House of Assembly Management Commission
Agenda

Date: November 16, 2026
Time: 9 a.m.
Location: HOA Committee Room

Televised

1. Approval of Minutes:

    a. June 17, 2026;
    b. August 24, 2026;
    c. October 6, 2026; and
    d. October 21, 2026.

2. Consideration of 2026 Members' Compensation Review Committee (MCRC) Recommendations.

House of Assembly
Newfoundland and Labrador

Minutes of the House of Assembly
Management Commission

Date: June 17, 2026
Location: HOA Committee Room
Time: 9:30 a.m.

Members Present:
Hon. Paul Lane, Speaker (Chair)
Hon. Lloyd Parrott, Government House Leader
Hon. Lisa Dempster, Official Opposition House Leader
Riley Balsom, MHA (PC), Carbonear - Trinity - Bay de Verde
Jim Dinn, MHA (NDP), St. John's Centre
Hon. Jamie Korab, MHA (LIB), Waterford Valley
Kim Hawley George, KC, Clerk of the House of Assembly/Secretary to the Commission

Other
Bobbi Russell, Principal Clerk of Committees
Ian Tucker, Law Clerk and Parliamentary Counsel
Jeff Dwyer, Deputy Speaker
Ann Chafe, Commissioner for Legislative Standards (10:59 a.m. – 11:27 a.m.)
Karen Chaytor, Director of Human Resources (10:59 a.m. – 11:27 a.m.)

Regrets
Hon. Barry Petten, MHA (PC), Conception Bay South

As required by the *House of Assembly Accountability, Integrity and Administration Act*, the Chair reported decisions from *in camera* meetings held on January 21, April 1, April 21, April 30 and June 1. Details of decisions made at those meetings were included with the Minutes circulated to the Commission for approval and posted on the House of Assembly website.

CM 2026-024 The Commission approved the Minutes of the meetings held on January 21, 2026; March 30, 2026; April 1, 2026; April 21, 2026; April 30, 2026, and June 1, 2026.

The Speaker presented a report of rulings on allowance use, in accordance with Section 24 of the *House of Assembly Accountability, Integrity and Administration Act*. Since the last report, the Commission issued rulings to reimburse expenditures as follows:

Windsor Lake	John Hogan	$350.00

Ferryland	Loyola O'Driscoll	$100.00
Placentia West - Bellevue	Jeff Dwyer	$300.00
Corner Brook	Jim Parsons	$93.98
St. John's East - Quidi Vidi	Sheilagh O'Leary	$105.57
Torngat Mountains	Lela Evans	$4,176.96 & $5,756.67

As required by the *House of Assembly Accountability, Integrity and Administration Act*, financial reports of the Legislature, as well as actual expenditures of Members, were presented to the Commission for the period ending March 31, 2026.

The annual report of budget transfers as required by the House of Assembly Transfer of Funds Policy for the period from April 1, 2025 to March 31, 2026 was presented to the Commission.

CM 2026-025 The Commission concurred in recommendations of the Audit Committee contained in correspondence dated February 6 and May 29, 2026 regarding the Compliance Audit on Members' & Ministerial Expenses (July 2024) and the Compliance Audit for the 50th General Assembly (August 2025) and directed House officials to take necessary actions to implement the recommendations concurred in. The Commission deferred a decision respecting the recommendation that all Members of the House of Assembly sign a declaration document for claims and requisitions related to conflict of interest.

The Commission recessed briefly to transition to an *in camera* meeting.

No decisions were taken during the *in camera* session.

Adjournment: 11:33 a.m.

Paul Lane
Speaker (Chair)

Kim Hawley George, KC
Clerk of the House of Assembly (Secretary to the Commission)

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House of Assembly
Newfoundland and Labrador

Minutes of the House of Assembly
Management Commission

Date: August 24, 2026
Location: Videoconference
Time: 10 a.m.

Members Present:
Jeff Dwyer, Deputy Speaker (Acting Chair)
Hon. Lisa Dempster, Official Opposition House Leader
Riley Balsom, MHA (PC), Carbonear - Trinity - Bay de Verde
Jim Dinn, MHA (NDP), St. John's Centre
Hon. Jamie Korab, MHA (LIB), Waterford Valley
Hon. Barry Petten, MHA (PC), Conception Bay South
Kim Hawley George, KC, Clerk of the House of Assembly/Secretary to the Commission

Other
Bobbi Russell, Principal Clerk of Committees
Ian Tucker, Law Clerk and Parliamentary Counsel
Wanda Lee Mercer, Chief Financial Officer

Regrets
Hon. Paul Lane, Speaker
Hon. Lloyd Parrott, Government House Leader

CM 2026-026 The Commission, at an *in camera* meeting, directed additional funding to support operational and research requirements arising from the September 2026 extraordinary sitting of the House of Assembly for caucuses and the unaffiliated Member, as follows:

– Government caucus	$45,300
– Official Opposition caucus	$97,100
– Third Party caucus	$13,000
– Unaffiliated Member	$6,500

The Commission further authorized the following respecting this additional funding:

a. suspension of mandatory requests for proposals due to a pressing requirement that does not provide sufficient time in

accordance with section 7.5 of the Policy for Hiring External Consultants;

b. caucuses and the unaffiliated Member to determine the appropriate operating account (Salaries or Professional Services) in which to transfer the additional funds on the hiring/engagement of necessary resources in consultation with the Chief Financial Officer;

c. necessary transfer of funds from Members' Resources – Allowances and Assistance without further approval of the Commission, in accordance with the House of Assembly Transfer of Funds Policy; and

d. waiving the two-day waiting period for decisions to allow caucuses to commence arrangements in preparation for the upcoming special sitting as soon as possible.

Adjournment: 10:20 a.m.

Jeff Dwyer
Deputy Speaker (Acting Chair)

Kim Hawley George, KC
Clerk of the House of Assembly (Secretary to the Commission)

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House of Assembly
Newfoundland and Labrador

Minutes of the House of Assembly
Management Commission

Date: October 6, 2026
Location: HOA Committee Room/Videoconference
Time: 2:30 p.m.

Members Present:
Hon. Paul Lane, Speaker
Hon. Lloyd Parrott, Government House Leader (by video)
Jim Dinn, MHA (NDP), St. John's Centre
Hon. Jamie Korab, MHA (LIB), Waterford Valley (by video)
Hon. Barry Petten, MHA (PC), Conception Bay South (by video)
Kim Hawley George, KC, Clerk of the House of Assembly/Secretary to the Commission

Other
Jeff Dwyer, Deputy Speaker (by video)
Bobbi Russell, Principal Clerk of Committees (by video)

Regrets
Hon. Lisa Dempster, Official Opposition House Leader
Riley Balsom, MHA (PC), Carbonear - Trinity - Bay de Verde

The Commission, at an *in camera* meeting, approved the nomination of Ian Tucker as Law Clerk and Parliamentary Counsel and directed a resolution be brought to the House of Assembly to give effect to the nomination. The Commission further directed that Mr. Tucker be appointed at his current compensation level (SOL V, Step 9) and the terms of the appointment include payment of annual fees to the Law Society.

Adjournment: 2:51 p.m.

Hon. Paul Lane
Speaker (Chair)

Kim Hawley George, KC
Clerk of the House of Assembly (Secretary to the Commission)

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House of Assembly
Newfoundland and Labrador

Minutes of the House of Assembly
Management Commission

Date: October 21, 2026
Location: HOA Committee Room
Time: 11 a.m.

Members Present:
Hon. Paul Lane, Speaker
Riley Balsom, MHA (PC), Carbonear - Trinity - Bay de Verde
Jim Dinn, MHA (NDP), St. John's Centre
Hon. Jamie Korab, MHA (LIB), Waterford Valley
Kim Hawley George, KC, Clerk of the House of Assembly/Secretary to the Commission

Other
Jeff Dwyer, Deputy Speaker
Kimberly Ryan, Policy & Communications Analyst
Heather Jacobs, KC, 2026 Members' Compensation Review Committee
Sandra Barnes, 2026 Members' Compensation Review Committee
Maureen McCarthy, 2026 Members' Compensation Review Committee

Regrets
Hon. Lloyd Parrott, Government House Leader (by video)
Hon. Lisa Dempster, Official Opposition House Leader
Hon. Barry Petten, MHA (PC), Conception Bay South

The Commission received a technical briefing from the 2026 Members' Compensation Review Committee on its report entitled "*Reflecting on How We Value Democracy*".

Adjournment: 12:19 p.m.

Hon. Paul Lane
Speaker (Chair)

Kim Hawley George, KC
Clerk of the House of Assembly (Secretary to the Commission)

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BN 2026-026

House of Assembly Management Commission

Briefing Note

Title: 2026 Members' Compensation Review Committee (MCRC)

Issue: Consideration of recommendations contained in the 2026 MCRC report pursuant to Section 16 of the *House of Assembly Accountability, Integrity and Administration Act* (HOAAIAA).

Background:

- Section 16 of the *House of Assembly Accountability, Integrity and Administration Act* (HOAAIAA) requires a review of the salaries, pensions, severance and allowances of Members of the House of Assembly once during each general assembly.

- Heather M. Jacobs, KC, was appointed by resolution of the House on June 2, 2026, to conduct the review of salaries, allowances, severance and pensions paid to Members of the House of Assembly. The approach prescribed in the resolution passed by the House was further to consultation between the Speaker, the Government House Leader, the Official Opposition House Leader and the Third Party.

- The resolution passed by the House directed that the MCRC Report for the 50th General Assembly shall form the basis of the report for the 51st Assembly, given the recency of the work and analysis completed for the 2024 review. The resolution also directed that the Committee shall:

    - review, update, revise or replace any of its previous recommendations, where appropriate; and

    - ensure that consultation is completed which includes current Members of the House of Assembly, former Members of the House of Assembly, and any other interested parties.

- The 2026 MCRC report, *"Reflecting on How We Value Democracy"*, was delivered to the Speaker and Management Commission on October 8, 2026, and released publicly on October 13, 2026.

- The report contains **28 recommendations** requiring consideration by the Commission in accordance with the process prescribed in subsections 16(5) and 16(6) of HOAAIAA, which states:

(5) The speaker, upon receipt of the report containing the recommendations of the members' compensation review committee, ***shall*** *refer the recommendations to the commission as soon as possible and the commission, after consideration of the recommendations,* ***shall*** *accept or modify them and*

(a) submit the recommendations, as accepted or modified, relating to salaries, allowances, severance, pensions and other matters that may be necessary to be implemented by legislation, to the Minister of Finance or Justice and Public Safety, or other appropriate minister, for the preparation of a Bill to amend this Act or another Act accordingly; and

(b) place the remaining recommendations, as accepted or modified, on the agenda of a subsequent meeting of the commission, for the adoption of appropriate rules implementing those recommendations.

(6) A modification of the recommendations of a members' compensation review committee which may be made by the commission with respect to salaries, allowances, severance, pensions or other amounts for which a member may be entitled to claim reimbursement or payment on the member's behalf for reasonable and legitimate expenses, shall not exceed the maximums recommended by the committee in that regard.

[Emphasis added]

- The 2026 MCRC recommendations are outlined in **Attachment 1**.

- Pending the Commission's decisions, and further to the process prescribed in subsection 16(5) of HOAAIAA (refer above), the following actions will be required to implement recommendations, if accepted or modified:

    - **Salaries –** the recommendations, as accepted or modified, will be submitted to the Lieutenant-Governor in Council regarding required amendments to the *House of Assembly Accountability, Integrity and Administration Act* to give effect to recommendations, **which will require consideration of a related bill in the House of Assembly**.

    - **Pensions –** Submit the recommendations, as accepted or modified, to Treasury Board Secretariat regarding required amendments to the *Members of the House of Assembly Retiring Allowances Act* to give effect to recommendations, **which will require consideration of a related bill in the House of Assembly**.

- **Allowances –** Some allowance-related recommendations will require amendments to the *Members' Resources and Allowances Rules* (the Rules) **requiring consideration by the House of Assembly**. Specifically:

    - Remove the restriction on an MHA claiming reimbursement for travel to and from the capital region within commuting distance of the Confederation Building Complex (the 60 km rule);
    - Replace the specified meal rates with a reference to the Treasury Board policy;
    - Allow MHAs when travelling on House in session or House not in session status and staying in temporary accommodations to claim a combination of per diem meals and receipt meals to a maximum of $75, HST included, per day;
    - Extend the $200/month vehicle allowance to the districts of Harbour Grace-Port de Grave and Labrador West;
    - Authorize the Management Commission to direct extraordinary travel to be expensed as an extra-constituency expense against the intra- and extra-constituency allowance;
    - Eliminate the Office Allowances – Office Start-up Costs;
    - Integrate the Constituency Allowance with the Office Allowances – Office Operations and specify the eligible and prohibited items to be expensed against this allowance;
    - Allow expensing of travel and living costs for MHAs to attend up to two caucus meetings per year in accordance with the provisions set out in recommendation 26;
    - Amend the *Members' Resource and Allowance Rules* respecting constituency offices to be operated in government-owned/leased space, if available, to exclude Confederation Building Complex from government-owned/leased space; and
    - Amend Schedule A of the *Members' Resources and Allowances Rules* to reflect the increase to the Intra- and Extra-Constituency Allowance for each district because of increases in meal rates and mileage rates.

- **Allowances –** Some allowance-related recommendations can be implemented by directive of the Management Commission, specifically:

    - The use of the designated kilometre rate under the Treasury Board Policy Automobile Reimbursement Rates for Using a Private Vehicle at Work for all private vehicle usage;
    - Removal of the prohibition on claiming parking expenses on an MHA's private vehicle when availing of a rental vehicle under the intra- and extra-constituency allowance;
    - The use of the federal Treasury Board's Travel Directive rates for claiming meals when on approved international travel; and
    - The ability to claim a combination of meal per diems and receipted meals to a maximum of $100 (Canadian) per day, HST included, when travelling outside the province.

- The 2026 MCRC report also recommended (refer recommendation #28) that various provisions **come into force** as follows:

o Salaries	April 1, 2027
o Salary adjustment formula	July 1, 2027
o Allowances	On a date to be determined by the Management Commission on the advice of the Clerk and CFO

Analysis:

Legal Consultation:
The Commission is reminded of the provisions of the *House of Assembly Act* respecting conflict of interest for Members of the House of Assembly. Section 25 of that Act states the following:

> *25. For purposes of this Part, a decision does not further, directly or indirectly, a private interest where the decision*
>
> *(a) is of general public application,*
>
> *(b) affects the member or the member's family as 1 of a broad class of the public, or*
>
> ***(c) concerns the remuneration or benefits of a member provided by or under an Act.*** [Emphasis added]

The Commission is also reminded of the provisions of subsection 15(1) of HOAAIAA, which states:

> *15. (1) An adjustment to salaries under subsections 11 (1) and 12 (1) shall not be made and an additional non-accountable allowance shall not be created or provided for except*
>
> *(a) in response to a recommendation of a members' compensation review committee constituted under section 16 ; and*
>
> *(b) by introduction of an amending Bill in the House of Assembly with votes on first, second and third readings being taken on separate days.*

Internal Consultation(s):
HOA Corporate and Members' Services

External Consultation(s):
Comprehensive analysis and consultations were conducted by the MCRC as part of its review process and are detailed in the final report (refer Appendix A, pages 112 & 113)

Comparison to Government Policy:
Comprehensive analysis was conducted by the MCRC as part of its review process, as it relates to MHA salaries, in comparison to the salaries of core public service deputy ministers and assistant deputy ministers. This analysis is detailed further in the final report (refer Appendix B, page 114).

Financial Impact:
Refer **Attachment 2**.

Legislative Impact:
Refer **Attachment 2**.

Options:

1. Accept recommendations contained in the 2026 MCRC report without modification.

2. Accept recommendations as contained in the 2026 MCRC report with modifications as directed by the Commission.

3. Alternate direction as provided by the Commission.

Status:

- Recommendations of the 2026 MCRC remain outstanding for consideration by the Management Commission pursuant to subsection 16(5) of HOAAIAA.

Action Required:

- The direction of the Commission is requested.

Prepared by: B. Russell
Date: November 5, 2026

Approved by: K. Hawley George, KC

Attachment 1 - MCRC 2026 Recommendations

2026 MCRC Report, excerpt, pages 10-14

Summary of Recommendations

Based on these conclusions, the 2026 MCRC makes the following recommendations:

Respecting salaries

1. Set the annual salary for an MHA, detailed in section 11 of the *House of Assembly Accountability, Integrity and Administration Act*, to $117,000;
2. Set the salaries for the additional-salary positions, detailed in section 12 of the *House of Assembly Accountability, Integrity and Administration Act*, as follows:
    a. speaker: $61,000;
    b. deputy speaker and chair of committees: $25,000;
    c. leader of the official opposition: $61,000;
    d. official opposition house leader: $25,000;
    e. leader of a third party: $33,000;
    f. third party house leader: $15,000;
    g. chair of the Public Accounts Committee: $15,000; and
    h. vice chair of the Public Accounts Committee: $10,000;
3. Add the following additional-salary positions to section 12 of the *House of Assembly Accountability, Integrity and Administration Act*:
    a. deputy chair of committees: $15,000;
    b. deputy opposition house leader: $9,000;
    c. government party whip: $5,000;
    d. official opposition party whip: $5,000;
    e. third party whip (if caucus is five or more MHAs): $5,000;
    f. government caucus chair: $10,000;
    g. official opposition caucus chair: $10,000;
    h. third party caucus chair (if caucus is five or more MHAs): $10,000;
    i. government house leader: $25,000; and
    j. deputy government house leader: $9,000;
4. Amend the *House of Assembly Accountability, Integrity and Administration Act* to pay the chairs of committees of the House other than the Public Accounts Committee a $200 per diem per meeting;

5. Amend the *House of Assembly Accountability, Integrity and Administration Act* to pay the members of the Management Commission and the committees of the House other than the vice chair of the Public Accounts Committee a $150 per diem per meeting;
6. Amend the *House of Assembly Accountability, Integrity and Administration Act* to establish the maximum that can be received by an individual for meetings referenced in 4. and 5. above cannot exceed a combined total of $5,000 in a fiscal year;
7. Amend the *House of Assembly Accountability, Integrity and Administration Act* to require that:
    a. The committee per diem can be claimed by either the committee member or the substitute that attends the majority of the meeting;
    b. Vice chairs, with the exception of the vice chair of the Public Accounts Committee, receive the committee per diem unless they substitute as chair for the majority of the meeting, in which case they should receive the committee chair per diem; and
    c. No partial per diems are permitted;
8. Amend the *House of Assembly Accountability, Integrity and Administration Act* that if an MHA holds an additional-salary position, a ministerial position or committee membership at the same time, they are entitled to only the additional salary or per diem of the highest compensated position;

Respecting salary-adjustment formula

9. Amend the *House of Assembly Accountability, Integrity and Administration Act*, commencing on July 1, 2027, to adjust annually the MHA annual salary, additional-salary positions, committee per diems, and committee maximums by the percentage change in the consumer price index in Newfoundland and Labrador *(all items)* on December 31 of the previous calendar year to a maximum of the percentage increase provided in the executive pay plan for the current calendar year;

Respecting severance

10. Continue the 2024 transitional allowance policy for members that came into effect on April 1, 2024;

Respecting pensions

11. Continue pension provisions for MHAs elected after the November 30, 2015 general election;
12. Amend the *Members of the House of Assembly Retiring Allowances Act*, with retroactive effect, to provide the pension benefit accrual rate and retirement eligibility under the MHA pension plan as it existed on November 30, 2015 for all MHAs elected for the first time on November 30, 2015 to the pension benefit accrual rate and retirement eligibility that existed on November 30, 2015;

Respecting allowances

13. Reimburse all MHA mileage claims at the Treasury Board designated rate, provided the designated rate is not greater than the basic reasonable per-kilometre allowance permitted by the Canada Revenue Agency, in which case the Canadian Revenue Agency basic rate should be used;
14. Remove the restriction on claiming mileage within the 60-kilometre commuting zone by MHAs from outside this zone for House in session and House not in session travel;
15. Remove the prohibition on claiming parking expenses on MHAs' private vehicles when availing of rental vehicles under the intra- and extra-constituency allowance;
16. Provide all districts in the capital region as well as the districts of Corner Brook, Harbour Grace – Port de Grave and Labrador West the option to avail of the $200/ month vehicle allowance;
17. Provide authority to the Management Commission, in the *Members' Resources and Allowances Rules*, to designate in extraordinary circumstances that travel and living expenses may be considered an extra-constituency expense and charged against the intra- and extra-constituency allowance;
18. Adopt the Treasury Board meal rates as the per diem meal rates for MHAs;
19. Prorate the eligibility to claim meal expenses in accordance with the Treasury Board policy;
20. Prohibit claiming meal expenses while on travel status, where meals are included as part of another reimbursable item;
21. Reimburse MHAs when travelling on House in session or House not in session status and staying in temporary accommodations the reasonable expense of meals, exclusive of the purchase of alcoholic beverages, based on a combination of receipts and per diem charges, as appropriate, to a maximum of $75 (HST included) daily;
22. Allow MHAs on approved international travel to claim meal per diems as stipulated in the federal Treasury Board's *Travel Directive* without seeking further approval;
23. Provide for MHAs on travel status outside the province but within Canada to claim a combination of receipted meal purchases and per diems, as appropriate, to a maximum of $100 (Canadian HST included) per day;
24. Eliminate the Office Allowances – Office Start-up Costs;
25. Integrate the Constituency Allowance with the Office Allowances – Office Operations in accordance with the following:
    a. Provide a funding allocation of $15,000 (HST included), consisting of the $12,000 (HST included) from the office operations allowance and the $3,000 (HST included) from the constituency allowance;
    b. State eligible expenses in broad categories, allowing purchasing of the normal goods and services in reasonable quantities generally required to operate the office and the constituency;

c. Continue the established prohibitions on donations, sponsorships, use of funding for political purposes and purchases of gifts, personal items, alcohol and cannabis;

d. Add the expensing of meals in eating establishments for the purpose of conducting constituency-related meetings as an eligible expense;

e. Clarify that, for events for which the MHA provides hospitality, the MHA may attend either in-person or virtually, providing that the virtual attendance is interactive;

f. Require the Management Commission to issue a document providing guidance regarding normal office and constituency expenses and what constitutes reasonable quantities;

g. Continue the Management Commission's authority to issue directives regarding the use of the allowance; and

h. Require the audit committee of the Management Commission to review the nature of purchases of this allowance on an annual basis and make recommendations to the Management Commission regarding MHAs' use of the allowance;

26. Allow MHAs to claim travel and living expenses to attend a caucus meeting twice per year, subject to:

a. The travel and living expenses will be charged as House not in session expenditures;

b. Meals and accommodation will be expensed in accordance with the established policies;

c. Travel shall be expensed as a return trip by the most economical means to and from the caucus meeting location and in accordance with the travel funding policies for House not in session travel. The meeting location may necessitate that House not in session travel be made available to those MHAs who would not normally be eligible;

d. These trips will not count toward the MHAs allotted House not in session trips;

e. The caucus chair must advise the Clerk and the Chief Financial Officer of the House of Assembly of the location and dates of the caucus meeting which will provide authorization for MHAs to charge these expenses; and

f. The meeting travel must be related to the MHAs legislative responsibilities and not political matters;

Respecting other provisions

27. Amend the *Members' Resources and Allowances Rules* respecting constituency offices to be operated in government-owned/leased space, if available, to exclude Confederation Building Complex from government owned/leased space; and

Respecting commencement

28. Bring into force the recommendations as follows:

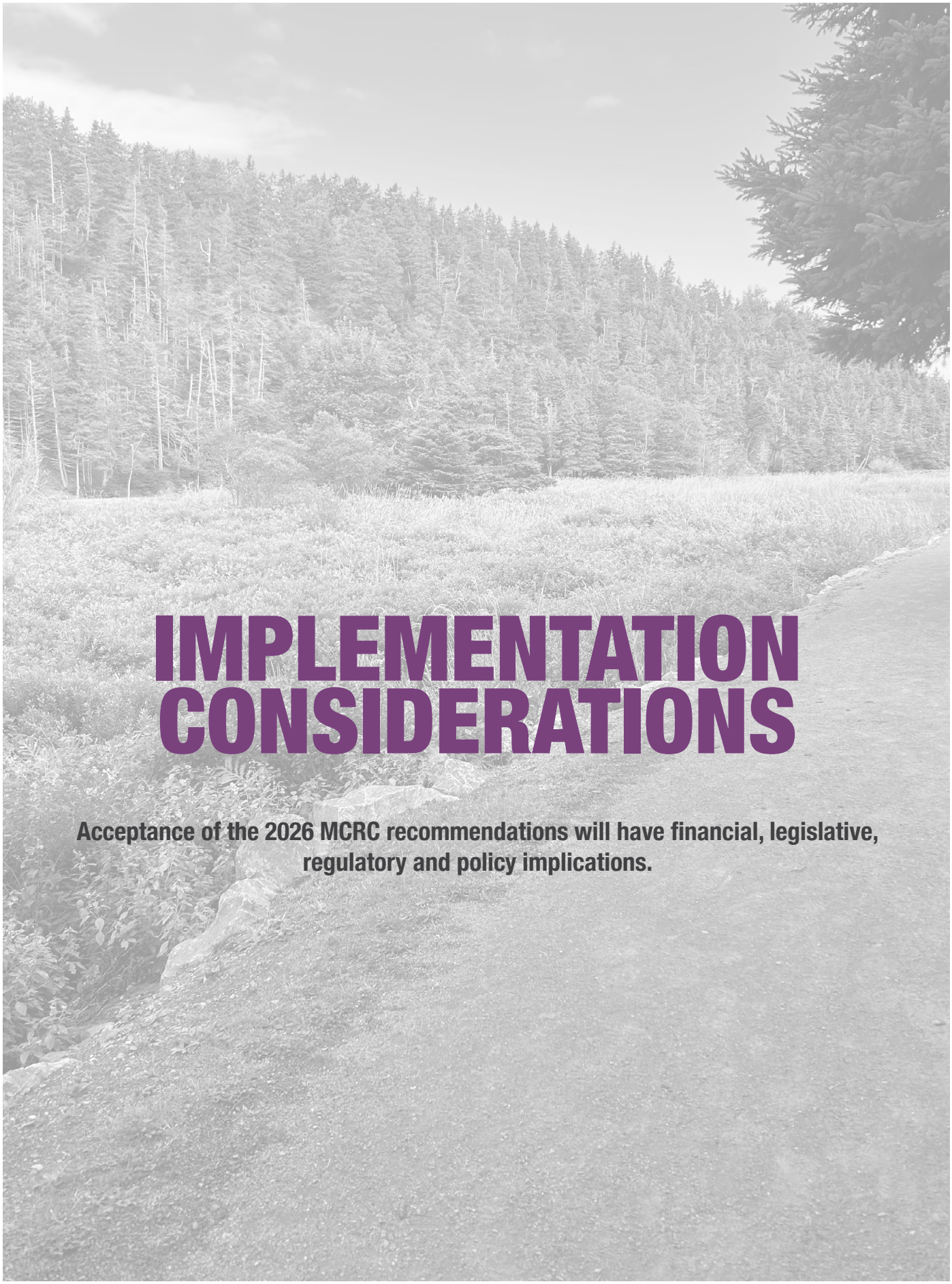
    a. Salaries April 1, 2027;

    b. Salary adjustment formula July 1, 2027; and

    c. Allowances on a date to be determined by the Management Commission on the advice of the Clerk and the Chief Financial Officer of the House of Assembly.

Attachment 2 – Implementation Considerations

2026 MCRC Report, excerpt, pages 82-86



IMPLEMENTATION CONSIDERATIONS

Acceptance of the 2026 MCRC recommendations will have financial, legislative, regulatory and policy implications.

Financial Implications

Amounts provided in the table are approximate and based on best estimates available at time of writing.

Recommendation	Financial Implication	Comments
Salary increase of $21,643 for each of the 40 MHAs	$865,720	This would require an increase in the Legislature's budget. See Appendix H for details.
Increases to the current additional-salary positions specified in section 12 of HOAAIA	$53,200	This would require an increase in the Legislature's budget. See Appendix H for details.
Government's share of pension contributions on salary increases	$92,000	This would require an increase in budgetary allocations for Government's matching share of pension contributions. See Appendix H for details.
Cost of adding additional-salary positions in section 12 of HOAAIA	$103,000	This would require an increase in the Legislature's budget. See Appendix H for details.
Provision for payment of committee and Management Commission per diems	$20,800	This would require an increase in the Legislature's budget. The basis for this estimate is provided in Appendix H.
Increase in the accrued pension benefit obligation to reinstate the benefits for MHAs first elected on November 30, 2015	$2,070,000	This is a past service cost and would need to be expensed immediately upon implementation. See Appendix F for the actuarial information supporting this cost.
Increase in the annual current service cost associated with the reinstatement of benefits for those first elected on November 30, 2015	$131,000	This is an increase in the current service cost associated with the improvement in benefits to be earned in the future compared to the current benefit structure. See Appendix F for details.
Increase in the accrued benefit obligation because of the recommended increase in MHA annual salary to $117,000 and the other increases in compensation for additional-salary positions	$436,000 + 78,000 = $514,000	This increase in salary would be accounted for as an actuarial loss in the next valuation. The change in the obligation would be amortized over 4 years into the pension expense in the Consolidated Fund; an estimated annual expense of $140,000. See Appendix F for details.

Recommendation	Financial Implication	Comments
Increase in the annual current service cost because of the recommended increase in MHA annual salary and the other increases in salary for additional-salary positions.	$63,000 + 11,300 = $74,300	The increase in the current service cost will be offset by the MHAs' contribution to the plan of $77,900. See Appendix F for details.
Allowances	$173,820	This would be an increase in expenditures but would not require an increase in the Legislature's budget based on the flex currently available in the existing budget for allowances. The basis of this estimate is contained in Appendix I

Legislative Implications

The *House of Assembly Accountability, Integrity and Administration Act* will require amendments to:

- Increase the MHA annual salary in section 11;
- Increase the salaries for the additional-salary positions specified in subsection 12(1);
- Add additional-salary positions to subsection 12(1);
- Provide for the payment of per diems for committee and Management Commission meetings;
- Add the salary adjustment formula;
- Add a provision to codify the current policy direction that should an MHA hold more than one additional-salary position, a ministerial position or committee membership at the same time, they are entitled to only one additional salary or per diem of the highest compensated position; and
- Bring into force the recommendations as follows:
    a. Salaries April1, 2027;
    b. Salary adjustment formula July 1, 2027; and
    c. Allowances on a date to be determined by the Management Commission on the advice of the Clerk and the Chief Financial Officer of the House of Assembly.

The *Members of the House of Assembly Retiring Allowances Act* will require an amendment to reinstate the pension benefit accrual rate and retirement eligibility under the MHA pension plan for MHAs first elected on November 30, 2015 as it was at the time of their election.

Regulatory Implications

The *Members' Resources and Allowances Rules* will require amendments to:

- Remove the restriction on an MHA claiming reimbursement for travel to and from the capital region within commuting distance of the Confederation Building Complex (the 60 km rule);
- Replace the specified meal rates with a reference to the Treasury Board policy;
- Allow MHAs when travelling on House in session or House not in session status and staying in temporary accommodations to claim a combination of per diem meals and receipt meals to a maximum of $75, HST included, per day;
- Extend the $200/month vehicle allowance to the districts of Harbour Grace-Port de Grave and Labrador West;
- Authorize the Management Commission to direct extraordinary travel to be expensed as an extra-constituency expense against the intra- and extra-constituency allowance;
- Eliminate the Office Allowances – Office Start-up Costs;
- Integrate the Constituency Allowance with the Office Allowances – Office Operations and specify the eligible and prohibited items to be expensed against this allowance;
- Allow expensing of travel and living costs for MHAs to attend up to two caucus meetings per year in accordance with the provisions set out in recommendation 26;
- Amend the Members' Resource and Allowance Rules respecting constituency offices to be operated in government-owned/leased space, if available, to exclude Confederation Building Complex from government-owned/leased space; and
- Amend *Schedule A* of the *Members' Resources and Allowances Rules* to reflect the increase to the Intra- and Extra-Constituency Allowance for each district because of increases in meal rates and mileage rates as specified in the following table:

Category	District Name	Density Index 2021	Current I&E (HST incl.)	Proposed I&E (HST incl.)
Category 1	St. John's Centre	1.8	$5,600	$5,900
	St. John's East-Quidi Vidi	1.8	$5,600	$5,900
	St. John's West	2.3	$5,600	$5,900
	Virginia Waters-Pleasantville	2.3	$5,600	$5,900
	Mount Pearl-Southlands	2.5	$5,600	$5,900
	Mount Pearl North	2.6	$5,600	$5,900
	Corner Brook	3	$5,600	$5,900
	Windsor Lake	3.1	$5,600	$5,900
	Waterford Valley	3.9	$5,600	$5,900
	Conception Bay South	4.6	$5,600	$5,900
	Mount Scio	4.6	$5,600	$5,900
	Topsail-Paradise	5.3	$5,600	$5,900
	Labrador West	5.4	$5,600	$5,900
	Cape St. Francis	8.5	$5,600	$5,900
	Harbour Grace - Port de Grave	9.3	$5,600	$5,900
Category 2	Gander	16.5	$8,200	$8,700
	Grand Falls-Windsor- Buchans	18.4	$8,200	$8,700
	Stephenville - Port au Port	20.8	$8,200	$8,700
	Harbour Main	22.5	$8,200	$8,700
	Humber - Bay of Islands	23.4	$8,200	$8,700
	Exploits	26.6	$8,200	$8,700
	Carbonear - Trinity - Bay de Verde	28.6	$8,200	$8,700
Category 3	Ferryland	33.1	$12,200	$13,700
	Lewisporte-Twillingate	48.1	$12,200	$13,700
	Lake Melville	48.3	$12,200	$13,700
	Burin - Grand Bank	48.6	$12,200	$13,700
	Bonavista	49.3	$12,200	$13,700
	Placentia-St. Mary's	51.1	$12,200	$13,700
	Terra Nova	51.4	$12,200	$13,700
	Humber - Gros Morne	69.3	$12,200	$13,700
	Fortune Bay - Cape La Hune	75.1	$12,200	$13,700
Category 4	Baie Verte - Green Bay	81.6	$14,100	$16,000
	St. George's - Humber	83.1	$14,100	$16,000
	Fogo Island - Cape Freels	88.9	$14,100	$16,000
	Placentia West - Bellevue	96.7	$14,100	$16,000
	St. Barbe - L'Anse aux Meadows	103.8	$14,100	$16,000
	Burgeo & LaPoile	126.8	$14,100	$16,000
Category 5	Conception Bay East - Bell Island	9.8	$8,400	$9,100
	Cartwright-L'Anse au Clair	155.6	$26,800	$29,200
	Torngat Mountains	234.9	$20,700	$20,800
TOTAL			$391,700	$427,800

Policy Implications

The following recommendations will require Management Commission direction to come into effect:

- The use of the designated kilometre rate under the *Treasury Board Policy Automobile Reimbursement Rates for Using a Private Vehicle at Work* for all private vehicle usage;
- Removal of the prohibition on claiming parking expenses on an MHA's private vehicle when availing of a rental vehicle under the intra- and extra-constituency allowance;
- The use of the federal Treasury Board's Travel Directive rates for claiming meals when on approved international travel; and
- The ability to claim a combination of meal per diems and receipted meals to a maximum of $100 (Canadian) per day, HST included, when travelling outside the province.