The only rate over 2.0% is the 3.0% accrual rate on provincial judges' pensions. As reviewed above, some provinces have in place plans with accrual rates over 2.0%.

While there is a legitimate argument in favour of raising the accrual rates, in light

of the other increases to Members set out in this Report and the short time that the new LAPP has been operational, a change to the accrual rate or any other provisions of the LAPP is not warranted.

Decision re Pensions

There are to be no changes to the LAPP.

12. Severance Pay

Members of the Legislature prior to the April 25, 1995 general election are eligible for severance pay calculated at one (1) month's current salary for each year of service and pro-rated for part of each year of service. The minimum severance is three (3) months' pay and the maximum is twelve (12) months' pay. The Member is eligible when they cease to be a Member for any reason. If one receives the severance allowance, one is not eligible for the transitional allowance.

The transitional allowance is available for all Members elected after April 25, 1995. The allowance payable to those Members who choose not to run is a maximum of six (6) months. The allowance is payable at the rate of one (1) month's basic salary for each year of service and prorated for a part of a year. For those defeated, the maximum is twelve (12) months' pay.

Decision re Severance Pay

While the provisions are not as generous as many provinces, for those Members who choose not to run, these provisions have been in place for a couple of years. There is no compelling reason to make a change at this time.

13. Members' Allowance for Expenses

Members of the Legislature receive a variety of allowances. The purpose of the allowances is to reimburse the Members for expenses incurred in the performance of their duties as a Member. The purpose is not to provide a fringe benefit to Members to augment their remuneration.

The categories of the allowances are as follows:

(i) Constituency Allowance;

(ii) Travel Allowance;

(iii) Commuter Allowance;

(iv) Temporary Residence and Living Allowance;

(v) Alternate Living Allowance;

(vi) Intersessional Committee Allowance;

(vii) Printing Allowance.

(i) Constituency Allowance

The annual maximum entitlement for constituency expenses is $51,802.00 for the Winnipeg region, $48,036.00 for the Southern region, and $46,244.00 for the Northern region.

The annual maximum limit for representation expenses is 15% of the Member's annual entitlement. Any capital equipment over $161.00 is the property of the Legislative Assembly. New Members are entitled to an additional $3,737.00 for capital expenses for the initial set up of the office.

The Constituency Allowance covers expenses for constituency office space, office operation, representation and staff salaries. Each will be briefly reviewed.

(a) Office Space Rental Costs

Rental costs vary throughout the Province.

The average cost for Winnipeg Members' rent is $840.78, with a range of $290.00 to $1,530.00.

The average cost for Southern Members' rent is $448.58, with a range of $106.00 to $1,060.00.

The average cost of Northern Members' rent is $584.87, with a range of $425.00 to $795.00.

The total of all monthly payments for Members' monthly rental costs for the month of December, 2007 is $36,903.16.

A Member may request additional consideration for constituency office rent if the rent is 20% higher than the average rent for their region.

As staff salaries and operating costs come out of the same budget they can impact on the amount a Member has to spend on staff. This will be discussed below.

(b) Office Operation Expenses

This covers the actual cost of the office operation, including such items as office supplies, office furnishings, telephone expenses, postage, supplies, and travel expenses when a Member's Travel Allowance is depleted.

(i) Administrative Issues Respecting Cellular Phones under The Constituency Allowance (Members' Allowances Regulation)

Members can claim the cost of a cell phone as an authorized expense under the Office Operation category of the Constituency Allowance. Cell phones costing greater than $214.00 must be captured as capital and become the property of the Legislative Assembly.

Members are also able to obtain a Blackberry through a Government of Manitoba plan. The phone can be at no cost, or depending on the model, at some additional cost. Blackberries are not captured as capital of the Legislative Assembly and all monthly costs and any additional cost is claimable under the Constituency or Living Allowance. The phones are returned at the end of a lease or the Member ceasing to be a Member, but are not recycled due to hygiene reasons.

A great deal of administrative time is spent managing the Blackberry program and in tracking, replacing, and writing-off or recycling cell phones that are a Legislative Assembly capital item. In addition, it is very difficult to recycle a cell phone due to hygiene reasons and difficultly with transferring phones from one Member to another.

Certain problems arise for claiming cell phone expenses during an election. Blackberry costs cannot be claimed during an election period and the phones must be turned in to avoid incurring costs. Cell phones cannot be used for campaign purposes. A great deal of administrative time is spent determining eligible and ineligible charges.

In light of these administrative issues, changes should be made to

facilitate the use of cell phones and Blackberries, yet still maintain proper accountability. Therefore, the following changes to be made to the Regulation:

Decisions re Cellular Phones

(1) Cell phones are to be removed as a capital item under the Constituency Allowance. They will be allowed to be claimed under the Office Operation category as a consumable item.

Members will still have the option of purchasing a Blackberry under the MLA Blackberry plan and can still apply the cost to their own Constituency Allowance.

Members can purchase a warranty with a new phone and claim the warranty cost under their Constituency Allowance.

(2) Cell phone monthly charges cannot be claimed as an allowable expense during an election period.

(c) Representation Expenses

Members are eligible for reimbursement for the actual cost for representation expenses up to a maximum of 15% of the Constituency Allowance. This includes such items as non-partisan cards, acknowledgements, flowers, lapel pins, and meals for two or more persons in conjunction with constituency business.

(d) Staff Salary Costs

Each Member may hire one or more constituency assistants for the purpose

of providing non-partisan access and service to constituents. There is not a uniform practice across the provinces. Many assistants are hired on a regular basis, but not necessarily full-time. Others work on a term or casual basis. Salaries are paid from the Members' allowance by the Human Resource Services. Benefits are paid by the Legislative Assembly.

The following chart illustrates certain statistics regarding constituency staff:

Total number of Members: 57	Total number of employees: 72
Average annual salary: $16,992.03	Salary range: $218.43 to $37,724.17
Average hourly rate of pay: $14.67	Rate of pay range: $9.00 to $23.23

A review of the above statistics and based on discussions with Members from all parties, it is apparent that Members are restricted in their use of constituency assistants by reason of the amount of reimbursement available under the Constituency Allowance cap.

This is not a new problem. Commissioner Backman noted in 2004 that "staff salaries and all other operating costs are drawn from the same budget so it is not unusual to hear comments from Members that they cannot afford to provide for the staffing patterns they would prefer and which constituents would expect when so much of the allowance has to go for rent".

Backman noted that constituency assistants worked irregular hours and were subject to layoff. He recommended that the LAMC conduct a review during the next two years regarding improving the working conditions and benefits of constituency staff. LAMC did review the matter and decided to provide benefits to constituency assistants effective June, 2005.

There are a wide variety of plans in place across the country to reimburse Members for office related expenses and, in particular, for payment for a constituency assistant or assistants. A number of provinces have a separate allowance for constituency assistants, including Saskatchewan and Nova Scotia.

In Saskatchewan, a Board of Internal Economy sets the rates which are aligned to government rates (Step 4 of the Junior Ministerial Assistance Classification). Saskatchewan has a separate Constituency Assistant Expenses Allowance. The rate is presently $3,991.00/month or $47,892.00 annually.

A Member in Saskatchewan is able to hire one or more assistants to work on a full-time, part-time, or casual basis. The Member is allowed to access their Constituency Allowance to supplement the amount of the Constituency Assistant Expense Allowance. The Employer share of benefits such as sick leave, maternity leave top up, WCB top up, severance pay and pay in lieu of notice in an election period are paid by the Government. Of note, if a constituency assistant is terminated without cause, they are entitled to one (1) week's severance pay per year of service up to a maximum of eight (8) weeks severance for eight or more years of service with the Member.

In addition to the constituency assistant reimbursement, Saskatchewan Members receive an unlimited allowance for telephone and related expenses; $36,485.00 per year for constituency office expenses (which also may be used for constituency assistant expenses), and up to $10,000.00 per term for the purchase of office furniture and equipment.

Effective May 1, 2007, Members in Nova Scotia are provided with a full-time constituency assistant. The pay ranges from $32,390.00 to $37,276.00 per year with full employee benefits. Assistants are hired on one (1) year term contracts and the Member can extend the contract yearly. This allowance is separate and distinct from reimbursement for office expenses.

In Nova Scotia, the Legislative Internal Economy Board, which is the equivalent of Manitoba's LAMC, has set the sum of $5,000.00 per month for reimbursement of office expenses.

Ontario provides a global budget of $254,200.00 which is inclusive of constituency costs.

In British Columbia, Members are provided with an allowance up to $119,000.00 per year which covers rent and staff costs. The Legislative Assembly provides, in addition to this amount, furnishings and equipment for offices and computers.

In New Brunswick, Members receive reimbursement up to $40,000.00 per year to cover the costs of an office, support staff and equipment.

In Manitoba, Members are provided with an office at the Legislative building, but are not provided with secretarial services or any administrative assistance in this office. Most Members have a constituency office and assistants perform a variety of tasks ranging from secretarial to research to communication with constituents.

The present global amount provided for reimbursement for rent, equipment, and an assistant is inadequate and requires amendment. A staffed constituency office is an accepted part of political life across the country. Members should continue to be allowed the flexibility to determine the type of assistance required and the hours to be worked. This will obviously vary depending on the location of the constituency.

The solution to the current problem is to establish a separate expense item for a constituency assistant or assistants as other provinces have done, including Saskatchewan. The Saskatchewan system is comprehensive and provides a model for Manitoba in that it provides the Member with an adequate allowance and provides the assistants with a comprehensive benefits package.

Taking into account all of the above facts, the following is the decision on the Constituency Allowance:

Decision re Constituency Assistant Expense

(1) The basic Constituency Allowance will remain as is for the three regions, including the cap on representation expenses;

(2) A separate Constituency Assistant Expense will be established separate and apart from the Constituency Allowance effective April 1, 2008. The rate will be set at $3,000.00 per month, plus the cost of benefits provided to assistants under the present system. The Member will be able to use their Constituency Allowance to supplement that amount and will be able to hire one or more assistants as required. Benefits will include a severance provision of one (1) week's pay for every year of service up to a maximum of eight (8) weeks' pay for eight (8) years continuous service or more.

(3) All expenses will be updated annually on April 1st by the annual change in the Manitoba CPI.

(ii) Travel Allowance

All Members of the Legislature are entitled to reimbursement for authorized travel expenses while acting on constituency or Legislative Assembly business. Within the Member's maximum travel entitlement, up to $3,203.00 may be claimed for out of province travel.

Under the present system the amounts vary depending on the location and size of the constituency. The maximum entitlement for Winnipeg Members is $4,091.00.

The maximums vary for Northern and Southern Members as set out in the following chart which outlines Travel Allowances for all Members.

Members' Travel Allowance
2007/2008

Constituency	Size of Constituency in km^2	Base Amount	Round Road Trip x 65 (Southern) Round Air Trip x 52 (Northern)	Total Travel Allowance
Winnipeg Constituencies				**$4,091.00**
Southern Constituencies:				
Brandon West	21.10	$5,453.00	$11,115.00	**$16,568.00**
Brandon East	52.30	$5,453.00	$11,166.00	**$16,619.00**
Steinbach	771.90	$5,453.00	$3,483.00	**$8,936.00**
Selkirk	986.50	$5,453.00	$2,152.00	**$7,605.00**
Springfield	1,145.70	$5,453.00	$820.00	**$6,273.00**
Gimli	1,226.00	$5,453.00	$4,764.00	**$10,217.00**
Portage la Prairie	1,630.10	$5,453.00	$4,559.00	**$10,012.00**
Pembina	2,018.50	$5,453.00	$6,659.00	**$12,112.00**
Morris	3,840.50	$9,294.00	$922.00	**$10,216.00**
Lakeside	4,356.70	$9,294.00	$3,586.00	**$12,880.00**
La Verendrye	5,071.30	$9,294.00	$1,383.00	**$10,677.00**
Minnedosa	5,354.40	$9,294.00	$13,164.00	**$22,458.00**
Carman	5,829.20	$9,294.00	$8,196.00	**$17,490.00**
Dauphin-Roblin	7,411.20	$12,389.00	$16,903.00	**$29,292.00**
Emerson	8,022.80	$12,389.00	$5,635.00	**$18,024.00**
Turtle Mountain	8,071.20	$12,389.00	$9,220.00	**$21,609.00**
Ste. Rose	9,428.80	$12,389.00	$11,269.00	**$23,658.00**
Arthur-Virden	9,900.00	$12,389.00	$14,957.00	**$27,346.00**
Russell	12,106.00	$12,885.00	$19,720.00	**$32,605.00**
Lac du Bonnet	13,970.00	$12,885.00	$3,996.00	**$16,881.00**
Swan River	38,273.90	$13,380.00	$23,818.00	**$37,198.00**
Interlake	49,445.90	$13,380.00	$6,915.00	**$20,295.00**
Northern Constituencies:				
Thompson		$13,145.00	$56,264.00	**$69,409.00**
Flin Flon		$13,145.00	$61,984.00	**$75,129.00**
The Pas		$13,145.00	$57,772.00	**$70,917.00**
Rupertsland		$13,145.00	$84,032.00	**$97,177.00**

A cost of living increase is added annually on April 1st to the maximum entitlement for Winnipeg Members and to the base amounts for Northern and Southern Members and to the annual maximum for out of province travel.

When the Travel Allowance is depleted, expenses can be incurred under the Constituency Allowance, if not depleted.

In 2004, Commissioner Backman identified a major inadequacy with the Travel Allowance program. The problem was that Southern Members, in particular, and also some Winnipeg Members were not being covered for their out of pocket expenses. As a result, they had to access their Constituency Allowance and ultimately fund their travel out of their own pocket. Some Members are required to drive tens of thousands of miles. Vehicles are quickly depreciated as Members are required to travel to and from the Legislature and to events throughout their constituency. Travel for Members' assistants comes out of the Member's allowance.

Certain changes to the formula were made in 2005 so as to slightly increase the maximum number of trips per year and by increasing the base amount.

However, the problems remain based on interviews with Members and administrative staff and based on a review of the travel statistics. Following are statistics indicating the number of Members depleting their Travel Allowance before year end.

2006/2007 Travel Allowance Depleted

Constituency (Winnipeg Members)	***Travel Allowance Entitlement***	***Depleted Travel Allowance in***	***Used Constituency Allowance***
St. Norbert	$4,014.00	February/07	Yes
Charleswood	$4,014.00	February/07	Yes
River East	$4,014.00	March/07	Yes
Southdale	$4,014.00	February/07	Yes
Minto	$4,014.00	January/07	Yes

Constituency (Southern Members)	***Travel Allowance Entitlement***	***Depleted Travel Allowance in***	***Used Constituency Allowance***
Turtle Mountain	$20,910.00	March/07	No
Russell	$31,363.00	January/07	Yes
Pembina	$11,672.00	October/06	Yes
Lakeside	$12,524.00	January/07	Yes
Portage la Prairie	$9,679.00	March/07	No
Steinbach	$8,658.00	December/06	Yes
Lac du Bonnet	$16,437.00	December/06	Yes
Arthur-Virden	$26,356.00	March/07	Yes
Emerson	$17,507.00	February/07	Yes
Carman	$16,900.00	March/07	No
Minnedosa	$21,616.00	January/07	Yes
Springfield	$6,129.00	March/07	No
Swan River	$35,739.00	March/07	Yes

During the 2006/07 fiscal year, 5 of the 31 Winnipeg Members (16%) depleted their Travel Allowance before year end. Of those all 5 (100%) claimed additional travel costs out of their Constituency Allowance.

13 of the 22 Southern Members (59%) depleted their Travel Allowance before fiscal year end. Of those, 9 (69%) claimed additional travel costs out of their Constituency Allowance. In some cases, Members did not wish to claim all additional travel out of their Constituency Allowance as they required those funds for other Constituency expenses.

No Northern Member depleted his Travel Allowance. Northern Members' Travel Allowance entitlements ranged from $70,515.00 to $96,099.00 for the 2006/07 fiscal year.

The amount of reimbursement, particularly for Southern Members requires modification. Members should not be forced to pay for work related travel "out of their own pocket". The greatest concern is travel within the constituency.

The method for reimbursing Members' travel expenses varies from province to province. Obviously, most of the Maritime Provinces are not comparable due to their smaller geographic area.

Ontario has a point system for travel entitlement between the place of residence and Queen's Park, but travel within the constituency is not capped. Members are

reimbursed at the rate of 0.45¢ per kilometre.

Saskatchewan has an annual accountable system for travel. Members from Regina receive a base amount of the sum of $30,000 kilometres multiplied by the highest amount per kilometre paid to Saskatchewan federal civil servants and $4,880.00.

The amounts paid to rural Members increases on a sliding scale based on the size of the constituency and the distance from the Legislature. For example, Members who represent a constituency of more than 2,000 square kilometres are eligible for a maximum reimbursement of the sum of the distance in kilometres for 52 round trips, plus 55,000 kilometres multiplied by the highest amount per kilometre paid during the year to federal civil servants and $9,760.00.

In Manitoba, fifteen Southern ridings are greater than 2,000 square kilometres.

The issue that needs to be addressed is travel within the constituency. One option to resolve the issue would be to increase the number of trips in the overall calculation, but this would not address the travel within the constituency, particularly the large Southern ones.

It is appropriate in the circumstances to increase the base amounts in Winnipeg and Southern Manitoba, and therefore the following changes are to be made to the Members' Travel Allowance.

Decision re Travel Allowance

(1) ***The base amount Travel Allowance for Winnipeg Members for this fiscal year be set at $5,500.00;***

(2) ***The Travel Allowance for Southern Manitoba Members outside Winnipeg be increased by fifty percent (50%) for this fiscal year.***

(3) ***The Travel Allowance for Northern Manitoba Members will remain as is.***

(iii) <u>Commuter Allowance</u>

Eligible Members may claim up to six (6) rounds trips each sessional week at the civil service mileage rate from the Member's residence in the constituency to the City of Winnipeg limits or up to two (2) round trips each non-sessional week.

Eligible Members can also claim up to twenty (20) overnight stays in Winnipeg per sessional period with a maximum of two (2) meals per overnight stay at civil service rates.

Members claiming this allowance cannot claim the Living Allowance or the Alternative Living Allowance.

<u>Decision re Commuter Allowance</u>

The Commuter Allowance will remain unchanged.

(iv) <u>Temporary Residence and Living Allowance</u>

Eligible Members may claim the following:

(a) <u>Temporary Residence Expenses</u> - up to a maximum of $1,078.00 per month for costs related to rental accommodation such as rent, parking, utilities, telephone services, furniture rental and related furniture rental costs, or for costs related to a second-owned home such as property taxes, mortgage interest, common element fees, home owners' insurance premiums, telephone services and utilities.

(b) <u>Living Allowance</u> - for each month that the Legislative Assembly is in

session, plus any month in which special or standing committees meet and for two additional months of the Member's choice; up to a maximum of $648.00 per month for living expenses such as dry cleaning and laundry services, apartment cleaning services, apartment contents insurance, telephone, meals at civil service rates and moving expenses.

For the remaining intersessional months in the fiscal year, a Member may claim up to a maximum of $136.00 per month for living expenses as described in b) above. This $648.00 allowance stays in place for the Speaker, the Executive Council, and Leaders of the Opposition Parties.

Members claiming the Living Allowance or the Alternative Living Allowance are not eligible for the Commuter Allowance expenses.

Non-Winnipeg Members with a temporary or second-owned residence are eligible for a Living Allowance on the terms set out above.

When a Membership in the Legislative Assembly ceases, the Member may claim costs for winding up their temporary or second-owned residence. Items included are rent, utilities, property taxes, telephone and moving expenses. Costs can be claimed for up to two months beyond the date that Membership closed. Most wind up costs are claimed under the Temporary Resident Expense portion of a Member's Living Allowance. Moving expenses are eligible expenses under the Living Expense portion of the Member's Living Allowance.

Cost of moving back to their constituency residence can be considerable. There is potential for the month in which a Member moves to be a non-sessional month in which the maximum Living Expenses is $136.00. This, in fact, occurred after the 2007 general election and I am advised Members were out-of-pocket for more moving expenses due to the timing of their move. In addition, current Members who are moving at the end of a lease may also face a similar problem.

In light of the above, it is appropriate in the circumstances to make a change as follows.

Decision re Moving Costs

Moving costs will be made an eligible expense claimable both under the Living Expense category and the Temporary Expense category up to the maximum monthly amounts available in both categories effective the date of this Report .

A non-Winnipeg Member with a temporary or second-owned resident is at present eligible for a Living Allowance which consists of two monthly maximums, one for Temporary Residence expenses and one amount for Living Expenses.

The existing regulation provides that Members can claim insurance costs. Members with a temporary residence claim insurance under the Living Expense category of their Living Allowance. Owners of a second residence must claim insurance costs under the Temporary Residence category of their Living Allowance.

The monthly maximum for Temporary Residence Expenses is $1,078.00 for each month of the fiscal year, whereas the monthly maximum for Living Expenses is $648.00 during the session/committee months plus two additional months of a Member's choice. This maximum is reduced to $136.00 for a remaining non-sessional month unless a Member of the Executive Council. As a result, Members renting a temporary residence usually do not claim for insurance costs as there is no room left for that expense under the Living Expense category.

The problem with the current system is that there is inconsistency in having insurance costs as an authorized expense under different expense categories. Certain Members are put at a disadvantage as a result.

Therefore, it is appropriate in the circumstances to make a change as follows.

Decision re Insurance Costs

Insurance costs for both temporary and second-owned residences will be made an authorized monthly expense that is claimable under the Living Expense category and the Temporary Residence category of the Living Allowance effective the date of this Report.

(v) Other Benefits

All existing salaries, benefits and allowances entitlements are to continue unless specifically changed by one of the decisions in this Report.

14. Accountability

It is imperative that there be full accountability and transparency in the reporting and disclosure of Members' pay and benefits.

The present system of reporting and disclosure addresses these requirements.

The Department of Finance includes a "Report of Amounts Paid to Members of the Assembly" each year in the Public Accounts of Manitoba. The amounts paid to each Member, inclusive of salaries, retirement benefits and reimbursement of expenses is set out in this Report.

In addition, the public can examine and take copies of records required to be maintained by the Legislative Assembly. The records include claims paid for reimbursement of expenses for Members, salary information, contributions to a LAPP,

RRSP or Tax Paid Trust, and the date of a Member's absence and whether the Speaker was provided with a satisfactory reason for the absence.

DATED this 19th day of December, 2007.

"Michael D. Werier"
Michael D. Werier
Commissioner

SUMMARY OF DECISIONS

DECISION RE MEMBER'S SALARY

(i) The basic annual salary for Members is set at $82,000.00 effective May 22, 2007.

(ii) The cost of living increase will continue to be applied on April 1st of each year until such time as a different decision is made. The cost of living increase will be calculated on the basis of the previous five-year moving average increase in the Manitoba Consumer Price Index ("CPI"). This increase will apply on April 1, 2008, and on April 1st each year thereafter until changed.

DECISION RE PREMIER'S SALARY

The Premier's additional compensation will be $67,018.00 effective May 22, 2007, resulting in a total compensation of $149,018.00. The cost of living increase will be applied to the new salary amount on April 1, 2008, and on April 1st thereafter until changed.

DECISION RE MINISTERS, SPEAKER, LEADER OF THE OFFICIAL OPPOSITION, LEADER OF THE SECOND OFFICIAL OPPOSITION SALARIES

The Ministers, Speaker, and Leader of the Official Opposition's additional compensation over and above the basic Member's salary will be $44,018.00, resulting in total compensation of $126,018.00. The increase is to be effective May 22, 2007. The additional compensation to the Leader of the Second Opposition and the Minister without portfolio over and above the basic MLA salary will be $39,018.00, resulting in total compensation of $121,018.00. The increase is to be effective May 22, 2007. The cost of living increase will apply on April 1, 2008, and on April 1st thereafter until changed.

DECISION RE ADDITIONAL SALARIES - SPECIAL POSITIONS

These positions receive an annual cost of living increase as set out earlier, and this should continue into the future, until changed.

There will not be any change to the base amounts paid to Members for performing these roles.

DECISION RE PENSIONS

There are to be no changes to the LAPP.

DECISION RE SEVERANCE PAY

While the provisions are not as generous as many provinces, for those Members who choose not to run, these provisions have been in place for a couple of years. There is no compelling reason to make a change at this time.

DECISION RE CELLULAR PHONES

(1) Cell phones are to be removed as a capital item under the Constituency Allowance. They will be allowed to be claimed under the Office Operation category as a consumable item.

Members will still have the option of purchasing a Blackberry under the MLA Blackberry plan and can still apply the cost to their own Constituency Allowance.

Members can purchase a warranty with a new phone and claim the warranty cost under their Constituency Allowance.

(2) Cell phone monthly charges cannot be claimed as an allowable expense during an election period.

DECISION RE CONSTITUENCY ASSISTANT EXPENSE

(1) The basic Constituency Allowance will remain as is for the three regions, including the cap on representation expenses;

(2) A separate Constituency Assistant Expense will be established separate and apart from the Constituency Allowance effective April 1, 2008. The rate will be set at $3,000.00 per month, plus the cost of benefits provided to assistants under the present system. The Member will be able to use their Constituency Allowance to supplement that amount and will be able to hire one or more assistants as required. Benefits will include a severance provision of one (1) week's pay for every year of service up to a maximum of eight (8) weeks' pay for eight (8) years continuous service or more.

(3) All expenses will be updated annually on April 1st by the annual change in the Manitoba CPI.

DECISION RE TRAVEL ALLOWANCE

(1) The base amount Travel Allowance for Winnipeg Members for this fiscal year be set at $5,500.00;

(2) The Travel Allowance for Southern Manitoba Members outside Winnipeg be increased by fifty percent (50%) for this fiscal year.

(3) The Travel Allowance for Northern Manitoba Members will remain as is.

DECISION RE COMMUTER ALLOWANCE

The Commuter Allowance will remain unchanged.

DECISION RE MOVING COSTS

Moving costs will be made an eligible expense claimable both under the Living Expense category and the Temporary Expense category up to the maximum monthly amounts available in both categories effective the date of this Report.

DECISION RE INSURANCE COSTS

Insurance costs for both temporary and second-owned residences will be made an authorized monthly expense that is claimable under the Living Expense category and the Temporary Residence category of the Living Allowance effective the date of this Report.

DECISION RE OTHER BENEFITS

All existing salaries, benefits and allowances entitlements are to continue unless specifically changed by one of the decisions in this Report.

MEMBERS' INDEMNITIES - 1974 to Current Fiscal Year

YEAR		INDEMNITY	ALLOWANCE (TAX-FREE)	TOTAL	INCREASE/ DECREASE
1974		$ 9,600.00	$ 4,800.00	$ 14,400.00	--
1975	Basic	$ 9,600.00	$ 4,800.00	$ 14,400.00	
	COLA	1,049.41	524.71	1,574.12	10.9%
		$10,649.41	$ 5,324.71	$ 15,974.12	
1976	Basic	$10,649.41	$ 5,324.71	$15,974.12	
	COLA	918.49	459.47	1,378.41	8.6%
		$11,568.35	$ 5,784.18	$17,352.53	
1977	Basic	$11,568.35	$ 5,784.18	$17,352.53	
	COLA	631.16	315.58	946.74	5.5%
		$12,199.51	$ 6,099.76	$18,229.27	
1978	Basic	$12,199.51	$ 6,099.76	$18,229.27	
	Stat. Adjust	.49	.24	.73	
	COLA	0.00	0.00	0.00	0.0%
		$12,200.00	$ 6,100.00	$18,300.00	
1979	Basic	$12,200.00	$ 6,100.00	$18,300.00	
	COLA	1,047.49	523.74	1,571.23	8.6%
		$13,247.49	$ 6,623.74	$19,871.23	
1980	Basic	$13,247.49	$ 6,623.74	$19,871.23	
	COLA	1,319.76	659.88	1,979.64	10.0%
	Stat. Adjust	1,752.51	876.26	2,628.77	
		$16,319.76	$ 8,159.88	$24,479.64	
1981	Basic	$16,319.76	$ 8,159.88	$24,479.64	
	(COLA)	1,646.50	823.25	2,469.75	10.0%
		$17,966.26	$ 8,983.13	$26,949.39	

1982	Basic	$17,966.26	$ 8,983.13	$26,949.39	
	COLA	1,977.83	988.91	2,966.74	11.0%
		$19,944.09	$ 9,972.04	$29,916.13	
1983	Basic	$19,944.09	$ 9,972.04	$29,916.13	
	COLA eff. June 18/83	1,272.02	636.01	1,908.03	6.3%
		$21,216.11	$10,608.05	$31,824.16	
1984	Basic	$21,216.11	$10,608.05	$31,824.16	
	Defrd COLA	403.32	201.66	604.98	
	Basic	$21,619.43	$10,809.71	$32,429.14	
	COLA	880.24	440.12	1,320.36	4.0%
		$22,499.67	$11,249.83	$33,749.50	
1985	Basic	$22,499.67	$11,249.83	$33,749.50	
	COLA	748.49	374.25	1,122.74	3.3%
		$23,248.16	$11,624.08	$34,872.24	
1986	Basic	$23,248.16	$11,624.08	$34,872.24	
	COLA	887.52	443.76	1,331.28	3.8%
		$24,135.68	$12,067.84	$36,203.52	
1987	Basic	$24,135.68	$12,067.84	$36,203.52	
	COLA	878.00	439.00	1,317.00	3.6%
		$25,013.68	$12,506.84	$37,520.52	
1988	Basic	$25,013.68	$12,506.84	$37,520.52	
	COLA	890.67	445.33	1,336.00	3.6%
		$25,904.35	$12,952.17	$38,856.52	
1989	Basic	$25,904.35	$12,952.17	$38,856.52	
	COLA	878.00	439.00	1,317.00	3.4%
		$26,782.35	$13,391.17	$40,173.52	

1990	Basic	$26,782.35	$13,391.17	$40,173.52	
	COLA	1,181.00	591.00	1,772.00	4.4%
		$27,963.35	$13,982.17	$41,945.52	
1991	Basic	$27,963.35	$13,982.17	$41,945.52	
	COLA	Statutory increase declined.			0.0%
		$27,963.35	$13,982.17	$41,945.52	
1992	Basic	$27,963.35	$13,982.17	$41,945.52	
	COLA	954.00	477.00	1,431.00	3.4%
		$28,917.35	$14,459.17	$43,376.52	
1993	Basic	$28,917.35	$14,459.17	$43,376.52	
	COLA	534.00	267.00	801.00	1.8%
	Basic	$29,451.35	$14,726.17	$44,177.52	
	Reduction	1,119.17	559.58	1,678.74	(3.8%)
		$28,332.18	$14,166.59	$42,498.77	
1994	Basic	$28,332.18	$14,166.59	$42,498.77	
	COLA	436.00	218.00	654.00	1.48%
	Basic	$29,887.35	$14,944.17	$44,831.52	
	Reduction	1,106.94	553.49	1,660.43	(3.70370%)
		$28,780.41	$14,390.68	$43,171.09	
1995 A. [1]	Basic	$29,887.35	$14,944.17	$44,831.52	
	COLA	52.00	26.00	78.00	0.174%
		$29,939.35	$14,970.17	$44,909.52	
1995 B. [2]	Basic			$56,500.00	

1996	Basic	$56,500.00	
	COLA	565.00	1.0%
		$57,065.00	
1997	Basic	$57,065.00	
	COLA	1,199.00	2.1%
		$58,264.00	
1998	Basic	$58,264.00	
	COLA	991.00	1.7%
		$59,255.00	
1999	Basic	$59,255.00	
	COLA	1,897.00	3.2%
		$61,152.00	
2000	Basic	$61,152.00	
	COLA	367.00	0.6%
		$61,519.00	
2001	Basic	$61,519.00	
	COLA	2,031.00	3.3%
		$63,550.00	
2002	Basic	$63,550.00	
	COLA	700.00	1.1%
		$64,250.00	

2003	Basic	$64,250.00	
	COLA	1,285.00	2.0%
		$65,535.00	
2004	Basic	$65,535.00	
	COLA		*
		$65,535.00	

*** Note: Commissioner recommended that 1.4% COLA be given up. Legislature accepted that recommendation and appointed a Pay Commissioner to make pay decisions.**

2005	Basic	$65,535.00	
As at April 1	COLA	1,638.00	2.5%
		$67,143.00	
2006	Basic	$67,173.00	
2006	Adjustment to base per Commissioner	4,827.00	7.2%
2006	Adjusted Basic	$72,000.00	
	COLA	1,512.00	2.1%
		$73,512.00	
2007	Basic	$73,512.00	
As at April 1	COLA	1,470.00	2.0%
		$74,982.00	

1. Prior to April 25, 1995 General Election.
2. Subsequent to April 25, 1995 General Election.

Note: COLA for fiscal year 2006/07 is applied using a five year average for CPI for Manitoba.

JURISDICTIONAL COMPARISON OF MEMBERS' SALARIES - 2007

MEMBERS' SALARIES	BC	AB	SK	MB	ON	QC	NB	NS	PE	NL	YT	NU	NT	HC
Basic Salary	$98,000	$49,836	$82,110	$74,982	$113,100	$82,073	$45,347	$81,805	$62,500	$92,580	$38,985	$68,543	$90,199	$150,800
Tax - Free Allowance[1]		$24,918				$14,467	$18,139				$17,019	$1,000	$6,988	
Tax - Free Allowance [2]											$19,492		$10,797	
Speaker	$49,000	$61,140	35,830	$30,957	$35,287	$61,555	$30,369	$44,963	$36,800	$52,497	$7,049	$59,005	$31,760	$72,200
Deputy Speaker	$34,300	$30,588	$12,218	$8,670	$16,739	$28,726	$9,415	$22,481	$18,400	$26,246	$5,287	$6,876	$6,352	$37,500
Dep. Chair - Cmte Whole House	$19,600	$15,288	$6,109	$6,193	$12,328	n/a				$13,123		$3,993	$3,812	$15,200
Govt. House Leader			$12,218	$8,670		$61,555			$11,800					
Government Whip	$19,600	$10,404	$12,218	$6,193	$20,697	$28,726	$9,415		$3,500	$13,123				$27,200
Chair of Full Caucus (all Mbrs.)												$2,329		
Government Caucus Chair	$19,600			$5,338	$14,138	$20,518				$13,123				$10,700
Leader Official Opposition	$49,000	$61,140	$41,804	$30,957	$62,431	$61,555	$40,491	$44,963	$43,700	$52,497	$21,147			$72,200
Off. Opp. House Leader	$19,600	$13,008	$12,218	$6,193	$20,697	$28,726			$4,150	$26,246				$37,500
Off. Opp. Whip	$19,600	$7,788	$12,218	$4,956	$15,834	$24,622	$4,707		$3,500	$13,123				$27,200
Off. Opp. Caucus Chair	$19,600			$5,338	$14,138	$18,466				$13,123				$10,700
Leader 2nd Opposition	$24,500	$27,156	$20,902	$24,765	$40,377	$28,726	$12,000	$22,481		$18,367	$4,229			$51,400
2nd Opp. House Leader	$9,800	$10,404	$6,109	$4,956	$17,644	n/a								$15,200
2nd Opp. Whip	$9,800	$6,492	$6,109	$3,718	$14,251	$16,415	$500							$10,700
2nd Opp. Caucus Chair	$9,800			$5,338	$12,780	n/a								$5,500
Legislative Assistants			$12,218	$3,718	$16,173	$16,415								
Premier	$88,200	$77,784	$59,718	$49,527	$89,688	$86,177	$60,735	$83,682	$68,000	$70,300	$28,971	$70,097	$68,602	$150,800
Ministers	$49,000	$61,140	$41,804	$30,957	$47,841	$61,555	$40,491	$44,963	$43,700	$52,497	$21,147	$59,005	$48,275	$72,200
Ministers without Portfolio	$34,300	$27,156		$24,765	$21,715	$61,555	$30,369	$44,963						
Permanent Chr - max per year	$14,700		$12,218	$3,718	$15,834	$20,518				per diem		$3,438	$5,628	$10,700
Permanent Vice Chr-max per yr.	$9,800		$6,109	$3,098	$9,048	$16,415				no max				$5,500

Yukon - [1] Within Whitehorse [2] Outisde Whitehorse and Members of Executive Council

Northwest Territories - [1] Within commuting distance [2] Beyond commuting distance and Members of Executive Council

Prince Edward Island - [1] All Mbrs. except Premier [2] Premier

Note 1: See comments on reverse side.

Note 2: Yukon special pay not yet received at time of printing.

12/10/2007

JURISDICTIONAL COMPARISON OF MEMBERS' SALARIES - 2007

Cell: B2
Comment: BC Basic Salary -
Increase recommended by Commission April 2007

Cell: D2
Comment: Saskatchewan - Basic Salary - Post Election Amount - Tax Free Allowance abolished.

Cell: F2
Comment: Ontario Basic Salary - LAAct amended Dec 21/06 to provide that MLA pay is 75% of MP pay.

Cell: K2
Comment: Newfoundland Basic Salary - Recommendation of Green Report

Cell: H3
Comment: New Brunswick Tax-Free Allowance - Usually this amount is 50% of basic salary, but the LA Act only allows 40% - decision to leave at 40% this year pending continuation of tax-free allowance.

Cell: M3
Comment: Nunavut Tax-Free Allowance - Not an additional amount - $1,000 tax free of the above basic indemnity.