
**2014 REVIEW OF MEMBERS'
COMPENSATION AND
BENEFITS**

**PRESENTED BY THE INDEPENDENT COMMISSION TO
REVIEW MEMBERS' COMPENSATION AND BENEFITS**

MARCH 31, 2014

March 31, 2014

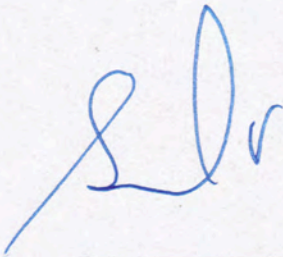
The Honourable Jackie Jacobson
Speaker of the NWT Legislative Assembly

Dear Mr. Speaker,

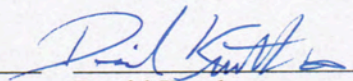
The Independent Commission to Review Members' Compensation and Benefits was established in August, 2013, pursuant to Section 35.1 of the *Legislative Assembly and Executive Council Act*, to review compensation and benefits provided to Members of the Legislative Assembly of the Northwest Territories.

We are pleased to inform you that we have completed our deliberations in these matters. In accordance with Section 35.1 (2) (b) of the *Legislative Assembly and Executive Council Act*, please accept our final report.

Sincerely



Geoffrey P. Wiest
Commission Chair



David Krutko
Commissioner



Gregory J. Nyuli
Commissioner

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2014 INDEPENDENT REVIEW OF MEMBERS' COMPENSATION AND BENEFITS

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INTRODUCTION

I THE COMMISSION

The 2013 Independent Commission to Review Members' Compensation and Benefits was appointed in June, 2013 by the Honourable Jackie Jacobson, Speaker of the NWT Legislative Assembly. The Commission was tasked with reviewing the indemnities, allowances, expenses and benefits provided to the Members of the NWT Legislative Assembly and reviewing the procedures required to ensure public accountability.

The establishment of the Commission fulfills the requirements of Section 35.1 of the *Legislative Assembly and Executive Council Act* which provides for the establishment of a Commission to review MLAs' indemnities, allowances, expenses and benefits within two years of a general election. According to the legislation, the Commission is required to complete the review and submit a report to the Speaker, outlining any changes, within 10 months of its appointment. Upon receiving the report, the Speaker is required to table the report before the Legislative Assembly. The Legislative Assembly is not obligated to accept all or any of the recommendations of the report.

During the conduct of the review, the Commission relied on the staff of the NWT Legislative Assembly to provide information, research and other support services. We would like to thank the Acting Clerk of the Legislative Assembly, Ms. Colette Langlois and her staff, particularly Principal Clerk, Operations, Ms. Gail Bennett. We would also like to thank the Members of the NWT Cabinet, the MLAs and the members of public who took the time to give us their thoughts on the indemnities, allowances, expenses and benefits provided to MLAs.

II COMMISSION MEMBERS

Mr. Geoffrey P. Wiest (Chair): Mr. Wiest was called to the bar in Saskatchewan in July, 1995. He moved to Yellowknife in April, 1989 and became a member of the Law Society of the Northwest Territories shortly after his arrival. He has practiced law in the Northwest Territories and Nunavut ever since. His practice areas include corporate-commercial law, commercial real estate, securities and Aboriginal law. Mr. Wiest has been involved in a number of community organizations, including various Law Society committees, the Canadian Bar Association Northwest Territories Branch, the Board of Side Door Ministries, Holy Trinity Anglican Church Vestry, Coast Guard Auxiliary and the Marine Rescue Society.

Mr. David Krutko: Mr. Krutko served as the MLA for Mackenzie Delta from 1995 until 2011. During that time, he served as Chair of a number of standing and special committees, Speaker of the House and as a Member of Cabinet. Mr. Krutko has also worked as a negotiator on the *Dene-Metis Land Claim Agreement*, the *Gwich'in Agreement* and the *Sahtu Agreement*. He has served as the vice president of the Metis Nation of the Northwest Territories, vice president of the Mackenzie Delta Tribal Council (now known as the Gwich'in Tribal Council), president of the Fort McPherson Metis Local, president of the Fort McPherson Hunters and Trappers Association, councillor with the Fort McPherson Indian Band (now known as the Tetlit Gwich'in Council), councillor with the Hamlet of Fort McPherson, director of the Mackenzie Delta-Beaufort Sea Regional Planning Commission, member of the Gwich'in Land and Water Board, member of the Mackenzie Valley Land and Water Board, director of the Metis Development Corporation and co-Chair of the Northwest Territories Tourism Training Group.

Mr. Gregory J. Nyuli: Gregory J. Nyuli is a former Chief and member of the Deh Gah Got'ie First Nation located in Ft. Providence, N.T. Mr. Nyuli has experience related to First Nation negotiations, management, administration and economic development over the past 25 years. Mr. Nyuli currently represents the Dehcho First Nation on the Denendeh Development Corporation and operates his own consulting business, Dorman Services and Consulting.

III COMMISSION TERMS OF REFERENCE

Pursuant to Section 35.1 of the *Legislative Assembly and Executive Council Act*, within two years after the polling day for a general election, the Speaker, on the recommendation of the Board of Management, shall establish an independent commission and appoint as its members three individuals who are independent, neutral, and knowledgeable.

The last comprehensive review of Members' compensation and benefits occurred in 2009, with a report tabled in May 2010. The recommendations from this report resulted in a number of changes to legislation, regulations and Board of Management policies.

1. Purpose

The Commission shall:

- Review and assess the indemnities, additional indemnities, allowances, expenses and benefits provided to Members and Ministers to determine the adequacy and appropriateness of the amounts provided by way of:
 - *Legislative Assembly and Executive Council Act*
 - *Indemnities, Allowances and Expense Regulations*
 - *Legislative Assembly Retiring Allowances Act*
 - *Supplementary Retiring Allowances Act*
 - *Board of Management Policies*
- Review and assess specific items referred to the Commission by the Board of Management.
- Review and assess the reporting requirements and procedures for Members' and Ministers' expenditures to determine the level of accountability acceptable to the public.
- Review any other matter that the Commission considers relevant respecting the compensation, allowances, and benefits provided to all Members and Ministers.

- Provide to the Speaker a report setting out any recommendations for change that the commission determines should be made to Members' or Ministers' indemnities, allowances, reimbursements, and other benefits.

2. Guiding Principles

1. No Member should seek to serve in public office for purely financial gain. Although reasons may vary considerably, the underlying motivation for election must be to serve and improve the well-being of the people of the Northwest Territories.
2. The system of remuneration must be transparent, open, and provide an easy to understand system of remuneration to the Members of the Legislative Assembly and Members of the Executive Council while providing a high degree of accountability to the people they serve.
3. Remuneration packages, particularly with respect to living, travel and transportation costs, need to be sensitive to the regional differences of job related expenses in order to ensure these factors do not become prohibitive for any Member to represent their constituents.
4. The requirement to be available and accountable 24 hours a day, seven days a week, coupled with the lack of job security associated with an election every four years ensures that only certain individuals can consider running for public office. A position of such importance in our democratic system, with such wide-ranging responsibility, should be fairly compensated in order to attract qualified and committed individuals.

3. Composition

The Commission shall consist of three individuals who are independent, neutral, and knowledgeable. Preferably the commission shall consist of a former Member, a professional with relevant financial or legal designations and experience, and an interested member of the public.

Appointments to the Commission will also take into account regional representation within the NWT.

The Speaker, on the recommendation of the Board of Management, shall appoint one of the three Commission Members to serve as Chair.

4. Responsibilities

The Commission will be responsible for:

- Collecting and analyzing research materials from previous commissions, other legislative jurisdictions and positions of comparable responsibility within the public and private sectors.
- Seeking public input and soliciting Members' submissions.
- Reviewing and making recommendations on the following areas of Members' and Ministers' remuneration, or any other areas the Commission considers relevant, including but not restricted to:
 - Indemnities Payable to Every Member
 - Indemnities Payable to Office Holders
 - Non-taxable Allowance for Expenses
 - Constituency Work Expense Allowance and Permissible Expenditures
 - Duty Travel & Meals
 - All Travel Allowances
 - Northern Living Allowance
 - Leave and Vacation Allowance
 - Transition Allowance
 - Pension & Benefits Entitlements
 - Telecommunications & Computer Equipment Allowances
 - Acquisition of Office Inventory Items on Expiry of Office
 - Capital Accommodation and Furniture Allowances
 - Automatic Adjustment to All Allowances
 - Specific Items Referred by the Board of Management

5. Report

The Commission shall, within ten months after the day the Commission is established deliver a report to the Speaker that sets out any recommendations for change it determines should be made to the indemnities, allowances, reimbursements, and all other benefits Members are entitled to.

6. Finance and Administration

The Clerk of the Legislative Assembly will provide administrative services and support to the Commission as required. The Commission may seek the assistance of consultants to provide it with advice and analysis and to ensure an arms-length relationship with the Legislative Assembly.

The Speaker, on the recommendations of the Board of Management, will approve funding for the Commission. The Commission will ensure expenditures do not exceed the allotted funds.

7. Remuneration

The Speaker, on the recommendations of the Board of Management, may approve honoraria and reasonable expenses to attend meetings for Members of the Commission, including the Chair.

8. Termination

An appointment of an individual to the Commission terminates on the day the report is laid before the Legislative Assembly, unless the appointment is earlier revoked or otherwise terminated.

IV PREVIOUS COMMISSIONS

Three previous reviews of Members' compensation and benefits have taken place since the 19-member Legislative Assembly was elected following division of the territory and the creation of Nunavut in 1999. Reviews were conducted in 2001, 2005 and 2009. The Commission builds on the work of these previous reviews.

V METHODOLOGY

The Commission took the follow steps to conduct this review:

1. Reviewed the indemnities, allowances, expenses and benefits that are currently provided to Members of the NWT Legislative Assembly.
2. Reviewed the work and recommendations of previous Commissions.
3. Wrote the Board of Management and asked if there were any issues it wanted to refer to the Commission. The Board did not refer any issues.
4. Reviewed the indemnities of Members of legislative bodies in other Canadian jurisdictions.¹
5. Obtained and reviewed information from NWT Legislative Assembly staff about issues pertinent to the review.
6. Conducted meetings with interested Members of the NWT Legislative Assembly to obtain their input into the indemnities, expenses and allowances of Members.²
7. Solicited input from members of the public through media advertising, public service announcements and the Commission's website.³

¹ See Appendix I for jurisdictional comparison chart.

² See Appendix II for list of MLAs who met with the Commission.

³ See Appendices III, IV, IV, V & VI for newspapers advertisements, public service announcements and Commission website.

8. Conducted a thorough analysis of all the information received from various sources to develop recommendations for improvement.
9. Prepared a report outlining the Commission's work, discussions and recommendations.

THE NORTHERN POLITICAL LANDSCAPE

I CONSENSUS GOVERNMENT

The Northwest Territories has one of only two consensus governments in Canada. Unlike a party system where candidates run for office on a party platform, in a consensus system all candidates run as independents.

After an election, the 19 MLAs come together for a territorial leadership meeting to elect a Speaker, Premier and six Ministers. By convention, two MLAs from the northern NWT, two MLAs from the southern NWT, and two MLAs from Yellowknife are elected as Ministers. The Premier and Ministers form the Executive Council (Cabinet) and take over responsibility for the overall management and direction of government departments, corporations and agencies. Members of the Cabinet remain accountable to the Legislative Assembly which retains the authority to remove them from office.

Consensus government has been compared to a permanent minority government. The 11 MLAs who are not elected as Speaker, Premier or Ministers are known as regular MLAs. They outnumber the Cabinet and act as the unofficial opposition. Similar to party systems, the House has a question period where regular MLAs question and challenge the Ministers about legislation and the activities and policies of government departments and agencies.

The distribution of power in consensus government ensures that Ministers and regular MLAs must work in co-operation to approve the legislation, policies and budgets that comprise the business of government. Much of this consensus building takes place behind the scenes where there is much more communication between Regular Members and Cabinet than in party systems. All legislation, major policies and proposed budgets pass through the Regular Members' standing committees before coming to the House and this gives the Regular Members an opportunity to make changes before they become public. The House operates under the

principle of majority rule so any bills or motions presented by Cabinet require the support of at least three regular MLAs before they can be passed.

Regular MLAs and Members of Cabinet also continue to meet as equals, throughout the term of the Legislative Assembly, in Caucus which consists of all 19 Members of the House.

II CULTURE AND LANGUAGE

The Northwest Territories is comprised of both Aboriginal and non-Aboriginal peoples. A significant number of Aboriginal residents live in small, isolated communities where they keep in touch with their traditional lifestyle and still speak their original language. For some, the Aboriginal language is only language in which they are fluent. The significance of Aboriginal languages is recognized in the *Official Languages Act* which sets out 11 Official languages for the NWT. Because the Aboriginal worldview differs from the dominant non-Aboriginal worldview, people in small Aboriginal communities have different expectations of their leaders than people in larger communities. For example, in smaller communities people expect their MLAs to be in attendance at important community events such as funerals and it is the custom for food to be served at meetings. Interpretation services are often required. As a result, MLAs representing smaller communities have a different set of challenges from those MLAs representing larger communities.

III CONSTITUENCIES

There are 19 constituencies in the NWT. Of these, 12 are located outside of Yellowknife and seven constituencies have more than one community. The constituencies that include more than one community are spread over large geographic areas. With the exception of the Deh Cho communities most of which are connected by an all-weather road system, all multi-community ridings rely on air travel for their contact with the outside world for much of the year. MLAs representing constituencies outside of Yellowknife face additional challenges as a result of the isolation of the communities in their ridings.

Constituencies⁴	Communities
Deh Cho	Enterprise, Fort Providence, Hay River Reserve, Kakisa
Hay River North	Hay River
Hay River South	Hay River
Inuvik Boot Lake	Inuvik
Inuvik Twin Lakes	Inuvik
Mackenzie Delta	Aklavik, Fort McPherson, Tsiigehtchic
Monfwi	Behchoko, Gameti, Wekweeti, Wha Ti
Nahendeh	Fort Liard, Fort Simpson, Jean Marie River, Nahanni Butte, Trout Lake, Wrigley
Nunakput	Ulukhaktok, Paulatuk, Sachs Harbour, Tuktoyaktuk
Range Lake	Yellowknife
Thebacha	Fort Smith
Sahtu	Colville Lake, Deline, Fort Good Hope, Norman Wells, Tulita
Tu Nedhe	Fort Resolution, Lutsel'ke
Yellowknife Centre	Yellowknife
(Yellowknife) Frame Lake	Yellowknife
(Yellowknife) Great Slave	Yellowknife
(Yellowknife) Kam Lake	Yellowknife
(Yellowknife) Range Lake	Yellowknife
Yellowknife South	Yellowknife
(Yellowknife) Weledeh	Dettah, Ingraham Trail, N'dilo, Yellowknife

⁴ As a result of a recommendation of the NWT Electoral Boundaries Commission, adopted by the NWT Legislative Assembly in 2013, electoral boundaries are scheduled to change in 2015. The total number of constituencies is expected to remain at 19 but the communities of Dettah and N'dilo are expected to move from the riding of Weledeh to the riding of Tu Nedhe. In addition, riding boundaries are expected to be moved in some communities to ensure a more even distribution of population between ridings.

THE JOB OF AN MLA

I LEGAL QUALIFICATIONS TO BE AN MLA

An MLA must be elected by the electorate in the constituency he/she seeks to represent in either a general election or a by-election (held mid-term to fill a vacancy created by the resignation or death of an MLA). According to the *Elections and Plebiscites Act* which sets out the rules for elections in the NWT, to be a candidate in an NWT election an individual:

- Must be a Canadian citizen on or before the day on which his/her nomination paper is filed.
- Must be over the age of 18 on or before the day on which his/her nomination paper is filed.
- Must have lived in the Northwest Territories for a year on or before the day on which his/her nomination paper is filed. (While a candidate is required to live in the NWT, he/she is not required to live in the constituency which he/she is seeking to represent.)
- Must not have been convicted of a major election offense for five years prior to the filing of his/her nomination papers.
- Must not hold the office of Chief Electoral Officer.
- Must not be a member of the Parliament of Canada or the Legislative Assembly of any Canadian Province.
- Must not be imprisoned in a correctional institution.

There are no legislated job qualifications for the office of MLA. He/she is not required to speak any particular language or to have any educational or professional qualifications. It is entirely up to the voters to determine if an individual has the qualifications to be an MLA.

II REPRESENTING CONSTITUENTS

The Northwest Territories is a representative democracy where MLAs are elected to serve the people by representing their constituents in the Legislative Assembly and by developing legislation, policies and services for the well-being of all the residents of the territory. This is done through participation in regular sessions of the Assembly, working on Assembly committees, attending public functions and meetings, and interacting with the people in their constituencies. Members of the Legislative Assembly are accountable to their constituents, who indicate their satisfaction (or dissatisfaction) with their performance, in the next election.

While the Government of the Northwest Territories provides allowances and remuneration to MLAs to allow them to fulfill the responsibilities and obligations of their office, MLAs are not considered employees of the government. MLAs may be disciplined, suspended or expelled by the Legislative Assembly as a whole, but they can only be removed from office if they cease to fulfill one of the requirements for candidacy listed in the *Elections and Plebiscites Act*.

MLAs are vital to the functioning of a free and democratic society. They make laws and oversee program development for the 42,000 people in the territory. Their decisions involve millions of dollars and affect the quality of life of people, as well as the long-term success of the territory. They must always seek to balance competing interests.

Because MLAs are employed by, and work for, the people, both their public and private lives, and often those of their families, are under constant public scrutiny.

III CODE OF CONDUCT

A Member of the Legislative Assembly is expected to follow a Code of Conduct which includes, among other things, provisions that an MLA should hear the voices of all the people; respect the traditions of the Northwest Territories when building new ways for the future; work for the common good; promote equality; respect the land and its inhabitants; and act with integrity, honesty, fairness and courtesy. MLAs are also expected

to strike a balance between the concerns of their constituents and the good of the territory as a whole.

IV OTHER EMPLOYMENT

MLAs are expected to act with integrity, objectivity and impartiality in order to maintain public confidence in the Government of the Northwest Territories and the Legislative Assembly. They are prohibited, through conflict of interest legislation, from conducting business activities in which they, or their families, may stand to gain from decisions they make, or information they may have as legislators.

Although MLAs who become Ministers may not engage in other occupations when they serve in the capacity of Minister, regular MLAs are free to engage in business activities that do not present a conflict.

While MLAs are permitted to engage in non-conflicting business activities, in practice maintaining another business can be unrealistic. In the distant past, the job of an MLA was considered a part-time occupation that was carried out as a public service for little compensation. It was expected that an MLA would continue with his own business and employment while he/she served as an MLA. In today's complex world, the job of an MLA is now viewed as a full-time occupation. MLAs usually step down from their customary occupations while they are serving as MLAs. This interruption of work may result in a loss of pension and other benefits as well as opportunities for advancement. It may be difficult or impossible for them to resume their former occupations once their terms as MLAs have ended.

V LEGISLATIVE ASSEMBLY SESSIONS

Participation in the sessions of the Legislative Assembly is the most prominent part of an MLA's job. This fulfills one of the principles of a democratic system of government: that the business of governing should be conducted in a public and transparent manner. The Legislative Assembly is required by law to hold a minimum of two sessions a year. In practice, the Assembly holds three sessions, of varying lengths, each year. Although sitting days are typically scheduled on weekday

afternoons, they may extend into evenings and weekends. The quorum for the Legislative Assembly is a majority of Members.

VI COMMITTEE WORK

While committee work is a staple of all modern legislatures, in the NWT's consensus system, committee work is particularly important. Committees are extensions of the Legislative Assembly and exercise the duties delegated to them by the House. They can report their findings to the House only. It is in committees and Caucus that much of the hard work of building consensus takes place. Committees allow MLAs to discuss and study issues in detail on a more informal basis than is possible in Legislative Assembly sessions.

There are three different kinds of Legislative Assembly committees:

1. The Committee of the Whole is the Assembly itself in a less formal gathering. It has more flexible rules to allow MLAs to publicly discuss bills and other House business in detail. The Deputy Speaker, rather than the Speaker, presides over the proceedings of the Committee of the Whole.
2. Standing committees are permanent committees that are comprised of regular MLAs and that are set up at the beginning of each Assembly. Standing committees review government legislation, budgets and other matters of concern to government. They may meet with Ministers or representatives from government departments, meet *in camera* or conduct public hearings. Standing committees in the 17th Assembly of the NWT include:
 - Standing Committee on Priorities and Planning (all 11 regular MLAs are members)
 - Standing Committee on Economic Development and Infrastructure (Six members; three alternate members)
 - Standing Committee on Rules and Procedures (Five members; three alternate members)
 - Standing Committee on Government Operations (Five members; three alternate members)

- Standing Committee on Social Programs (Five members; three alternate members)
3. Special committees, comprised of a small number of regular MLAs, are set up to deal with specific matters that have not been assigned to standing committees. They are dissolved when their final report is presented to the House.

Each regular MLA is appointed to sit on one or more committees and may also serve as an alternate member for other committees when needed to make a quorum. Committees must have a quorum of a majority of their members in order to conduct their business. Committees vary in size and the amount of work required of their members. Some committees meet frequently while others meet less often, depending on their responsibilities and workload. MLAs are assigned to committees by the Striking Committee which is comprised of five members.

Each Legislative Assembly committee elects an MLA to serve as Chair and an MLA to serve as Deputy Chair. The committee Chairs are responsible for running the meetings and for ensuring that all Members on the committee are fulfilling their obligations to that committee.

VII BOARD OF MANAGEMENT

Ministers and MLAs may also be appointed to the Board of Management which is chaired by the Speaker. This Board oversees the internal affairs of the Legislative Assembly and the Striking Committee. Chaired by the Speaker of the House, the Board of Management has four members and four alternates.

VIII CAUCUS

In addition to membership on committees, all Ministers and regular MLAs take part in Caucus. Caucus is a function of consensus government. It provides a forum where all MLAs, regardless of the position they hold, meet *in camera* to build consensus. The Caucus has regularly-scheduled

meetings during session and meets at least twice a year when the House is not in session.

IX SPEAKER OF THE HOUSE

The Speaker holds the position of highest authority in the Legislative Assembly and his/her role is pivotal to the orderly conduct of business in the House. The Speaker acts as the spokesperson of the Assembly in its relations with authorities outside the Legislature and welcomes visitors to the Assembly. He/she is responsible for presiding over the debates of the House in an impartial manner. The Speaker ensures the orderly flow of business in the Assembly by enforcing the rules of procedure which the Assembly has made for itself.

In order to govern the House effectively, the Speaker must always be impartial, and be seen to be impartial. While the Speaker maintains the responsibility of serving his/her constituents, he/she does not take part in debates and votes in the House, nor does he/she voice the concerns of his/her constituents, in the House. He/she does not vote except in the case of a tie. The Speaker is not a member of the Committee of the Whole.

The Speaker is the departmental head of the Legislative Assembly and is responsible for daily administration of the Legislative Assembly and for overseeing the services, staff and facilities related to the Assembly. The Speaker also serves as the Chair of the Board of Management.

X DEPUTY SPEAKER AND CHAIR OF COMMITTEE OF THE WHOLE

The Deputy Speaker must be prepared to assume the duties of Speaker in the Speaker's absence. The Deputy Speaker also acts as Chair of Committee of the Whole.

XI PREMIER

The Premier is the head of the Government of the NWT and the Chair of the Executive Council (Cabinet) which serves as the Executive Branch of the Government of the Northwest Territories. The Premier is responsible for the overall management and direction of Cabinet and the public service (government departments, corporations and agencies). The Premier assigns portfolios to Ministers and may also hold one or more departmental portfolios. The Premier is accountable to the Legislative Assembly, which has the right to remove him from office.

At the same time as carrying out his/her responsibilities as Premier, the Premier maintains the responsibilities and obligations of an MLA to serve the constituents in his/her riding. He/she is challenged with separating the concerns of his/her constituents from his/her role as Premier.

XII MINISTERS

Ministers are responsible for the overall management and direction of the government departments, corporations and agencies in their portfolios. Ministers are accountable to the Legislative Assembly which has the right to remove them from office.

At the same time as carrying out their responsibilities as Ministers, they maintain the responsibilities and obligations of an MLA to serve the constituents in their ridings. They are tasked with separating the concerns of their constituents from their roles as Ministers of the government.

XIII TRAVEL TO CONDUCT BUSINESS AS AN MLA

In the course of their duties, MLAs may be required to travel either to NWT communities that are not in their ridings or to national or international destinations. They may be asked to travel as members of committees to solicit public input into legislation or other matters. The NWT Legislative Assembly is a member of the Commonwealth Parliamentary Association and selected MLAs periodically travel to CPA meetings in different parts of the world. MLAs may also be asked by the

Speaker to represent the Legislative Assembly at other national or international forums or they may be asked to accompany Ministers to national or international conferences. Cabinet Ministers often travel more extensively in the conduct of their business.

XIV CONSTITUENCY WORK

One of the most important functions of MLAs in a representative democracy is to represent the interests of their constituents, both those who voted for them and those who did not. Maintaining contact with constituents is, therefore, the bedrock of their work as MLAs. In addition to acting as legislators and political representatives, MLAs are expected to attend important community events and are routinely asked by their constituents to fill the roles of advocate, social worker, mediator and confidant.

XV HOURS OF WORK

All MLAs are expected to attend Legislative Assembly sessions unless they are ill or occupied with other Legislative Assembly or constituency business.

Cabinet Members are commonly expected to be on the job in Yellowknife (or on related travel) for the standard 40 hour work week and they usually work much longer hours. Similarly, the Speaker must spend substantial time, over and above his duties as an MLA, on his responsibilities as Speaker.

In addition to their attendance at session, regular MLAs are expected to attend committee meetings in Yellowknife. The number of session and committee days varies from year to year. In 2012/13, the last full year for which data is available, the Legislative Assembly sat for 56 days and committees met for 36 days in Yellowknife, in addition to committee meetings that took place during session. In that year, the committee workload was lower than in some other years as there was no new legislation presented in the Legislative Assembly. In years when new legislation is presented, the committee work load is greater.

MLAs only belong to certain committees and, although they are permitted to attend all committee meetings, they are only required to attend meetings of the committees to which they belong. When the Legislature is in session, MLAs are occupied with meetings before and after the sittings and session hours are often extended into evenings and weekends. There is a significant amount of preparatory work required and during sessions MLAs often work from early morning until well into the evening hours.

It is more difficult to establish the amount of time an MLA spends on constituency work when he/she is not in session or attending committee meetings. This time is not documented and varies from one MLA to the next. In general, MLAs are expected to attend community events and to be available to their constituents at their request, sometimes on a 24 hour a day, seven day a week basis. A quick trip to the grocery store can turn into a half-hour venture for an MLA because he/she is approached by a constituent with a concern. The actual hours an MLA puts in are determined by his/her personal style, the constituency (MLAs representing more than one community spend more time in travel), the issues that arise in the constituency and in the territory as a whole during his/her term of office, and the expectations of his/her constituents.

COMMISSION REVIEW AND RECOMMENDATIONS

I PUBLIC INFORMATION

The Independent Commission to Review Members' Compensation and Benefits is a statutory commission, created under the provisions of Section 35.1 of the *Legislative Assembly and Executive Council Act*. The Commission plays an important role in ensuring that the indemnities and benefits received by the Members of the Legislative Assembly are transparent and accountable — in other words, fully understood by members of the public for whom the MLAs are working. It is, therefore, vital that members of the public have easy access to information about the role of the Commission, what MLAs are paid, the allowances they receive, comparisons with other Canadian jurisdictions and other relevant information. This information should always be available, even when there is no active Commission.

This Commission, as well as its two predecessors, have publicized this information on websites. These sites, however, have only been active for the extent of the Commissions' mandates.

Information about the role of an MLA as well as Members' indemnities, absences and allowances is included in the Legislative Assembly's recently revamped website under a link entitled "Members' Accountability" which is prominently displayed on the home page. While the information is more accessible than on the Assembly's previous website, it is unlikely that the average member of the public would look under "accountability" for information about the wages and allowances of an MLA. There is also no information about the Commissions or jurisdictional comparisons. The Commission feels the responsibility to keep the public informed would be better served with a permanent dedicated website. Since each Commission sets up such a website, it would be relatively easy to strip the names of the Commissioners from the site and make arrangements to

update the information as required so that it becomes permanent source of information for members of the public.

It has also become apparent to the Commission that many members of the public lack an understanding of the role of an MLA in our consensus government, the responsibilities an MLA carries, the amount of time it takes for an MLA to fulfill those responsibilities and the stresses that are inherent in the role of an MLA. It is important that citizens be informed about the structure of government and the roles and responsibilities of those whom they elect to represent them. The development and implementation of a communications strategy to educate the public about our system of government and the roles of MLAs would help ensure the continued effective functioning of our democracy.

Recommendation No. 1: *That the Commission website be converted to a permanent website and that arrangements be made to update the site as required. Information on the site should include Members indemnities; special indemnities; benefits; allowances; explanation of the role of the Commissions; jurisdictional comparisons; and, Commission reports.*

Recommendation No. 2: *That the Legislative Assembly develop and implement a communications strategy to educate NWT citizens about the operations of consensus government and the roles of MLAs in government.*

II INDEMNITIES AND BENEFITS

Basic Indemnity

The Basic Indemnity for Members of the NWT Legislative Assembly is \$100,907. This is the fourth highest in a territorial/provincial jurisdiction in Canada and the highest of Canada's three territories.

In accordance with the Guiding Principles of this Commission, in our consideration of the Basic Indemnities for MLAs, we sought to balance the principle of public service with the need for MLAs to be fairly compensated, not only to acknowledge the work they do but also to attract qualified and committed individuals to the job.

The Commission met with 13 of the 19 MLAs. Without exception, each Member sought election because they had a desire to serve the people of the Northwest Territories. While none requested a raise to the salaries, the majority of those to whom we spoke agreed that the current indemnity was, at the very least, in the lower range of what they considered fair compensation for the responsibilities and demands of the job. Some noted that MLAs' salaries are lower than the salaries earned by leaders in Aboriginal and other NWT public governments, as well as in many private sector occupations. Some took wage cuts in order to become MLAs. A particular point of contention was that the salaries of MLAs were, in some cases, less than government support staff who have much lower levels of responsibility.

In contrast, members of the public are often opposed to the high salaries for MLAs.

There is no doubt that, charged with enacting legislation and the oversight of government policies, programs, budgets and expenditures, MLAs carry a high level of responsibility and accountability. The expectations of constituents that MLAs attend community events and act as advocates, social workers, mediators and confidants increase the demands of the job so that most MLAs are always working. The constant public scrutiny of both MLAs and their families and the travel requirements of the job (particularly for MLAs from communities other than Yellowknife) add to the stress of being a MLA.

In an effort to determine whether the present indemnity is fair, the Commission compared MLAs' salaries to those in senior levels of the Government of the Northwest Territories. The current indemnity is roughly equivalent to the first level of the salary grid for Assistant Deputy Ministers, Directors, Superintendents and Chief Executive Officers. A comparison with civil service positions is difficult, however, for two reasons. Firstly, senior management positions in the civil service are based on the Hay Plan Evaluation System which awards points for the qualities and experience that a candidate brings to the job. For example, points are awarded for "Know How" which refers to the cognitive, managerial and human relations skills required to do the job. An MLA's job is not a skill based position and that makes comparisons with GNWT

management salaries problematic. Secondly, the principle of public service is not reflected in GNWT management salaries.

In fact, the role of an MLA vis-a-vis the GNWT bureaucracy more closely resembles that of a director of a corporation or organization. Similar to MLAs, directors are charged with broad strategic direction and have overall responsibility for the organization. Directors' salaries are, however, frequently much less than the CEOs and senior managers working under them.

We also compared the salaries of MLAs to those in other provincial/territorial jurisdictions. NWT MLAs have the fourth-highest salaries in Canada, after Alberta, Ontario and British Columbia. This comparison can also be problematic because the provinces and the Yukon territory have party systems and MLAs in a consensus system are likely to have a higher level of responsibility than those in a party system. For this reason, we concluded the best comparison is to the only other consensus government in Canada: Nunavut. At \$94,518, the Basic Indemnity for Nunavut MLAs is less than that of NWT MLAs. This argues against, rather than in favour of, an increase to indemnities for NWT MLAs.

The Commission also considered the issue of attracting qualified and committed individuals to run for election as MLAs. While it is true that many qualified individuals receive higher wages in other public and private sector jobs, there was no evidence that the current wage was proving to be a disincentive. In fact, a number of MLAs told us they had taken wage cuts in order to become MLAs. This indicates that current wage represents the desired balance between the principles of public service and fair compensation.

For all of these reasons, the Commission is not recommending changes to the Basic Indemnity at this time.

Consumer Price Index

The Basic Indemnity is automatically adjusted each year by the percentage of the increase or decrease in the Consumer Price Index (CPI), a system that was initiated at the beginning of the 16th Assembly. Prior to that, MLA salary increases were tied to the salary increases negotiated by the Union of Public Workers (UNW) for the GWNT civil service. This was changed as a result of concerns that it would be perceived a conflict of interest to have MLAs benefit from increases negotiated in a contract for which they had ultimate responsibility.

In our meetings with MLAs, we were asked to change the rules, so that annual salary adjustments would only be tied to the Consumer Price Index if the annual increases of the GWNT public service were equal or higher than the CPI. The suggestion was made to avoid the possibility of MLAs receiving higher increases than the public service in years where the CPI outstrips the raises negotiated by the UNW.

The Commission considered this request but concluded that the occasions when the CPI was higher than the increases given to the public service were balanced by those years when CPI was lower than public service increase and it would be unfair to MLAs to always have a lower increase in their indemnities.

Non-Taxable Indemnity

According to Section 15(4) for the *Northwest Territories Act* (Canada), the first \$1,000 of the Basic Indemnity is non-taxable. There is no rationale for a non-taxable indemnity of this nature. It is an historic anomaly that should be rectified. While it is beyond the powers of the NWT Legislative Assembly to change federal legislation, the Commission joins the previous two commissions in recommending that the GNWT encourage the Government of Canada to remove this provision.

Recommendation No. 3: *That steps be taken to repeal the provision in Section 15(4) of the Northwest Territories Act that the first \$1,000 of an MLA's Basic Indemnity is non-taxable.*

Northern Allowance

In addition to the Basic Indemnity, each MLA receives a Northern Allowance, the amount of which depends on his/her community of residence.⁵ The Allowance is the same as that provided to the GNWT civil service under Article 41 of the Collective Agreement between the GNWT and the Union of Northern Workers. Based on the cost of living factors in NWT communities, the amount of the Allowance ranges from \$3,450 for an employee who resides in Yellowknife to \$28,068 for an employee who resides in Ulukhaktok.

MLAs representing both Yellowknife and smaller communities who met with the Commission noted the difficulties presented by the higher cost of living in smaller communities of the NWT. The Commission recognizes the wide variance in the cost of living in the regions of the NWT and feels it is reasonable for MLAs to have a cost of living allowance in addition to their Basic Indemnities. We do not recommend any change to the Northern Allowance for MLAs.

Additional Indemnities

If a Member is appointed Premier, Minister, Speaker or committee Chair, they receive an Additional Indemnity over and above the Basic Indemnity that they get as an MLA. Similarly to the Basic Indemnity, Additional Indemnities are adjusted annually in accordance with the changes in the Consumer Price Index.

Additional Indemnities are:

- Speaker: \$43,921
- Premier: \$76,747
- Minister: \$54,007
- Deputy Speaker: \$7,106
- Deputy Chair of Committee of the Whole: \$4,265
- Chair of Standing Committee on Priorities and Planning: \$9,278
- Chair of the Standing Committee on Rules and Procedures: \$3,149
- Chair of other standing committees: \$6,296
- Chair of special committees: \$3,149
- Chair of Caucus: \$3,149

⁵ See Appendix VII for Northern Allowance Chart.

Unlike the Basic Indemnities which are among the highest in Canada, the indemnities for Premier and Minister are in the mid range when compared with other Canadian provincial and territorial jurisdictions. With Additional Indemnities for Premier ranging from a low of the \$55,973 in the Yukon to a high of \$110,580 in Nova Scotia, the Premier's Indemnity in the NWT is the sixth-lowest. Indemnities for Ministers range from \$36,745 in Manitoba to \$73,306 in Nunavut, making the NWT Ministerial Indemnity the fourth-highest.

The discrepancies in the indemnities for Speaker and Deputy Speaker between the NWT and other provinces and territories are greater. Provincial and territorial indemnities for Speakers range from a low of \$36,364 in Ontario to a high of \$73,306 in Nunavut. The Speaker's Indemnity in the NWT, is the second-lowest in Canada. In eight Canadian jurisdictions, the Speaker's Indemnity is equal that of Ministers. The NWT has the lowest indemnity for Deputy Speaker. The highest indemnity for Deputy Speaker is \$35,651 in British Columbia.

As we indicated in our discussion of the Basic Indemnity, the Commission found that comparisons with party systems were problematic due to different distributions of the workloads. Again, we looked more closely at the comparison with the only other consensus government in Canada: Nunavut.

	NWT	Nunavut
Basic Indemnity	100,907	94,518
Speaker	43,921	73,306
Deputy Speaker	7,106	18,903
Deputy Chair, Committee of the Whole	4,265	4,959
Premier	76,747	87,085
Deputy Premier		80,196
Ministers	54,007	73,306
Caucus Chair	3,149	2,893
Off. Opp. Caucus Chair		2,893
Chair of Standing Committee	6,296	4,271
Chair of Standing Committee on Priorities & Planning	9,278	
Chair of Standing Committee on Rules & Procedures	3,149	

Taking into consideration both comparison of trends across Canada and the comparison with Nunavut, the Commission concluded that the indemnities for Premier and Ministers properly reflect the balance between the principles of public service and fair compensation. While indemnities for these positions are higher in Nunavut we felt that was balanced by the fact the Basic Indemnity is higher in the Northwest Territories. In fact, we feel that having a higher Basic Indemnity and lower indemnities for Premier and Ministers are more in keeping with the spirit of Consensus Government, where all MLAs are involved in the decision-making process.

The Commission feels that the indemnities for Chairs of committees reflect the proper balance between the principles of public service and fair compensation.

The Commission had some initial concerns about the indemnity for the Speaker. As noted above, in eight Canadian jurisdictions, including that of Nunavut, the Speaker's Indemnity is equal to the indemnity of Ministers. As the head of the Legislative Branch of Government, the Speaker has significant administrative and ceremonial responsibilities. After considering the matter, we concluded that while significant, the responsibilities of the NWT Speaker were not of the same magnitude as those of Ministers who take part in the decision-making on Cabinet and often carry more than one portfolio. The Speaker's Indemnity is now approximately 80 percent of the Minister's Indemnity and we feel that is a proper reflection of the differences in responsibility.

However, the indemnity for Deputy Speaker in the NWT is the lowest in Canada. In addition to his/her duties as Chair of the Committee of the Whole, the Deputy Speaker must be prepared to take over all the duties of Speaker in the event of the Speaker's absence. In recognition of this, we feel the Deputy Speaker's Indemnity should be increased to 25 percent of the Speaker's Indemnity.

Recommendation No. 4: That the Deputy Speaker's Indemnity be raised to \$10,980 (an amount equal to 25% of the Speaker's Indemnity).

Benefits Package

MLAs receive a benefits package similar to that provided to the Government of the Northwest Territories Civil Service. The package includes basic dental coverage and travel accident insurance and gives Members the option of participating in the Public Service Health Care Plan, the Public Service Management Insurance Plan and the Long Term Disability Plan. This coverage is not substantially different to coverage offered in government and the private sector. We do not recommend any change to the benefits package for Members of the Legislative Assembly.

Members of Cabinet and the Speaker receive the same medical travel, health, dental and life insurance benefits as those provided to the senior management group of the GNWT. This is a more generous package than that received by MLAs but it is not unwarranted. Members of Cabinet have more responsibilities than Regular MLAs and it is well established in both government and the private sector that those with more responsibilities receive more generous salaries and benefits packages.

Pension Plan

The Legislative Assembly provides a contributory pension plan that is registered under the *Canada Income Tax Act* and is similar to that offered to the members of the civil service. Members contribute 6.5 percent of their pensionable income (all taxable income with the exception of the Northern Allowance). They have the right to receive benefits after four years of service or one full term of office. Members receive up to two percent of the average of their four best years' taxable income, multiplied by the number of years of service to a maximum of 30 years. Members may collect this pension when they reach 60 years of age, or have 30 years of service or if the sum of their age plus their years of service equals 80.

Members also have access to an optional Supplementary Pension Plan which allows them to contribute an additional 2.5 percent of pensionable income and doubles their benefit.

While we acknowledge that the Pension Plan is generous, the Commission does not recommend any changes. MLAs interrupt their careers to serve the people of the Northwest Territories. In so doing, they

often take salary cuts and lose opportunities for advancement in order to take a position with no job security. Taking these factors into consideration, we believe the pension to be fair compensation.

Vacation and Sick Pay

MLAs Basic and Additional Indemnities are paid regardless of whether they are on the job or not. There is no deduction from indemnities for days they may take off due to illness or vacation. Vacation and sick pay is usually given to employees whose wages are deducted when they are not on the job. As MLAs do not have any deductions to their indemnities, they do not require vacation or sick pay.

There is a perception that Ministers receive vacation and sick pay in addition to their indemnities and that this is unfair to Regular MLAs who do not receive this benefit. Until recently, this was the case and, in fact, there was no reason for Ministers to get vacation or sick pay for the reasons stated above. This has now been changed so that neither Ministers nor regular MLAs receive vacation and sick pay.

III ATTENDANCE AT COMMITTEE MEETINGS

Attendance of MLAs at committee meetings is a concern for this Commission, as it has been for previous commissions. We have heard that some MLAs miss meetings, stay only long enough to have their attendance recorded, fail to do the homework required to participate effectively in the discussions or, when they are in attendance, devote more time to their electronic devices than the proceedings of the committee.

Committees, including Caucus, form the backbone of Consensus Government. They provide MLAs with the opportunity to set strategic direction for the Legislative Assembly, to review budgets, capital plans, legislation, policy initiatives, implementation plans, communications plans and other governmental matters. Committees allow MLAs to provide advice to Government in advance of Cabinet decisions and they give MLAs an opportunity to discuss new policies. With only 11 regular MLAs, it is vital that each Member carries his/her share of the load. An MLA who abrogates his/her duty to take part in committee work deprives his/her

constituents of their voice in the decision-making apparatus of government and puts an unfair work load on his fellow MLAs. This impacts the effectiveness of a committee and, therefore, the effectiveness of our government.

A number of MLAs pointed out, during our discussions, that there is no official job description for an MLA. They noted, correctly, that MLAs are answerable to their constituents and then concluded that the job of an MLA is whatever their constituents want them to do. The implication is that if constituents want a Member to attend to constituency business rather than attend committee meetings, it was beholden on an MLA to follow the wishes of their constituents. The Commission feels that this view of an MLAs' job is too simplistic. While this is not spelled out in a formal job description, the governing legislation, the MLAs Code of Conduct and the policies in the Members' Handbook imply that the core business of an MLA is to act as a legislator and oversee the policies etc. of government. The duty to attend Legislative Assembly sessions and committee meetings should, at times, supersede the wishes of constituents.

Prior to the 16th Assembly, there were provisions to penalize MLAs for missing meetings by deducting \$119 from a Member's Indemnity for every half-day missed without a reasonable explanation. Neither the members of the Clerk's office who provide services to the committees nor committee Chairs felt comfortable disciplining MLAs. No MLA was ever fined for missing a meeting. While this provision has been removed, the committee Chair has the right to suspend a Member for up to three days for being absent without a valid excuse. A Member under suspension would be reported as absent and his/her suspension would be reported in the house. To date, no Member has been suspended from committee meetings.

To its credit, the Legislative Assembly has adopted recommendations from previous commissions to post summaries of Members' absences on the Legislative Assembly website. In addition to listing the presence and absence of MLAs at meetings of committees to which they belong and which they are required to attend, we are pleased to see that MLAs who attend meetings that they are not required to attend are also credited. By attending additional committee meetings, these MLAs are spending extra time so they can stay informed on behalf of their constituents. They

deserve to be publicly acknowledged. We are also pleased to see that the Assembly has recently launched a new website and the summaries of MLAs' absences are more prominent now than in the past.

However, Members' attendance records could be even more prominently displayed. As we have already mentioned in this report, attendance records on the revised Legislative Assembly website are found through a link on the home page entitled "Members' Accountability." This link is prominent on the page but we suspect that many members of the public would not associate the word "accountability" with attendance records. The information about MLAs' attendance would be more accessible through a direct link that said "Members' Attendance."

While the Assembly is to be commended for posting the summaries, it is also important that the information in the summaries be accurate. The existence of a "check-in system" has been brought to our attention. This is where MLAs attend the beginning of a meeting, have their attendance recorded so that they will be listed as "present" and then depart for the remainder of the meeting. This results in inaccurate attendance records. Taking attendance at both the beginning and the end of the meetings, and then reporting that attendance record would be a more accurate representation of attendance at committee meetings.

Recommendation No. 5: That Members' Attendance records be more prominently displayed on the Legislative Assembly website through a direct link that says "Members' Attendance."

Recommendation No. 6 That attendance at committee meetings be taken both at the beginning and the end of the meeting and that this information be included in the public attendance records that are displayed on the Legislative Assembly website.

IV NON-TAXABLE, NON-ACCOUNTABLE ALLOWANCES

Allowance for Expenses

Every Member of the Legislative Assembly receives a non-taxable non-accountable allowance of \$7,271 for expenses incurred in the discharge of his/her duties as MLA when he/she is in his/her community of

residence. The Allowance is intended to cover costs of meals, local transportation, hospitality such as food and entertainment as well as incidental expenses such as raffle tickets and tickets to sporting and performance events. MLAs who do not live within commuting distance of Yellowknife receive an additional \$7,271 per year (for a total of \$14,542) to cover meals, transportation and incidental expenses they incur while they are on business in Yellowknife, and household expenses associated with maintaining a second household in Yellowknife. Members from outside Yellowknife who have relocated to Yellowknife are not eligible for the second payment of the Allowance which is available only to those who live outside of Yellowknife.

In our discussions with MLAs, there did not seem to be a wide understanding of this Allowance, nor was there a consensus on whether a non-taxable, non-accountable allowance was advisable. The Allowance is used to cover a broad range of expenses (see list below). Some MLAs felt it was adequate for Yellowknife MLAs but not adequate for MLAs representing constituencies outside of the Yellowknife. Some felt it was unjustifiable because it was unaccountable and that it should be reduced or discontinued in favour of a regime where MLAs account for more or all of their expenses. Others noted that their constituents placed many demands on them to buy raffle tickets etc. and that this Allowance helped cover those costs.

The purposes for which MLAs use this Allowance include:

- Coffee and meals with constituents.
- Donations to community groups.
- Sponsorship of events.
- Translation services.
- Cable and internet costs for Yellowknife residences.
- Transportation.
- Eating out while in Yellowknife on Legislative Assembly business.
- Housewares for secondary residences in Yellowknife.
- Buying raffle tickets.
- Buying tickets for sports events or performances.

A non-taxable non-accountable allowance presents a challenge to the principles of accountability and transparency. Members of the Legislative Assembly hold positions of public trust and are accountable to the people for how public money is spent. This type of allowance is neither accountable nor transparent and is often perceived as a misuse of public funds. Some of the ways that MLAs currently use this Allowance are open to abuse. For example, while the practice of donating to community groups and sponsoring events may be of benefit to the community, it could also be an act of political expediency for the MLA. Buying raffle tickets is another grey area in this respect. These are the kinds of expenses that people generally pay out of their own pockets. In addition, it is too easy for an MLA to pocket this Allowance without using it for its intended purpose.

While non-taxable non-accountable allowances were once common across Canada, over the last few years it has been the trend to eliminate them. In addition to the Northwest Territories, only two other Canadian jurisdictions have this type of allowance:

1. Quebec: \$16,027
2. Yukon: \$13,393

We can see no rationale for continuing this Allowance in its present form. Non-accountable allowances are contrary to the principles of transparency and accountability. These principles would be better served if this Allowance were converted into an accountable allowance under which legitimate expenses, not covered by any other allowance, would be reimbursed upon presentation of receipts.

Recommendation No. 7: That the non-accountable Allowance for Expenses be converted to an accountable allowance of the same amount that can only be accessed upon submission of receipts for legitimate expenses. And that the Legislative Assembly develop clear appropriate rules for the types of expenditures that are eligible for reimbursement under this allowance.

Ministerial Entertainment Allowance

Upon appointment to Cabinet, a Minister receives a non-taxable, non-accountable Ministerial Entertainment Allowance of \$1,500 a year for duty related entertainment expenses. Under new regulations, approved by the Legislative Assembly in 2014, the Speaker of the Legislative Assembly now also receives this Allowance.

The non-accountable Ministerial Entertainment Allowance is no more justifiable under the principles of transparency and accountability than the non-accountable Allowance for Expenses given to MLAs. As with the Allowance for Expenses, this Allowance should be converted into an accountable allowance under which legitimate expenses would be reimbursed upon presentation of receipts.

***Recommendation No. 8:** That the non-accountable Ministerial Entertainment Allowance be converted to an accountable allowance of the same amount that can only be accessed upon submission of receipts for legitimate expenses. And that clear appropriate rules be developed that define the types of expenditures that are eligible for reimbursement under this allowance.*

V ALLOWANCES FOR DEPARTING MLAS

Transition Allowance

A Member of the Legislative Assembly who resigns his/her seat, does not stand for re-election or fails in his/her bid for re-election is entitled to a Transition Allowance. For Regular MLAs, the Transition Allowance is one-twelfth of the annual indemnity for each year of consecutive service to a maximum of one year's Basic Indemnity at the time of eligibility. For a Minister or Speaker, the Transition Allowance is equal to the annual indemnity at the time of eligibility. Former MLAs have the option of receiving one lump sum payment immediately upon entitlement, two payments within one year of leaving office, or allowing the payment to be spread over the number of months equal to the Member's years of service.

This Allowance eases a Member's transition back into his/her former occupation or to a new career when he/she has completed serving as an

MLA. It recognizes that an individual's choice to serve the public by becoming a Member of the NWT Legislative Assembly entails an interruption of his/her career and may result in a reduction of earnings and loss of career opportunities, advancement and wage increments. In addition, re-entry into the regular workforce may be difficult after an absence of several years.

The Commission feels that the Transition Allowance is an important recognition of the public service a former MLA has contributed to the territory, the sacrifice of personal career options, and the resulting difficulties an MLA may have upon his/her return to the workforce.

Retraining Assistance Program for Non-Returning Members

The Retraining Assistance Program for Non-Returning Members is intended to help departing MLAs move from public to private life. A Member who has served at least one complete term and who has left office through either retirement or defeat is entitled to an allowance of up to \$10,000 for retraining programs. The Program covers costs for items such as employment, financial or retirement counseling; courses on retirement planning or how to start a new business; or, courses directly related to employment.

This is a commendable program that, similarly to the Transition Allowance, recognizes the difficulties former MLAs may have in returning to the workforce after leaving the Legislative Assembly.

VI CAPITAL ACCOMMODATION ALLOWANCE

Up until 2014, MLAs who did not live within commuting distance of Yellowknife were eligible for a Capital Accommodation Allowance of up to \$30,572 annually to cover accommodation costs while they were in the Capital on Legislative Assembly business. Ministers were deemed to live in Yellowknife, regardless of the location of their home community. Those Ministers who maintained a principle residence outside of Yellowknife were eligible for a Capital Accommodation Allowance of up to \$46,000 annually to cover the costs of accommodation in Yellowknife for the duration of their terms. MLAs who moved to Yellowknife were not eligible for the Allowance.

In 2014, the Capital Accommodation Allowance was changed so that now the Allowance applies equally to MLAs and Ministers.

Ministers are no longer deemed to live in Yellowknife. Both MLAs and Ministers are entitled to an allowance of up to \$31,000 annually to reimburse them for the actual cost of rental or hotel accommodation, and associated living expenses incurred while they are in the Capital on Legislative Assembly business. An MLA spends an average of 100 days in Yellowknife for Legislative Assembly sessions, committee meetings and other business. A Minister is usually expected to be in Yellowknife during regular working hours, Monday to Friday. This Allowance gives Members the option to set up more permanent accommodation. Given the amount of time MLAs must spend in Yellowknife, this is reasonable.

MLAs or Ministers who live in a community other than Yellowknife but who want to relocate to the Capital City, while maintaining their principle residence in their home community, are eligible for an additional \$6,000 for each dependent who resides with them to a maximum of \$49,000. They are also entitled to relocation costs to move to Yellowknife and to relocate to their place of principle residence once they leave office.

In our review of the changes to the Capital Accommodation Allowance, the Commission noted that the new rules make it easier for MLAs to relocate to Yellowknife. We questioned how well MLAs are able to represent their constituents if they don't live in their constituencies. While MLAs are not legally required to live in their constituencies, making it financially attractive for MLAs to relocate to Yellowknife is, perhaps, going a step too far. At the same time, the new rules are more equitable. The rules also address the realities that, even under the old rules, some Ministers commuted from their home communities and some MLAs relocated to Yellowknife. In the final analysis, it is the task of the constituents to decide whether they are being adequately represented by their MLA and to address any concerns in an election. We are not recommending any changes to the structure of this Allowance.

We also reviewed the adequacy of the Allowance in view of Yellowknife's continuing rising costs for accommodation. While some MLAs told the

Commission that they had maxed out the Allowance and been forced to use their own funds for allowable items, all felt that the Allowance was adequate. Of the eight MLAs who received payments under the Allowance during the fiscal year ending March 31, 2013, only five of them used the entire Allowance. We believe the amount of this Allowance is adequate and have no changes to recommend.

VII TRAVEL

Sessional Travel

During a sitting of the Legislative Assembly, each Member who lives outside of Yellowknife is entitled to be reimbursed for the cost of return transportation for the Member's spouse, or another person designated by the Member, between Yellowknife and the Member's home community. According to the new regulations adopted in 2014, MLAs who are attending meetings or sittings of the Legislative Assembly in Yellowknife are also entitled to reimbursement for a trip between the MLA's home community and Yellowknife every second weekend for themselves or their spouse or designate. In addition, MLAs are entitled to reimbursement for up to five trips annually for a family member from the MLA's home community to Yellowknife when the MLA is on business in the Capital City as a Member.

As noted earlier in this report, an MLA spends an average of 100 days in Yellowknife on business each year. This is a considerable amount of the time for an MLA to be away from his/her family. Designed to mitigate the stress caused by lengthy separations from the family, these sessional travel entitlements are reasonable.

Ministerial Home Travel

Ministers who own or lease a principle residence in a community other than Yellowknife are eligible to claim reimbursement for the cost of return transportation for up to 32 trips, between Yellowknife and their home communities, for themselves and their dependents.

In our meetings with MLAs, some concerns were voiced that it was unfair to provide this benefit to Ministers but not to MLAs. On the surface, this

appears to be a legitimate concern. As we have already noted in this report, we are in favour of equalizing benefits between MLAs and Ministers whenever it is possible. But we must also recognize that additional demands are made on Ministers. Ministers are expected to work in Yellowknife on a daily basis while MLAs are only required to be in Yellowknife for committee meetings and Legislative Assembly sittings. MLAs who have relocated to Yellowknife have done so out of choice, not because of the demands of the job. Because Ministers, unlike MLAs, are required to work daily in Yellowknife, it is reasonable to reimburse them for additional trips to mitigate the stresses created by the demands of the job.

VIII CONSTITUENCY WORK EXPENSE ALLOWANCE

The Constituency Work Expense Allowance is intended to cover expenses that are directly related to Members' responsibilities to represent their constituents. The Allowance is global, giving MLAs the ability to set their own budgets, within the parameters of allowable expenses established by the Legislative Assembly. Allowable expenses include constituency meetings, constituency travel, newsletters, promotional and special presentation items, wages for a constituency assistant, constituency offices and more. The amount of the Allowance varies from constituency to constituency, depending on the estimated costs in each constituency, ranging from \$79,709 a year for the Yellowknife ridings to \$94,587 for Nunakput.⁶ The amounts are adjusted annually to reflect changes in the Consumer Price Index.

The Constituency Work Expense Allowance gives MLAs flexibility to make expenditures to suit the needs of their particular constituency but also sets parameters to ensure that the funds are spent appropriately. Each expenditure within the Allowance is either paid directly by the Legislative Assembly or, if paid by the Member, must be accounted for by receipts. The Commission is satisfied that this upholds the principles of transparency and accountability.

⁶ See Appendix VIII for chart of Constituency Work Expense Allowance by Constituency

To all appearances, the MLAs have done well in budgeting the Constituency Work Expense Allowance. For the year, ending March 31, 2013, only four MLAs either spent their entire Allowance or were within a couple of hundred dollars of the limit. An additional 10 MLAs were within \$7,000 or less under the limit; three MLAs were within about \$14,000 of the limit; and, one MLA spent substantially less, coming in about \$35,000 under the limit.⁷ Nonetheless, the overall perception among MLAs who met with the Commission was that the Constituency Work Expense Allowance was not adequate for their needs. MLAs spent less than was allowed because of the perception that they did not have enough money, not because they had nothing more to spend it on. Most felt that the Allowance did not provide an adequate cushion to cover rising and unexpected costs.

Following are the items that fall under the Constituency Work Expense Allowance with which we have concerns:

Constituency Assistants

Members typically hire Constituency Assistants (CAs) to assist them with their duties as MLAs. They may hire either one or several individuals as term employees, and/or contract a business or corporation to provide these services. Wages and benefits such as Canada Pension Plan and Employment Insurance for a CA and money for service contracts are allowable expenses under the Constituency Work Expense Allowance.

CAs are not employees of the Legislative Assembly or the GNWT, but rather are employees of the MLAs themselves, and Members are personally liable for any wages owed to constituency workers or money owed under service contracts, if there are insufficient funds in their Constituency Work Allowances. As employers, MLAs are expected to be familiar with the *Labour Standards Act*, the *Human Rights Act* and the *Board of Management Workplace Harassment Policy*.

CAs are vital links between an MLA and his/her constituents and the majority of MLAs spend the bulk of their Constituency Allowances on salaries for CAs. In 2012/13, expenditures on CAs ranged from \$21,679 to \$72,047. We heard from a number of MLAs that the funds in their

⁷ See Appendix IX for Expenses under Constituency Work Allowance by MLA for the year ended March 31, 2013

Constituency Work Allowances are not adequate to provide competitive salaries. MLAs were also concerned that there was no provision for incremental increases or health/dental/pension benefits for CAs. As a result, it is a continuing problem to attract and retain qualified staff to serve as Constituency Assistants.

We believe that these problems would be addressed if CAs become employees of the Legislative Assembly and, therefore, eligible for incremental increases and benefits available to all members of the civil service. Senior management of the Legislative Assembly feels this would be problematic to have employees of the Assembly who are under the authority of MLAs, rather than the Assembly. Problems cited included the difficulties in dismissing CAs whose work was not up to standards and a loss of flexibility in arrangements between CAs and MLAs. We appreciate these concerns but believe they could be overcome if there was a will to do so. In the alternative, the Commission advocates an increase to the Constituency Work Expense Allowance to allow MLAs to offer incremental raises and benefits to their CAs. In addition, we feel the Legislative Assembly staff could assist MLAs in providing benefits through the Northern Employee Benefits Services or other suitable plan.

Recommendation No. 9: *That Constituency Assistants become full employees of the NWT.*

Recommendation No. 10: *In the alternative to making Constituency Assistants employees of the GNWT, that the Constituency Work Expense Allowances be increased by 5% to allow MLAs to augment the salaries and benefits of their assistants. And further, that the Legislative Assembly urge MLAs to use the increase for this purpose and that the Legislative Assembly assist MLAs in providing benefits to their Constituency Assistants through Northern Employee Benefits Services or another suitable plan.*

Special Occasion Items

The Allowance permits for the presentation of Special Occasion items to constituents in recognition of significant occasions in their lives. There are, however, strict guidelines on the type of occasions that can be recognized. These items may not be worth more than \$150. They must be appropriate to the occasion and of no monetary value or practical purpose

to the recipient. It has been brought to the attention of the Commission that, as a result of increases to costs of services such as framing, the \$150 ceiling is no longer adequate. In recognition that the budget for this item is not subject to incremental increases to keep up with rising costs, we feel that it is reasonable to raise the ceiling for Special Occasion Items.

Recommendation No. 11: *That the maximum expenditure for Special Occasion items be increased to \$250 per item.*

IX COMMUNICATION

Interpretation Services

Aboriginal languages are spoken in many NWT communities and constituents in Aboriginal communities often expect the MLAs to speak to them in their Aboriginal languages, either because they are unilingual or because they feel it is their right, under the *NWT Official Languages Act*, to communicate in their language. As a consequence, it falls on the MLAs for these communities to provide interpretation services if they cannot speak the Aboriginal language themselves.

Interpretation services must be paid out of either the Constituency Expense Allowance or out of the \$500 allotment for expenses related to constituency meetings. The Commission heard from a number of MLAs that these kinds of services were difficult to procure and, once they were procured, the cost was prohibitive (ranging from \$300 to \$1200 per event, in addition to equipment). In addition, the requisite translation equipment is not always available.

The importance of the Aboriginal languages is recognized by the NWT's *Official Languages Act* which has designated 11 official languages in the NWT. Without interpretation services, some individuals are deprived of full participation in our democracy. In view of the importance of Aboriginal languages in the NWT, the Commission feels that interpretation services should always be available and that MLAs should not have to balance the expense with other expenditures in their Constituency Work Expense or Constituency Meeting Allowances.

Recommendation No. 12: *That the Legislative Assembly set up interpretation services, including the provision of equipment for constituency meetings, at the request of an MLA and the costs should be paid by the Legislative Assembly over and above any other expense allowance allotted to MLAs.*

Constituency Meeting Expense

Constituency meetings are an important method of maintaining contact between MLAs and the people they represent and, as such, are a vital part of our democracy. To hold a successful meeting, it is important that cultural expectations are satisfied. These expectations are different in Aboriginal communities than they are in non-Aboriginal communities. For example, in Aboriginal communities, it is expected that a meeting will include a meal of some sort while in non-Aboriginal communities, the expectations are different.

The Constituency Meeting Expense currently provides for three constituency meetings per year in each community to a maximum cost of \$500 per meeting and \$1,500 per community. This allowance is not subject to incremental increases that would allow it to keep up to rising costs. The amount is not adequate to meet the higher costs of items such as hall rental which in some areas of the NWT will be \$500 or more or the cultural components that are important in traditional Aboriginal communities. It is, therefore, reasonable to have a small increase to this amount.

Recommendation No. 13: *That the Constituency Meeting Expense be increased to \$750 per meeting or \$2,250 per year per community.*

Private Meetings with Constituents

In addition to seeing their MLAs at formal constituency meetings and community functions, many constituents seek private face to face meetings with their MLAs to discuss difficulties they may be having with government and other issues. These types of meetings are an important part of MLAs' jobs. For MLAs representing multi-community ridings, having private face to face meetings presents a challenge. Travel costs and time requirements may prohibit them from visiting the communities in their ridings as often as they would like. As MLAs only have one

constituency office, when they do travel to the community, it is often difficult for them to find office space where they can have private meetings.

The Commission looked at two possible solutions to these challenges faced by MLAs who represent multi-community constituencies. The first was to take advantage of the spread of Internet and other communications technology, such as video conferencing, which is becoming increasingly available and affordable throughout the North. This type of technology has great potential to advance communication between MLAs and their constituents and should be investigated and implemented wherever possible. In addition, the GNWT could assist MLAs, as well as others in the community, by providing common office space in government buildings which could be booked by MLAs for constituent meetings, as well as by others in need of meeting space. Over the long term, communications centres which incorporate communications technologies such as video conferencing could be established.

Recommendation No. 14: *To improve communication between MLAs and their constituents, that the Legislative Assembly examine the possibility of installing video-conferencing or other suitable communications equipment in communities and install that technology wherever possible.*

Recommendation No. 15: *That the Legislative Assembly work with other GNWT departments to designate office space in small communities for use by MLAs and others in the community. In time, these offices could become communications centres which incorporate technology that can be used for long-distance meetings.*

SUMMARY OF RECOMMENDATIONS

Recommendation No. 1: *That the Commission website be converted to a permanent website and that arrangements be made to update the site as required. Information on the site should include Members indemnities; special indemnities; benefits; allowances; explanation of the role of the Commissions; jurisdictional comparisons; and, Commission reports.*

Recommendation No. 2: *That the Legislative Assembly develop and implement a communications strategy to educate NWT citizens about the operations of consensus government and the roles of MLAs in government.*

Recommendation No. 3: *That steps be taken to repeal the provision in Section 15(4) of the Northwest Territories Act that the first \$1,000 of an MLA's Basic Indemnity is non-taxable.*

Recommendation No. 4: *That the Deputy Speaker's Indemnity be raised to \$10,980 (an amount equal to 25% of the Speaker's Indemnity).*

Recommendation No. 5: *That Members' Attendance records be more prominently displayed on the Legislative Assembly website through a direct link that says "Members' Attendance."*

Recommendation No. 6 *That attendance at committee meetings be taken both at the beginning and the end of the meeting and that this information be included in the public attendance records that are displayed on the Legislative Assembly website.*

Recommendation No. 7: *That the non-accountable Allowance for Expenses be converted to an accountable allowance of the same amount that can only accessed upon submission of receipts for legitimate expenses. And that the Legislative Assembly develop clear appropriate rules for the types of expenditures that are eligible for reimbursement under this allowance.*

Recommendation No. 8: *That the non-accountable Ministerial Entertainment Allowance be converted to an accountable allowance of the same amount that can only be accessed upon submission of receipts for legitimate expenses. And that clear appropriate rules be developed that define the types of expenditures that are eligible for reimbursement under this allowance.*

Recommendation No. 9: *That Constituency Assistants become full employees of the NWT.*

Recommendation No. 10: *In the alternative to making Constituency Assistants employees of the GNWT, that the Constituency Work Expense Allowances be increased by 5% to allow MLAs to augment the salaries and benefits of their assistants. And further, that the Legislative Assembly urge MLAs to use the increase for this purpose and that the Legislative Assembly assist MLAs in providing benefits to their Constituency Assistants through Northern Employee Benefits Services or another suitable plan.*

Recommendation No. 11: *That the maximum expenditure for Special Occasion items be increased to \$250 per item.*

Recommendation No. 12: *That the Legislative Assembly set up interpretation services, including the provision of equipment for constituency meetings, at the request of an MLA and the costs should be paid by the Legislative Assembly over and above any other expense allowance allotted to MLAs.*

Recommendation No. 13: *That the Constituency Meeting Expense be increased to \$750 per meeting or \$2,250 per year per community.*

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Recommendation No. 15: *That the Legislative Assembly work with other GNWT departments to designate office space in small communities for use by MLAs and others in the community. In time, these offices could become communications centres which incorporate technology that can be used for long-distance meetings.*

APPENDICES

I JURISDICTIONAL COMPARISONS

Jurisdictional Salary Members Pay, (prepared by the Legislative Assembly of Alberta - Human Resource Services based on responses from all Jurisdictions) - April, 2013

	BC	AB	SK	MB	ON	QC	NS	PE	NL	YT	NU	NT	Senate	HCC
MEMBERS' SALARIES														
Basic Salary	\$107,859.00	\$134,000.00	\$93,289.00	\$85,584.00	\$116,500.00	\$88,188.00	\$87,485.00	\$87,400.00	\$39,557.00	\$72,765.00	\$84,518.00	\$100,907.00	\$135,200.00	\$18,200.00
Tax - Free Allowance						\$16,027.00				\$13,993.00	\$1,000.00	\$14,542.00		
Speaker	\$60,930.00	\$67,000.00	\$47,486.00	\$45,931.00	\$36,364.00	\$86,140.00	\$48,085.00	\$39,600.00	\$54,072.00	\$27,867.00	\$73,306.00	\$43,921.00	\$56,000.00	\$76,700.00
Deputy Speaker	\$35,651.00	\$33,500.00	\$13,878.00	\$9,852.00	\$17,249.00	\$30,865.00	\$24,042.00	\$19,800.00	\$27,033.00	\$11,195.00	\$18,903.00	\$7,166.00	\$39,800.00	\$16,000.00
Dep. Chair - Cmta Whole House	\$20,372.00	\$16,150.00	\$6,800.00	\$7,108.00	\$12,704.00				\$13,517.00		\$4,959.00	\$4,265.00	\$16,000.00	\$16,200.00
Assist. Dep. Chair - Cmta Whole (Hoc)														
Prime Minister (Hoc)														
Premier	\$61,673.00	\$63,750.00	\$67,824.00	\$65,844.00	\$92,424.00	\$92,565.00	\$79,000.00	\$73,200.00	\$72,409.00	\$65,973.00	\$87,065.00	\$76,747.00		
Deputy Premier			\$54,289.00	\$36,745.00	\$49,301.00	\$86,140.00	\$62,614.00	\$48,085.00	\$47,100.00	\$54,072.00	\$80,196.00	\$54,007.00		\$76,700.00
Ministers without Portfolio	\$60,930.00	\$67,000.00	\$47,486.00	\$45,931.00	\$36,364.00	\$86,140.00	\$48,085.00	\$39,600.00	\$54,072.00	\$27,867.00	\$73,306.00	\$43,921.00	\$56,000.00	\$76,700.00
Minister of State (Hoc)	\$35,651.00	\$33,500.00	\$13,878.00	\$9,852.00	\$17,249.00	\$30,865.00	\$24,042.00	\$19,800.00	\$27,033.00	\$11,195.00	\$18,903.00	\$7,166.00	\$39,800.00	\$16,000.00
Parliamentary Assistants (Hoc)	\$15,279.00		\$13,878.00	\$4,268.00	\$16,667.00	\$17,637.00			\$27,033.00				\$57,500.00	\$16,000.00
Legislative Assistants														
Secrétaires of State (Hoc)														
Govt. House Leader	\$13,878.00	\$9,852.00	\$21,329.00	\$8,952.00	\$21,329.00	\$86,140.00	\$10,506.00	\$12,700.00	\$54,072.00				\$76,700.00	
Leader of the Government in Senate (Senate)						\$22,047.00	\$5,250.00		\$13,517.00				\$56,500.00	
Deputy House Leader						\$22,047.00	\$5,250.00		\$13,517.00				\$17,200.00	\$28,800.00
Government Whip	\$20,372.00	\$13,400.00	\$13,878.00	\$7,108.00	\$21,329.00	\$30,865.00	\$26,307.00	\$3,700.00	\$13,517.00				\$6,600.00	\$11,300.00
Deputy Government Whip	\$15,279.00	\$10,650.00	\$6,989.00	\$4,268.00	\$14,569.00	\$17,637.00	\$14,569.00		\$15,096.00				\$5,400.00	\$11,300.00
Government Caucus Chair	\$20,372.00	\$16,150.00	\$13,878.00	\$6,127.00	\$14,569.00	\$22,047.00	\$8,000.00		\$15,096.00		\$2,893.00	\$3,449.00	\$6,600.00	\$11,300.00
Deputy Government Caucus Chair	\$60,930.00	\$67,000.00	\$47,486.00	\$45,931.00	\$36,364.00	\$86,140.00	\$30,800.00	\$48,085.00	\$47,100.00	\$54,072.00			\$38,800.00	\$16,000.00
Leader Official Opposition	\$20,372.00	\$16,150.00	\$13,878.00	\$7,108.00	\$21,329.00	\$30,865.00	\$8,000.00		\$15,096.00				\$23,100.00	\$28,800.00
Off. Opp. House Leader	\$13,878.00	\$9,852.00	\$21,329.00	\$8,952.00	\$21,329.00	\$17,637.00	\$10,489.00		\$16,457.00				\$3,000.00	\$11,300.00
Deputy House Leader of Official Opposition	\$6,989.00	\$10,650.00	\$6,989.00	\$4,268.00	\$10,489.00	\$17,637.00	\$10,489.00		\$15,517.00		\$2,893.00		\$5,600.00	\$11,300.00
Off. Opp. Whip	\$20,372.00	\$10,650.00	\$13,878.00	\$6,888.00	\$16,317.00	\$26,468.00	\$19,730.25	\$3,700.00	\$13,517.00				\$23,100.00	\$28,800.00
Deputy Official Opposition Whip	\$15,279.00	\$9,840.00	\$6,989.00	\$4,268.00	\$10,489.00	\$17,637.00	\$10,489.00		\$13,517.00				\$3,000.00	\$11,300.00
Off. Opp. Caucus Chair	\$20,372.00	\$16,150.00	\$13,878.00	\$6,570.00	\$14,569.00	\$19,642.00	\$8,000.00		\$13,517.00		\$2,893.00		\$5,600.00	\$11,300.00
Off. Opp. Deputy Caucus Chair	\$25,465.00	\$30,150.00	\$23,742.00	\$4,784.00	\$41,606.00	\$30,865.00	\$19,750.00	\$24,042.00	\$16,918.00	\$16,792.00			\$54,500.00	\$16,000.00
Leader 2nd Opposition	\$10,186.00	\$13,400.00	\$6,989.00	\$6,888.00	\$16,182.00	\$22,047.00	\$5,250.00		\$10,506.00				\$16,000.00	\$16,000.00
2nd Opp. House Leader	\$10,186.00	\$13,400.00	\$6,989.00	\$6,888.00	\$16,182.00	\$22,047.00	\$5,250.00		\$10,506.00				\$16,000.00	\$16,000.00
2nd Opposition Deputy House Leader	\$10,186.00	\$8,040.00	\$6,989.00	\$4,268.00	\$14,685.00	\$22,047.00	\$2,500.00		\$5,250.00				\$11,300.00	\$11,300.00
2nd Opp. Whip	\$10,186.00	\$8,040.00	\$6,989.00	\$4,268.00	\$14,685.00	\$22,047.00	\$2,500.00		\$5,250.00				\$11,300.00	\$11,300.00
2nd Opp. Caucus Chair	\$10,186.00	\$8,040.00	\$6,989.00	\$4,268.00	\$14,685.00	\$22,047.00	\$2,500.00		\$5,250.00				\$11,300.00	\$11,300.00
Permanent Chir - max per Year	\$15,279.00	\$10,650.00	\$13,878.00	\$4,268.00	\$16,317.00	\$22,047.00	\$2,100.00		\$13,517.00		\$4,271.00	\$6,296.00	\$17,200.00	\$11,300.00
Permanent Vice Chir-max per Yr.	\$10,186.00	\$6,989.00	\$6,989.00	\$3,566.00	\$9,324.00	\$17,637.00	\$526.00		\$10,533.00				\$5,600.00	\$5,600.00
Temp. Chair of Standing Committees (Quebec)						\$13,228.00								
Member of Office of the National Assembly	\$200.00/mo		\$105/day	No add'l pay	**\$125 per elem	No add'l comp	na	na	No add'l pay	No add'l pay	no add'l to list	No add'l pay		
All Party Committees														
Government Committees														
Changes	0% - No Change	0% - No Change	1.6% April 1, 2013	0% - No Change	0% - No Change	1.7% April 1, 2013	0% - No Change	1% increase	0% - No Change	2% Change	2.6% Oct. 1/12 3% Oct-1/13	No add'l pay	1.6% April 1, 2013	1.6% April 1, 2013

II MLAS THAT APPEARED BEFORE THE COMMISSION

Glen Abernethy, MLA Yellowknife Great Slave

Wendy Bizarro, MLA Yellowknife Frame Lake

Frederick Blake Jr., MLA Mackenzie Delta

Robert Bouchard, MLA Hay River North

Bob Bromley, MLA Yellowknife Weledeh

Daryl Dolynny, MLA Yellowknife Range Lake

Robert Hawkins, MLA Yellowknife Centre

Jackie Jacobson, MLA Nunakput

Kevin Menicoche, MLA Nahendeh

Michael Miltenberger, MLA Thebecha

Alfred Moses, MLA Inuvik Boot Lake

Michael Nadli, MLA Deh Cho

Norman Yakaleya, MLA Sahtu

III MEDIA ADVERTISEMENTS

Independent Commission to Review MLAs Compensation and Benefits

What do you think about MLAs Salaries and Benefits?

The Independent Commission, chaired by Mr. Geoffrey Wiest, would like to hear what members of the public have to say about the salaries, benefits and allowances for Members of the NWT Legislative Assembly.

To tell the Commission what you think please contact the Commission at (867) 920-4151 or by email at info@nwtmlapay.ca.

The Commission also encourages written submissions. These can be emailed to info@nwtmlapay.ca, faxed to (867) 920-4252, or mailed to:

Independent Commission to Review MLAs'
Compensation and Benefits
Box 2910,
Yellowknife, NT
X1A 2R2

Deadline for submissions is January 31, 2014

For more information please visit our website at www.nwtmlapay.ca

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Placed in each of the following publications for two insertions in Novembers, 2013, and two insertions in January, 2014: *News North; Northern Journal; Hay River Hub; Yellowknifer; Inuvik Drun; Deh Cho Drum; and, L'Aquilon.*

IV PUBLIC SERVICE ANNOUNCEMENTS

The following public service announcement was aired continually on CBC, CKLB and various community radio stations during the months of November, 2013, and January, 2014:

The Independent Commission to Review Members' Compensation wants your input about the salaries, allowances and rules for Members of the Northwest Territories Legislative Assembly.

The Commission is taking both written and oral submissions.

Please send written submissions to:

*Independent Commission to Review Members' Compensation and Benefits
P.O. Box 2910
Yellowknife, NT X1A 2R2*

For oral submission please call Commission Chair Geoffrey Wiest at 867-920-4151 between 9 a.m. and 5 p.m., Monday to Friday.

Deadline for submissions is January 31, 2014.

For more information see the website at www.nwtmlapay.ca

Home

Home

The Independent Commission to Review Members' Compensation and Benefits is tasked with assessing and reviewing the indemnities, allowances, expenses and benefits provided to Members of the 17th Legislative Assembly. The establishment of the Commission addresses a legislated requirement of the *Legislative Assembly and Executive Council Act* for a review within two years after a general election. The Commission operates independently from the Legislative Assembly.

The Independent Commission is made up of three individuals appointed by the Speaker of the Legislative Assembly, Mr. Geoffrey P. Wiest of Yellowknife has been appointed Chair of the Commission and Mr. Gregory J. Nyuli of Fort Providence and Mr. David Krukto of Fort MacPherson are the other Commission members. Within ten months of the establishment of the Commission, a report must be delivered to the Speaker that sets out recommendations for changes it determines should be made to the indemnities, reimbursement of expenditures, and all other benefits of Members of the Legislative Assembly.

The Commission will be seeking public input and soliciting Members' submissions in the preparation of its report to the Speaker. For future information on these documents, please [contact](#) the Commission.

[Back to top](#)

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Independent Commission to Review Members' Compensation and Benefits

GEOFFREY P. WIEST (CHAIR) • GREGORY J. NYULI • DAVID KRUKTO

Home Commission ▾ Salaries & Benefits ▾ Expense Allowances ▾ Other Info ▾ Contact

Commission Terms of Reference

Terms of Reference

Pursuant to Section 35.1 of the Legislative Assembly and Executive Council Act, within two years after the polling day for a general election, the Speaker, on the recommendation of the Board of Management, shall establish an independent commission and appoint as its members three individuals who are independent, neutral, and knowledgeable.

The last comprehensive review of Members' compensation and benefits occurred in 2009 with a report tabled in May 2010. The recommendations from this report resulted in a number of changes to legislation, regulations and Board of Management policies.

1. PURPOSE

The Commission shall:

- Review and assess the indemnities, additional indemnities, allowances, expenses and benefits provided to Members and Ministers to determine the adequacy and appropriateness of the amounts provided by way of:
 - Legislative Assembly and Executive Council Act
 - Indemnities, Allowances and Expense Regulations
 - Legislative Assembly Retiring Allowances Act
 - Supplementary Retiring Allowances Act
 - Board of Management Policies
- Review and assess specific items referred to the Commission by the Board of Management;
- Review and assess the reporting requirements and procedures for Members' and Ministers' expenditures to determine the level of accountability acceptable to the public; and;
- Review any other matter that the Commission considers relevant respecting the compensation, allowances, and benefits provided to all Members and Ministers; and;
- Provide to the Speaker a report setting out any recommendations for change that the commission determines should be made to Members or Ministers indemnities, allowances, reimbursements, and other benefits.

4. RESPONSIBILITIES

The Commission will be responsible for:

- Collecting and analysing research materials from previous commissions, other legislative jurisdictions and positions of comparable responsibility within the public and private sectors.
- Seeking public input and soliciting Members' submissions.

Reviewing and making recommendations on the following areas of Members and Ministers remuneration, or any other areas the Commission considers relevant including but not restricted to:

- Indemnities Payable to Every Member
- Indemnities Payable to Office Holders
- Non-taxable Allowance for Expenses
- Constituency Work Expense Allowance and Permissible Expenditures
- Duty Travel & Meals
- All Travel Allowances
- Northern Living Allowance
- Leave and Vacation Allowance
- Transition Allowance
- Pension & Benefits Entitlements
- Telecommunications & Computer Equipment Allowances
- Acquisition of Office Inventory Items on Expiry of Office
- Capital Accommodation and Furniture Allowances
- Automatic Adjustment to All Allowances
- Specific Items Referred by the Board of Management

2. GUIDING PRINCIPLES

1. No Member should seek to serve in public office for purely financial gain. Although reasons may vary considerably, the underlying motivation for election must be to serve and improve the well-being of the people of the Northwest Territories.
2. The system of remuneration must be transparent, open, and provide an easy to understand system of remuneration to the Members of the Legislative Assembly and Members of the executive Council while providing a high degree of accountability to the people they serve.
3. Remuneration packages, particularly with respect to living, travel and transportation costs, need to be sensitive to the regional differences of job related expenses in order to ensure these factors do not become prohibitive for any Member to represent their constituents.
4. The requirement to be available and accountable 24 hours a day, seven days a week, coupled with the lack of job security associated with an election every four years ensures that only certain individuals can consider running for public office. A position of such importance in our democratic system, with such wide-ranging responsibility, should be fairly compensated in order to attract qualified and committed individuals.

3. COMPOSITION

The Commission shall consist of three individuals who are independent, neutral, and knowledgeable. Preferably the commission shall consist of a former Member, a professional with relevant financial or legal designations and experience, and an interested member of the public. Appointments to the Commission will also take into account regional representation within the NWT.

The Speaker, on the recommendation of the Board of Management, shall appoint one of the three Commission Members to serve as Chair.

5. REPORT

The Commission shall, within ten months after the day the Commission is established deliver a report to the Speaker that sets out any recommendations for change. It determines should be made to the indemnities, allowances, reimbursements, and all other benefits. Members are entitled to.

6. FINANCE AND ADMINISTRATION

The Clerk of the Legislative Assembly will provide administrative services and support to the Commission as required. The Commission may seek the assistance of consultants to provide it with advice and analysis and to ensure an arms-length relationship with the Legislative Assembly.

The Speaker, on the recommendations of the Board of Management, will approve funding for the Commission. The Commission will ensure expenditures do not exceed the allotted funds.

7. REMUNERATION

The Speaker, on the recommendations of the Board of Management, may approve honoraria and reasonable expenses to attend meetings for Members of the Commission, including the Chair.

8. TERMINATION

An appointment of an individual to the Commission terminates on the day the report is laid before the Legislative Assembly, unless the appointment is earlier revoked or otherwise terminated.



Independent Commission to Review Members' Compensation and Benefits

GEOFFREY P. WIEST (CHAIR) • GREGORY J. NYULI • DAVID KRUTKO

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Commissioners' Biographies

Geoffrey P. Wiest (Chair)

Mr. Wiest was called to the bar in Saskatchewan in July 1995. He moved to Yellowknife in April 1989 and became a member of the Law Society of the Northwest Territories shortly after his arrival. He has practised law in the Northwest Territories and Nunavut ever since. His practise areas include corporate-commercial law, commercial real estate, securities and aboriginal law. Mr. Wiest has been involved in a number of community organizations including various Law Society committees, the Canadian Bar Association Northwest Territories Branch, the Board of Side Door Ministries, Holy Trinity Anglican Church Vestry, Coast Guard Auxiliary and the Marine Rescue Society.

David Krutko (Commissioner)

Mr. Krutko served as the MLA for Mackenzie Delta from 1995 until 2011. During that time, he served as Chair of a number of Standing and Special Committees, Speaker of the House and as a Member of Cabinet. Mr. Krutko has also worked as a negotiator on the Dene Metis Land Claim Agreement and the Gwich'in and the Sahtu Agreements. He has served as the vice president of the Metis Nation of the Northwest Territories, vice president of the Mackenzie Delta Tribal Council (now known as the Gwich'in Tribal Council), president of the Fort McPherson Metis Local, president of the Fort McPherson Hunters and Trappers Association, councillor with the Fort McPherson Indian Band (now known as the Tetlit Gwich'in Council), councillor with the Hamlet of Fort McPherson, director of the Mackenzie Delta-Beaufort Sea Regional Planning Commission, member of the Gwich'in Land and Water Board, member of the Mackenzie Valley Land and Water Board, director of the Metis Development Corporation and co-chair of the Northwest Territories Tourism Training Group.

Gregory J. Nyuli (Commissioner)

Gregory J. Nyuli is a former Chief and member of the Deh Gah Got'ie First Nation located in Ft. Providence, N.T. Mr. Nyuli has previous experience related to First Nation negotiations, management, administration and economic development for the past 25 years. Mr. Nyuli currently represents the Dehcho First Nation on the Denendeh Development Corporation and operates his own consulting business, Dorman Services and Consulting.



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[Commission](#) • [Previous Reports](#)

Previous Reports

- [2010 Review of Members' Compensation and Benefits \(PDF\)](#)
- [2005 Review of Members' Compensation and Benefits \(PDF\)](#)

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Salaries & Benefits Salaries

Salaries

Basic Salary

The basic salary for all elected Members is \$100,907. The first \$1000 is non-taxable

Indemnities for Extra Duties:

Speaker	\$43,921
Premier	\$76,747
Minister	\$54,007
Deputy Speaker	\$ 7,106
Deputy Chair of Committee of the Whole	\$ 4,265
Chair of the Standing Committee on Priorities and Planning	\$ 9,278
Chair of the Standing Committee on Rules and Procedures	\$ 3,149
Chair of Other Standing Committees	\$ 6,296
Chair of Special Committees	\$ 3,149
Chair of Caucus	\$ 3,149

*Members' Basic Indemnities and Indemnities for Extra Duties are automatically adjusted each year by the percentage increase or decrease in the Consumer Price Index between the previous calendar and the calendar year before that.

Northern Allowance

Every Member of the Legislative Assembly receives a Northern Allowance. The amount of the allowance is based on the Member's place of ordinary residence and tied to Article 41 of the Collective Agreement between the Government of the Northwest Territories and the Union of Northern Workers.

Lowest and Highest Amounts an MLA can earn

The lowest amount that an elected Member can earn would be a Regular Member from Yellowknife with no additional titles: \$100,907(salary) + \$3,450(northern allowance) = \$104,357.

The maximum that an elected Member could earn would be a Premier from any community (since Ministers are deemed residents of Yellowknife): \$100,907(salary) + \$76,747(Premier's Indemnity) + \$3,450(northern allowance) = \$181,104.



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Benefits

GNWT Accidental Death and Dismemberment-Duty Travel

This is available to Ministers/MLAs on a 24 hour a day, year round basis, as long as they are not the pilot of an aircraft or a member of the crew. The maximum compensation that will be paid for accidental death and dismemberment is \$200,000.00.

Public Service Management Insurance Plan (PSMIP)

This insurance plan has four parts.

1. Basic Life Insurance equal to two years' salary;
2. Supplementary Life Insurance equal to one year's salary;
3. Accidental death and dismemberment coverage is available up to a maximum of 10 units at \$25,000 each (maximum benefit is \$250,000 on loss of life); and
4. Dependents' Insurance - \$5,000 on life of a spouse and \$2,500 on life of each child.

These amounts are doubled if accidental death occurs. All PSMIP insurance plans are optional. Premiums are based on age and basic salary and are deducted from salary.

Public Service Health Care Plan (PSHCP)

PSHCP is a supplementary health care plan. Participation, including the level of coverage, is optional.

Premiums for Level I coverage are paid by the Legislative Assembly. The MLA and the Legislative Assembly share premiums for Level II and Level III.

The plan covers many expenses not covered under the NWT Health Care Plan. The Extended Health Care Benefit includes prescription drugs, a vision care benefit, and an emergency travel benefit. The Hospital Benefit is available in three levels with adjusted premiums. This Benefit provides reimbursement up to a maximum limit for semi-private or private hospital rooms.

Public Service Management Insurance Plan (PSMIP)

This optional insurance contains four basic elements/options as follows:

- Basic Insurance equal to two years salary;
- Supplementary life insurance equal to one year's salary;
- Accidental death and dismemberment; and
- Dependents' Insurance.

Long Term Disability

This plan is optional and paid through payroll deductions.

A Member who becomes totally disabled will receive a gross annual benefit of 70% of his or her insured annual salary at the end of a 13-week waiting period.

Dental Plan

The plan provides a MLA with 100% reimbursement for all eligible expenses, subject to a yearly deductible of \$25 for single coverage and \$50 for family coverage.

The plan provides orthodontic coverage for dependants under the age of 19. Reimbursement is limited to 50% of actual costs, to a maximum of \$3,000 per dependant per lifetime.

Transition Allowance

Members of the Legislative Assembly are entitled to a Transition Allowance when they resign as Members or when the Assembly they are serving in is dissolved or ended by the passage of time, and the Member does not become a Member of the subsequent Legislative Assembly.

For a regular Member, the Allowance is one month's salary (\$8,409) x years of Service - to a maximum of 12 months. For example, a regular Member that completes a full term of office in the 17th Legislative Assembly (2011-2015) would receive \$8,409 x 4 years = \$33,636 in the form of a lump sum payment.

For a Member who is a former Speaker or Minister, the Transition Allowance is equal to his or her annual indemnity at the time of eligibility.

Retraining Assistance for Non-returning Members

This benefit is available to Members who have served at least one four-year term and who have left office either through retirement or defeat. These Members may be entitled to an allowance of up to \$10,000 to ease the move from public to private life. This allowance offers support for such services as employment counselling, assistance on how to start a new business, assistance with retirement planning, financial or retirement counselling or courses directly related to employment. This benefit may be accessed only once in the lifetime of a Member and is paid directly to the service provider.



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Salaries & Benefits · Pension

Pension

Registered Pension Plan

This is a contributory pension plan in which Members contribute 6.5% of their pensionable income which all their taxable income with the exception of the Northern Allowance. The right to receive benefits vests with the Member after four years of service, or the completion of one full term of office, whichever comes first.

Members who retire at pensionable age (after they reach 60 years of age, or they have 30 years of service, or when the sum of their year of service equals 80) will receive 2% of the average of their best four years' taxable income multiplied by the years of service (maximum of 30 years).

A Member who ceases to be a Member may elect to begin receiving a pension at any time but the amount of the pension will be reduced in proportion to the number of months remaining until a Member reaches pensionable age.

The is indexed to the increases in the cost of living.

Supplementary Pension Plan

Members are the given the option to vest into this plan within 60 days of being sworn-in as a Member of each successive Legislative Assembly to which they are elected which requires them to contribute an additional 2.5% of their pensionable income.



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[Expense Allowances](#) • Living Allowances

Living Allowances

Non-taxable Allowance

All Members are entitled to a non-taxable, non-accountable expense allowance of \$7,271 per year to cover the cost of items such as meals, local transportation, hospitality and other incidental expenses incurred while they are discharging their duties as MLAs in their communities of ordinary residences.

Members who do not live within commuting distance of Yellowknife are eligible for an additional non-taxable, non-accountable allowance of \$7,271 per year to cover meals, transportation and other incidental expenses incurred while in Yellowknife on business as a Member. This allowance is also intended to cover the purchase of basic household items associated with maintaining a secondary residence in the capital.

Capital Accommodation Allowance

The Capital Accommodation Allowance helps Regular Members who do not live within commuting distance of Yellowknife pay the costs of staying in Yellowknife when they are on Legislative Assembly business. The Allowances covers costs for hotel accommodation or rental accommodation and associated costs for utilities, cable, telephone, internet, parking, furniture and insurance to a maximum of \$30,572 a year.

When an MLA is appointed to Cabinet, he/she is required to live and work in Yellowknife. Upon their appointment to Cabinet, Members who own or lease a principle residence in an NWT community outside of Yellowknife are eligible for reimbursement of lease costs for temporary accommodation in Yellowknife, one-time real estate fees and the costs of utilities and furniture rental to an annual maximum of \$46,000 a year. Cabinet Members re-locating to Yellowknife may also be reimbursed for the cost of a security deposit on rental accommodation to a maximum of \$2,400 and one-time relocation assistance for themselves and their families members at the same level of assistance provided to senior managers in the GNNWT.

Outgoing Ministers (and their dependents) who do not own their own home in Yellowknife are entitled to removal assistance from their residence (including personal effects from the Minister's office) in Yellowknife, at the same level as provided to senior managers in the GNNWT.



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Work-related Expenses

Ministerial Entertainment Allowance

Upon appointment, all Members of Cabinet may receive a \$1,500 non-accountable annual allowance for duty-related entertainment expenses.

Constituency Work Expense Allowance

Each MLA receives a Constituency Work Expense Allowance to cover the cost of work related to the representation of constituents. The amount of the Allowance differs from constituency to constituency, depending on travel costs and the costs of doing business in the constituency. For the breakdown of Constituency Allowances by Constituency see [Indemnities, Allowances and Expense Regulations \(PDF\)](#).

Allowable Expenses under the Constituency Work Expense Allowance include such items as:

- Advertising of Member's office location, upcoming meetings, community events etc. in newspapers, radio and television.
- Production and distribution of newsletters and other printed material.
- Expenses related to Constituency Meetings.
- Meetings with Elected Officials.
- Services related to research, writing, interpretation, translation etc.
- Computer Hardware.
- Promotional Items: \$20 maximum per item if manufactured outside the NWT for items containing the Territorial Shield and Member's contact information; \$30 maximum if the same item is manufactured in the NWT; \$5 maximum for items that don't fit into the first two categories.
- Special Occasion items to mark a significant event or achievement in a constituent's life to a maximum of \$150 per item.
- Presentation items to a maximum of \$300 per item to commemorate a significant event in the constituency such as the opening of a school or other building.
- Contributions to a Community Feast or Event within the Constituency to a maximum of \$500.
- Membership in Community Organizations.
- Vehicle Lease or Rental while on constituency travel.
- Constituency Assistants.
- Constituency Travel.

The following are Constituency-Related Expenses paid by the Legislative Assembly over and above the Constituency Work Expense Allowance:

Constituency Tours

All Members representing constituencies that include more than one community will be reimbursed for up to five trips to each community each fiscal year and for a total of 15 nights accommodation for each community per fiscal year, as well as the accompanying daily costs of transportation, meals and incidentals. Members representing multi-community constituencies who do not live in their constituency are entitled to five trips to each community each year. Members who live within their constituency are not entitled to reimbursement for trips to their home community.

Constituency Meeting Expense

Each Member will be reimbursed for three constituency meetings per year in each community within his or her constituency to a maximum cost of \$500 per meeting and \$1500 per community.

Constituency Offices

The Legislative Assembly will pay the costs of leasing constituency office space to enable Members to provide access and service to their communities. Members representing constituencies in Yellowknife are not entitled to a second constituency office in addition to one provided in the Legislative Assembly Building.



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Expense Allowances • Travel Allowances

Travel Allowances

Home Travel Allowance

A Regular Member can be reimbursed for the actual and reasonable cost of return transportation for up to five trips between Yellowknife and their home community. This travel can either be used by the Member or a family member who lives in that place.

Sessional Travel by Spouse

During a sitting of the Legislative Assembly, a Member can be reimbursed for the actual and reasonable cost of return transportation for the Member's spouse, or other person designated by the Member, between the place of the sitting and the place where the Member lives, provided that both the Member and spouse or other designated person are at the place where the sitting is held for at least one entire day.

Eight Sitting Day Entitlement

After a Member has attended a sitting or meetings of a committee of the Legislative Assembly for eight consecutive days, the Member is entitled to be reimbursed for actual and reasonable cost of return transportation between the place where the Members lives and the place of the sitting. Either the Member, the Member's spouse or a person designated by the Member may travel under this entitlement.

Ministerial Home Travel Allowance

A Minister is entitled to an annual budget for home travel based on the estimated cost of 32 return air trips between the Minister's home community and Yellowknife. Home travel costs are limited to transportation costs only.



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Other Jurisdictions

Jurisdiction	Basic salary (2003-2004)	Tax-free Allowance	Premier Additional Salary	Minister Additional Salary	Speaker Additional Salary
Canada					
BC	\$101,859.00		\$91,873.00	\$50,930.00	\$50,930.00
AB	\$134,000.00		\$83,750.00	\$67,000.00	\$67,000.00
SK	\$93,269.00		\$67,834.00	\$47,486.00	\$47,486.00
MB	\$85,564.00		\$55,944.00	\$36,745.00	\$45,931.00
ON	\$116,500.00		\$92,424.00	\$49,301.00	\$36,364.00
QC	\$88,186.00	\$16,027.00	\$92,595.00	\$66,140.00	\$66,140.00
NB	\$85,000.00		\$79,000.00	\$52,614.00	\$52,614.00
NS	\$87,485.00		\$110,580.00	\$48,085.00	\$48,085.00
PE	\$67,400.00		\$73,200.00	\$47,100.00	\$39,600.00
NL	\$95,357.00		\$72,409.00	\$54,072.00	\$54,072.00
YT	\$72,766.00	\$13,993.00	\$55,873.00	\$39,181.00	\$27,987.00
NU	\$94,518.00	\$1,000.00	\$87,085.00	\$73,306.00	\$73,306.00
NT	\$100,907.00	\$7,271.00* \$14,542.00**	\$76,747.00	\$54,007.00	\$43,921.00
HoC	\$160,200.00		\$160,200.00***	\$76,700.00	\$76,700.00



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Acts and Regulations

- [Legislative Assembly and Executive Council Act](#)
- [Indemnities Allowances and Expense Regulations](#)



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Contact

Independent Commission to Review Members' Compensation and Benefits

P.O. Box 2910

Yellowknife, NT X1A 2R2

P: 867-920-4151

info@nwtmlapay.ca

VI PUBLIC RESPONSE

- Six short electronic submissions.
- Two telephone inquiries.

VII NORTHERN ALLOWANCE CHART

Community	Effective April 1, 2012 Rates
Aklavik	20,490
Behchoko	6,222
Colville Lake	23,098
Dawson City	10,295
Deline	21,459
Dettah	3,463
Enterprise	5,205
Fort Good Hope	21,234
Fort Liard	7,252
Fort McPherson	16,635
Fort Providence	6,828
Fort Resolution	9,547
Fort Simpson	10,239
Fort Smith	6,895
Gameti	13,601
Hay River	5,187
Hay River Reserve	5,204
Inuvik	13,827
Iqaluit	16,352
Jean Marie River	11,813
Kakisa	6,756
Lutselk'e	17,486
Nahanni Butte	15,098
Norman Wells	14,857
Paulatuk	25,539
Rankin	18,291
Sachs Harbour	26,221
Trout Lake	17,949
Tsiigehtchic	17,979
Tuktoyaktuk	22,382
Tulita	18,423
Ulukhaktok	27,506
Wekweeti	13,397
Whati	13,351
Wrigley	15,257
Yellowknife	3,450

- (b) The annual rates for each community will be updated on April 1 each year in accordance with the methodology.

VIII CONSTITUENCY WORK EXPENSE ALLOWANCE CHART

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2013 CONSTITUENCY WORK EXPENSE ALLOWANCE

Constituency	Constituency Work Expense Budget (Section 29)
DEH CHO	85,861
FRAME LAKE	78,531
GREAT SLAVE	78,531
HAY RIVER NORTH	82,719
HAY RIVER SOUTH	82,719
INUVIK BOOT LAKE	85,861
INUVIK TWIN LAKES	85,861
KAM LAKE	78,531
MACKENZIE DELTA	90,050
MONFWI	85,861
NAHENDEH	89,001
NUNAKPUT	93,189
RANGE LAKE	78,531
SAHTU	92,143
THEBACHA	83,767
TU NEDHE	85,861
WELEDEH	78,531
ELLOWKNIFE CENTR	78,531
ELLOWKNIFE SOUTI	78,531

Tabled pursuant to Section 35(b) and (c) of the *Legislative Assembly and Executive Council Act*.

IX CONSTITUENCY EXPENDITURES BY MLA FOR 2013

**EXPENSES RELATED TO CONSTITUENCY WORK, UNDER SECTION 29
REIMBURSED TO OR INCURRED BY MEMBERS OF THE LEGISLATIVE ASSEMBLY
FOR THE FISCAL YEAR ENDED MARCH 31, 2013
17TH ASSEMBLY**

Member	Constituency	Travel & Transportation	Materials & Supplies	Purchased Services	Fees & Payments	Computer Hardware/Software	Constituency Assistant	Total Expenditure	Total Budget
NADLI, Michael	DEH CHO	3,256	12,102	13,052	-	-	57,339	85,749	85,861
BISARO, Wendy	FRAME LAKE	-	8,475	9,043	200	3,206	51,708	72,632	78,531
ABERNETHY, Glen	GREAT SLAVE	-	9,394	13,529	-	1,819	40,539	65,281	78,531
BOUCHARD, Robert	HAY RIVER NORTH	3,930	10,179	7,224	75	-	54,412	75,820	82,719
GROENEWEGEN, Jane	HAY RIVER SOUTH	2,427	8,807	7,613	75	-	60,298	79,220	82,719
MOSES, Alfred	INUVIK BOOT LAKE	6,417	6,937	11,088	-	1,960	53,214	79,616	85,861
MCLEOD, Robert C.	INUVIK TWIN LAKES	-	8,372	9,670	990	-	63,475	82,507	85,861
RAMSAY, David	KAM LAKE	-	12,880	5,613	-	3,617	21,679	43,789	78,531
BLAKE JR., Frederick	MACKENZIE DELTA	12,168	10,502	12,668	-	873	53,834	90,045	90,050
LAFFERTY, Jackson	MONFWI	12,676	6,987	15,188	-	737	44,394	79,982	85,861
MENICOCHÉ, Kevin	NAHENDÉH	5,125	9,249	8,747	-	1,039	60,830	84,990	89,001
JACOBSON, Jackie	NUNAKPUT	17,663	1,821	9,496	495	3,701	54,436	87,612	93,189
DOLYNNY, Daryl	RANGE LAKE	-	15,524	13,379	610	3,690	31,206	64,409	78,531
YAKELEYA, Norman	SAHTU	6,368	11,009	10,094	-	960	63,712	92,143	92,143
MILTENBERGER, Michael	THEBACHA	6,563	2,854	8,668	-	1,099	50,500	69,684	83,767
BEAULIEU, Tom	TU NEDHE	1,240	363	8,733	-	2,771	72,047	85,154	85,861
BROMLEY, Bob	WELEDEH	79	6,764	9,908	-	429	61,351	78,531	78,531
HAWKINS, Robert	YELLOWKNIFE CENTRE	1,720	20,604	28,644	200	1,129	24,229	76,526	78,531
MCLEOD, Bob	YELLOWKNIFE SOUTH	-	9,681	10,441	-	2,546	48,000	70,668	78,531

EXPENSES: represent funds reimbursed to Members or paid on their behalf for constituency expenses incurred upon submission of original invoices.

Tabled pursuant to Section 35(c) of the *Legislative Assembly and Executive Council Act*.