



Submission to the
Commissioner for
MLA Pay, Allowances and
Retirement Benefits

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Adrienne Batra, Manitoba Director
212-428 Portage Ave., Winnipeg, MB R3C 0E2
Ph: (204) 982-2150 www.taxpayer.com email: abatra@shawbiz.ca

ABOUT THE CANADIAN TAXPAYERS FEDERATION

The Canadian Taxpayers Federation (CTF) is a federally incorporated, non-profit and non-partisan, advocacy organization dedicated to lower taxes, less waste and accountable government. The CTF was founded in Saskatchewan in 1990 when the *Association of Saskatchewan Taxpayers* and the *Resolution One Association of Alberta* joined forces to create a national taxpayers organization. Today, the CTF has over 64,000 supporters nationwide.

The CTF maintains a federal office in Ottawa and offices in the five provincial capitals of British Columbia, Alberta, Saskatchewan, Manitoba and Ontario. In addition, the CTF has a working partnership with the Montreal-based *Quebec Taxpayers League*. Provincial offices conduct research and advocacy activities specific to their provinces in addition to acting as regional organizers of Canada-wide initiatives.

CTF offices field hundreds of media interviews each month, hold press conferences and issue regular news releases, commentaries and publications to advocate the common interest of taxpayers. The CTF's flagship publication, *The Taxpayer* magazine, is published six times a year. An issues and action update called *TaxAction* is produced each month. CTF offices also send out weekly *Let's Talk Taxes* commentaries to more than 800 media outlets and personalities nationally.

CTF representatives speak at functions, make presentations to government, meet with politicians, and organize petition drives, events and campaigns to mobilize citizens to effect public policy change.

All CTF staff and board directors are prohibited from holding a membership in any political party. The CTF is independent of any institutional affiliations. Contributions to the CTF are not tax deductible.

The CTF's Manitoba office is located at:
212-428 Portage Avenue
Winnipeg, Manitoba
R3C 0E2

Telephone: 204-982-2150
Facsimile: 204-982-2154
E-mail: abatra@shawbiz.ca
Web Site: www.taxpayer.com

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SUMMARY OF RECOMMENDATIONS

Recommendation #1:

The Commissioner should base all of its analysis and recommendations concerning MLA remuneration so as to retain the following principles: simplicity, transparency, accountability and fairness.

Recommendation #2:

In September of each year, Manitoba's Legislature should publish and post, with receipts, MLA, cabinet minister, leader of the opposition and third party leader remuneration for the year including all indemnities.

Recommendation #3:

MLA allowances should not be increased.

Recommendations #4:

No greater than a dollar-for-dollar matching RRSP pension plan be provided to MLAs.

Recommendation #5:

Terminate the MLA transition allowance.

Recommendation #6:

MLA compensation should be adjusted according the annual change in *Average Weekly Earnings* of Manitobans.

Recommendation #7:

An independent commissioner should be appointed after every third election to address MLA remuneration.

INTRODUCTION

Following the 2007 election, Mr. Michael D. Werier was appointed as Manitoba's Commissioner to study MLA compensation. Commissioner Werier is mandated to make recommendations to the legislative assembly about the appropriate salary, allowances and retirement benefits for Member of the Legislative Assembly. The Canadian Taxpayers Federation (CTF) is pleased to present our recommendations to the Commissioner.

Unlike Parliamentarians elsewhere in Canada, Manitoba's Members of the Legislative Assembly (MLA) have a reasonably simple and transparent compensation regime as they do not receive a tax-free allowance.

Since the Fox-Decent Commission of 1995 and the Backman Commission in 2004, there have been many reports across Canada dealing with the question of Legislative Member compensation. Some common themes have emerged from these reports:

1. Legislatures are a valuable institution and should be maintained as an institution that functions effectively and smoothly. To do this requires the election and retention of competent, qualified people, and good pay is required to attract good people.
2. The work that MLAs do is roughly comparable to that done by middle-upper level professionals. MLAs work long hours and have many demands and pressures on them that most people do not face, and they should not be expected to cover all the expenses occasioned by their life as MLAs from their own pockets.
3. MLAs should not become wealthy or profit excessively as a result of their public service, nor should MLAs see their pay increase when other Canadians are suffering financial hardship.

Recommendation #1:

It is important the Commissioner be guided by principle – STAF, simplicity, transparency, accountability and fairness.

- I. Above all else, MLA compensation must remain *simple* to understand. The Commissioner must take steps to ensure no convoluted layering of allowances and extra indemnities are introduced, that would only serve to cloud the true value of the MLAs total compensation.

- II. Compensation packages must remain *transparent* there should be no hidden new benefits and taxpayers should have easy access to information about how much and how MLAs are paid.
- III. Where an expense allowance is required for a Member to fulfill his/her responsibilities, complete disclosure provisions should be instituted to allow the member to be held *accountable* for the expenditure of public monies with supporting receipts and documentation.
- IV. Politicians should not be paid exorbitant salaries that are out of line with public expectations. It is only *fair* remuneration paid to MLAs not exceed the norms paid to those in Industry.

CURRENT MLA COMPENSATION

Salary:

MLAs in Manitoba currently receive an annual salary of \$74,982. This represents a 14% increase since 2003 when the compensation was \$65,535. This current rate ranks Manitoba politicians eighth among other Canadian provinces and territories.

Expense Accounts:

In recent years, MLAs have been subject to much scrutiny with respect to their office spending and conduct. Many allegations of inappropriate spending has been leveled at federal politicians and at politicians in other jurisdictions. The Ontario Legislature, for example began publishing the expenses of cabinet ministers and opposition leaders. Providing taxpayers with a full accounting of MLA spending is a good principle and should be followed in Manitoba. As it stands in Manitoba, expenses for all Members are tabled in the Legislature, however, scant details are provided.

Beginning next year, more information on MLA expenses and MLA office expenses should be provided to Manitobans. The best way to ensure taxpayers dollars are not used to top up MLA pay, by way of perks and fringe benefits, is to offer a comprehensive accounting of these expenses each year. MLAs need not be deprived of quality office support, equipment, accommodations when traveling, or adequate funds to dialogue with constituents. However, asking for regular, annual disclosure of spending is by no means unreasonable.

Recommendation #2:

Manitoba's Legislature should publish and post the following information each September:

- **MLA remuneration for the year.**
- **All MLA expenses, with receipts grouped in the following categories:**
 - Total Advertising/Publicity;**
 - Total Office Maintenance (equipment, supplies etc);**
 - Total Travel;**
 - Total Entertainment; and**
 - Total Spending.**
- **A similar accounting should be published and posted, at the same time, for all Ministerial Offices, Leader of the Opposition and Third Party Leader.**

Allowances for additional duties:

In addition to the base MLA salary, members are also entitled to money for any extra duties they take on in the legislature such as positions in cabinet, the Speaker and Deputy Speaker, standing committee chairs and legislative secretaries.

There are many policies in place that currently accomplish the goal of “compensating” MLAs for out of pocket expenses (Table 1). According to the Commissioner’s website these include:

1. Constituency Allowance - All Members are entitled to reimbursement for authorized expenses for the purpose of providing non-partisan access and service to constituents. The maximum amounts that may be reimbursed per region are:
 - Winnipeg Region - \$51,802.00
 - Southern Region - \$48,036.00
 - Northern Region - \$46,244.00

For representation expenses, reimbursement is subject to a maximum annual limit of 15% of the Member's Constituency Allowance annual amount

2. Travel Allowance - All Members are entitled to reimbursement for authorized travel expenses. The total amount of expenses eligible for reimbursement varies depending on the size and location of a constituency. The maximum amount of travel expenses eligible for reimbursement for Winnipeg Members is \$4,091.00 per member. Out-of-Province travel expenses are subject to an annual maximum limit of \$3,203.00.
3. Commuter Allowance - Members representing constituencies outside Winnipeg and not entitled to or not claiming reimbursement for authorized temporary residence and living expenses may claim commuting and contingency stay expenses. Commuting trips are subject to a maximum of up to 6 round trips per week when the Assembly is sitting and up to 2 round trips per week when the Assembly is not sitting. Contingency stay expenses are subject to a maximum of up to 20 overnight stays per sessional period.

4. Living Allowance - Members representing constituencies outside Winnipeg, who maintain a residence in both Winnipeg and their constituency, and whose residences in their constituencies are further than 50 kilometres from the Legislative Building are entitled to reimbursement for authorized temporary residence and living expenses. Temporary residence expenses may be claimed up to a maximum of \$1,078.00 per month for rent and utilities. Living expenses may be claimed up to a maximum of \$648.00 per month when the Assembly is sitting plus 2 additional months, plus any month in which special or standing committees meet. Otherwise the maximum is \$136.00 a month.
5. Alternative Living Allowance - Members eligible for but not claiming temporary residence and living expenses in any month are entitled to reimbursement for authorized overnight stay expenses. The maximum is 8 overnight stays per month.
6. Allowance for expenses of attending intersessional committees - A Member who is a member of a Standing or Special Committee is entitled to reimbursement for authorized expenses incurred to attend an intersessional committee meeting. The amount of reimbursement is based on the actual expenses incurred by the Member, as approved by the Speaker.

These allowances cover off a wide swath of possible expenses incurred by an MLA and the CTF believes these allowances are more than reasonable. Compared to an average private sector worker it's clear MLA allowances are more generous. For example, for a commission sales person or a long haul truck driver allowances such as cell phones, generous per diems and travel allowances just aren't a reality.

Recommendation #3:

MLA allowances should not be increased.

Table 1: Members Indemnity and Expense Allowances

	Federal	BC	AB	SK	MB	ON	PQ	NB	NS	PEI	NFLD
	Parliament										
Annual Indemnity	150,800	98,000	49,836	66,113	74,982	110,775	82,073	45,347	81,806	62,500	92,580
Tax-free portion	-	-	24,918	5,535	-	-	14,467	22,674	-	-	-
Real Value Tax-free portion	-	-	37,503	8,637	-	-	26,094	36,902	-	-	-
Total	150,800	98,000	87,339	74,750	74,982	110,775	108,167	82,249	81,806	62,500	92,580
Defined Benefit Pension Plan	Yes	Yes	No	No	No	No	Yes	Yes	Yes	Yes	Yes
RRSP Allowance	None	9%	9,000	9%	7%	Up to 5%	None	None	None	None	None
Additional Indemnities											
Government											
Premier/Prime Minister	150,800	88,200	77,784	59,718	49,527	87,845	86,177	60,735	83,682	68,000	70,300
Cabinet Minister	72,200	49,000	61,140	41,804	30,957	46,858	61,555	40,491	44,963	43,700	50,968
Minister W/O Portfolio	72,200	34,300	27,156	n/a	24,765	21,269	n/a	30,369	44,963	n/a	n/a
Secretary of State	54,100	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Parliamentary Assistant	15,200	6,000	n/a	n/a	3,718	15,841	16,415	n/a	n/a	n/a	25,484
Speaker	72,200	49,000	61,140	35,830	30,957	34,562	61,555	30,369	44,963	36,800	50,968
Deputy Speaker	37,500	34,300	30,588	12,218	8,670	16,395	28,726	9,415	22,482	18,400	25,482
Deputy Chair, Committee	n/a	19,600	n/a	6,109	n/a	12,074	n/a	n/a	n/a	n/a	n/a
of the Whole											
House Leader	72,200	n/a	n/a	12,218	8,670	n/a	61,555	40,491	19,471	11,800	50,968
Government Caucus Chair	10,700	19,600	n/a	n/a	5,338	13,847	20,518	n/a	11,832	n/a	12,741
Government Whip	27,200	19,600	10,404	12,218	6,193	20,272	28,726	9,415	4,437	3,500	12,741
Government Deputy Whip	10,700	14,700	7,788	6,109	n/a	13,847	16,415	n/a	n/a	n/a	n/a
Official Opposition											
Opposition Leader	72,200	49,000	61,140	41,804	30,957	61,148	61,555	40,491	44,963	43,700	50,968
House Leader	37,500	19,600	13,008	12,218	6,193	20,272	28,726	n/a	n/a	4,150	25,482
Caucus Chair	10,700	19,600	n/a	n/a	5,338	13,847	18,466	n/a	n/a	n/a	12,741
Whip	27,200	19,600	7,788	12,218	4,956	15,509	24,622	4,707	n/a	3,500	12,741
Deputy Whip	10,700	14,700	6,492	6,109	n/a	9,970	16,415	n/a	n/a	n/a	n/a
Third Party											
Third Party Leader	51,400	24,500	27,156	20,902	24,765	39,547	28,726	12,000	22,482	n/a	17,832
House Leader	15,200	9,800	10,404	6,109	4,956	17,281	n/a	n/a	n/a	n/a	n/a
Whip	10,700	9,800	6,492	6,109	3,718	13,958	16,415	500	n/a	n/a	n/a
Caucus Chair	5,500	9,800	n/a	n/a	5,338	12,518	n/a	n/a	n/a	n/a	n/a
Committee Chairs											
Chair Select Standing	10,700	14,700	30,588	12,218	3,718	15,609	20,518	n/a	1,530	n/a	12,741
or Special Committee											
Deputy Chair	5,500	9,800	15,288	6,109	3,098	8,862	16,415	n/a	n/a	n/a	9,739

Source: Federal and Provincial compensation documents. Rates effective April, 2007.

MLA Pension Plan and Alternative RRSP Plan

In the 2004 Commissioner's report, Mr. Earl Backman noted:

“In the early 1990s there was a very high level of dissatisfaction among members of the public about the apparently ‘luxurious’ Federal Pension Plan for Members of Parliament. Canada was also in the throes of rectifying a deficient Canada Pension Plan that would eventually become bankrupt for future retirees unless major surgery was performed. The Federal Plan for MPs was legitimately creating substantial animosity amongst taxpayers and this anger translated partially into a distaste by the public for pension plans for public servants and especially for elected officials. Consequently in the mid 1990s several provinces moved to distance themselves from this rancor by changing/eliminating their pension plans for elected Members.”

In the 1990s, Manitoba, Ontario and the other western provinces did away with the gold-plated pension schemes because they were not in line with public expectations. The 2004 Commissioner correctly states that: “in Manitoba, there was dissatisfaction with the pension,” and “animosity toward the fact that MLAs could retire very early – much earlier than the rest of the population could anticipate.” The decision to move to a matching dollar-for-dollar RRSP style plan was a taxpayer friendly move and one that was long overdue. That type of plan should remain. To revert back to an old-style gold-plated plan is a step backward.

The former Commissioner also states that “The absence of a Pension Plan for Members probably contributes to eliminating a sector of Manitoba citizenry from running for elected office; especially those in mid-career pension-based employment where they cannot ‘afford’ or are reluctant to consider breaking the continuity of their contributory years.” This too does not justify reverting back to a pension plan that other provinces have moved away from.

Public service has its own intrinsic value that should not be measured by every perk available. People should run for public office because they want to serve the public not because its pay, perks and pensions make it worth the effort. If someone decides they cannot leave a mid-career pension-based job, and accept an RRSP dollar for dollar retirement plan, they are not well-suited to serving their citizenry. Most MLA's (particularly cabinet ministers and those with extra parliamentary duties) are already in the top 5 per cent of wage earners in Manitoba. There is no need to make public service in Manitoba any more monetarily attractive for would-be politicians.

The CTF does not oppose the principle of a pension plan for politicians. However, the organization has long advocated for the introduction of a matching dollar-for-dollar defined contribution pension arrangement – as the CTF successfully campaigned for in B.C., Alberta, Ontario, and Manitoba. A plan where taxpayers pay the bulk – in some cases – as much as \$3.50 for each dollar a MP or MLA contributes is an unacceptable change. The status quo is fair for MLA's and taxpayers alike

For the purposes of the pension plan, the Members contribute 7%, matched by the taxpayer. Contributions become locked and vested after one year of membership in the plan. Age 65 is the normal retirement age but MLAs are eligible to retire and receive retirement income at age 55.

Recommendation #4:

No greater than a dollar-for-dollar matching RRSP pension plan be provided to MLAs.

Transition Allowance

MLAs are given a lump-sum severance payment upon leaving office, regardless of the reason for their departure. MLAs are entitled to a “Transition Allowance” once they:

- Cease to be an MLA - Members who choose to not run again in an election or who are defeated in the nomination process are eligible for this allowance to a maximum of 6 months' pay. Newly elected Members on April 25th, 1995 and in subsequent elections, are eligible for the Transition Allowance.
- Members who are defeated in an election are eligible for this allowance to a maximum of 12 months' pay.
- If a member was before 1995 they are grandfathered for a severance they receive a lump sum 1 month for every year served for a maximum of 12 months.

They are *not* eligible for the transition allowance:

- Members who resign voluntarily before an election, unless for serious medical problems, are not eligible for the Transition Allowance.

This allowance has an impact on Members' compensation and by defacto enhances their salary.

The CTF is of the opinion that the Commissioner should recommend the Transition Allowance be eliminated. The principle that governs severance in the private sector suggests that those terminated with just cause should not be eligible for compensation. It is our view that when voters choose to defeat an incumbent they do so with just cause, and therefore have no obligation to pay severance to the council member in whom they no longer have confidence.

Recommendation #5:

Terminate the MLA Transition Allowance.

MLA PAY – HOW MUCH IS ENOUGH?

There is no doubt that Manitobans desire and deserve competent and talented women and men for elected and un-elected public service. However, there is not any evidence to support the argument that better pay and compensation will attract more qualified individuals to public life. While a competitive wage should be paid to our MLAs, we sincerely believe and hope that an over-riding sense of civic virtue and duty is the first and primary motive for Manitobans who seek the opportunity to serve as MLA.

Moreover, other intangible motives and attributes that come with being an MLA such as influence, power, single-interest devotion, and even ego also attract good people to public life. Indeed, the opportunities that come with the privilege of representing one's own constituents through election as a MLA are unique.

It is important to remember that all those who enter public service do so freely and willingly. Certainly some MLAs have interrupted their careers, while others are career politicians – stopping at the Legislature on their way to Parliament in Ottawa or elsewhere – and still others earn more income than they ever did in their previous private or public sector positions.

Realistically, taxpayers cannot afford to provide “executive level” compensation to MLAs, but traditionally that hasn't stopped high profile individuals from seeking office. Instead, the call to civic duty still brings many candidates into public life. A couple examples include Newfoundland and Labrador Premier Danny Williams and former Prime Minister Paul Martin – both men are multi-millionaires. MLA compensation would exceed \$1 million annually if we were to attract candidates like Danny Williams and Paul Martin on salary alone.

Comparing MLA salaries between provinces is of little value because each province has its own priorities, philosophical approaches and circumstances. In the State of New Hampshire, for example, State Representatives are paid \$100 per year. The New Hampshire approach is that State Representatives should maintain careers outside of politics.

That said, if MLA salaries are to be compared to those in other province's we need to look at the cost of living in those provinces. According to the Government of Manitoba's website (www.gov.mb.ca), Manitoba is one of the least expensive places in the country to live. In the 2007 budget papers, the

Manitoba Advantage shows Winnipeg with the lowest monthly electricity costs, and lower than average housing prices. A nation-wide comparison of housing prices in 17 markets from Royal LePage shows Manitoba in the middle of the pack.

Table 2: Housing Market Comparison

Market	Q1 2007 Average	Q1 2006 Average	2 Storey % Change
Halifax	200,000	197,000	1.5%
Charlottetown	175,000	170,000	2.9%
Moncton	132,000	125,000	5.6%
Fredericton	187,000	191,000	-2.1%
Saint John	210,400	188,700	11.5%
St. John's	200,000	203,333	-1.6%
Atlantic	176,750	173,833	1.7%
Montreal	338,857	328,214	3.2%
Ottawa	294,667	277,500	6.2%
Toronto	489,889	467,742	4.7%
Winnipeg	220,714	196,264	12.5%
Regina	159,500	145,930	9.3%
Saskatoon	257,500	189,000	36.2%
Calgary	411,456	322,853	27.4%
Edmonton	384,750	249,167	54.4%
Vancouver	837,500	757,750	10.5%
Victoria	418,000	399,900	4.5%
National	378,148	338,228	11.8%

*Source: www.royallepage.ca

Another aspect to consider is how much Manitoba taxpayers earn. As a general principle, our elected officials should not rocket into the upper stratosphere of incomes. It's important our politicians share similar experiences and concerns as the electorate they represent. According to Statistics Canada, the average Manitoba family has an annual income of \$57,000. That is nearly \$20,000 less than an individual private member receives. Current MLA pay puts Manitoba politicians in the top 5% of income earners in the province.

MECHANISMS FOR ADJUSTING MLA COMPENSATION

There are varying approaches across Canadian provinces and territories regarding MLA compensation adjustments.

British Columbia: Members' indemnity is adjusted on April 1 by a formula based on the Consumer Price Index for BC combined with average hourly wages of employees in selected professions, less a reduction factor. Since salary changes require amendments to the *Legislative Assembly Allowances Act*, proposed revisions are subject to debate in the house.

Alberta: Components of Member remuneration are adjusted on April 1 of each year by the same percentage increase or decrease as the Average Weekly Earnings for Alberta as reported by Statistics Canada for the preceding calendar year.

Saskatchewan: The basic indemnity and allowances are adjusted annually on April 1 by the average annual change in the Consumer Price Index for Saskatchewan. The Board of Internal Economy, in the absence of an Independent Committee, can make changes to the indemnity and allowances.

Manitoba: After every general election, an Independent Commissioner is appointed to decide on "appropriate salary, allowances and retirement benefits for Members". As of April 1, 2006, the COLA provision that is in place is computed as the previous five-year moving average increase in the Manitoba Consumer Price Index (CPI).

Ontario: The Integrity Commissioner, at such intervals as are considered appropriate, can review and determine the appropriate salary for MPPs. Currently, the CPI is used to adjust members' compensation.

Quebec: The annual indemnity is to be increased by a percentage equal to that of the increase in the salary scales for the group of positions of senior executives in the public service as of the effective dates of the new salary scales. Expense allowances are tied to the Consumer Price Index on January 1 of each year.

New Brunswick: Changes to salaries and allowances must be agreed to by the Legislative Administration Committee. An independent committee can also be convened to review member compensation, but this mechanism has been used infrequently. Change in three year average wages of New Brunswick employees is currently used to adjust salaries and allowances.

Nova Scotia: An independent commission is currently in place to review Member compensation. Until the commission's recommendations are filed, increases in pay will continue to be based on increases in the Public Service (union and non-union).

Prince Edward Island: After every general election an independent commission is appointed to determine MLA compensation. Decisions contained in the commission's report are final and effective on the date indicated in the report.

Newfoundland and Labrador: Since the use of commissions has fallen into disuse, Members have agreed to be governed by the Public Service pay increase regime.

Yukon: Members' indemnities and allowances are adjusted on April 1 of each year by the average change in the CPI over the previous two calendar years. Allowances for additional duties are not indexed and can only be changed by amendment to the Legislative Assembly Act.

Northwest Territories: Within two years of an election an independent commission is appointed to review and recommend on indemnities and allowances. Effective April 1 of each year salaries and allowances are revised by changes made to the Collective Agreement of the Government.

Nunavut: Members' salaries and allowances are tied to the same percentage increase that Public Service employees receive due to collective bargaining.

House of Commons (Canada): Adjustments are derived from an index based on major settlements negotiated with bargaining units of 500 or more employees in the private sector in Canada, as published by the Department of Human Resources and Social Development, within three months of the end of the calendar year.

Two significant elements of MLA compensation adjustment are evident when reviewing the various approaches. Some provinces link MLA salaries with an external measure such as inflation, cost of living, or per cent change in the earnings of taxpayers. Other provinces have some sort of link to the wage negotiation with public sector unions. British Columbia, Alberta, Saskatchewan, Manitoba, Ontario, New Brunswick and Yukon all link to inflation, cost of living, or average weekly earnings change. Quebec, Nova Scotia, PEI, Newfoundland and Labrador, Northwest Territories and Nunavut rely on appointed commissions or public sector collective agreements.

Without question, relying on an external measure such as consumer prices or inflation is preferable to using collective agreements or appointed committees. Clearly there is an inherent conflict whereby politicians can increase their own pay.

Across Canada, the CTF has supported salary adjustment mechanisms that are hands-off, transparent, and reflect the general economic circumstances of the electorate. We also believe a number calculated by an independent third party is a necessity.

The two common measures are the Consumer Price Index (CPI) and Average Weekly Earnings (AWE). The *AWE* represents what the entire province is receiving in terms of average compensation, and is calculated by Statscan on a province by province basis. The benefit of using AWE is that if Manitobans' earnings drop, so would MLA salaries. MLAs would prosper when Manitobans do. Linking to AWE is the closest means to provide performance-based pay – something that is sorely lacking the public sector.

Table 3: Average weekly earnings (including overtime), educational and related services

	<u>2002</u>	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>
	\$				
Manitoba	661.62	682.64	706.18	726.88	753.16
<p>Note: Excludes owners or partners of unincorporated businesses and professional practices, the self-employed, unpaid family workers, persons working outside Canada, military personnel, and casual workers for whom a T4 is not required. Source: Statistics Canada, CANSIM, table (for fee) 281-0027 and Catalogue no. 72-002-XIB. Last modified: 2007-03-30.</p>					

Recommendation #6:

The province should annually adjust MLA compensation according the annual change in *Average Weekly Earnings* of Manitobans .

Recommendation #7:

An independent commissioner should be appointed after every third election to address MLA remuneration.