

## FORMATION OF UNION OF MUNICIPAL SECRETARY-TREASURERS

Under the rather long title of "The Associated Committee of Rural Secretary-Treasurers" the secretary-treasurers of the province of Saskatchewan have formed themselves into an union for the purpose of raising their own standard of efficiency and to secure adequate compensation for their services. This being the first organization of its kind to be successfully launched in Canada its progress will be watched with interest and sympathy not only by municipal officials in other provinces but by every advocate of betterment in civic administration.

Undoubtedly the strength (and weakness) of municipal administration lies in its personnel. With efficient officers, who have sufficient confidence in themselves not to allow unnecessary interference with their work, a municipal council can do wonders in demonstrating the importance of municipal government to the economic and social life of the nation; but with the inefficient officers much of the labor of the council is wasted, and the members become discouraged, often to the point of giving up their office in despair. We have seen this time and time again, and regretted the reason. As one of the objects of the new association is to insist "on a proper educational standard for all its members and a high degree of honor and efficiency" it is very evident that its founders are determined that in the province of Saskatchewan at least the rural secretary-treasurers will be on to their job.

But there must be an incentive to efficiency, other than personal satisfaction in doing one's duty well. There must be a standard of monetary compensation which in municipal Canada is not lived up to. With few exceptions the municipal officer, considering his necessary qualifications, his responsibility and what is expected of him, is sadly underpaid in Canada; much less than his confrere in the United States, or even in Great Britain, so that there is every justification for the association in making one of its objects "adequate compensation for services rendered."

We would like to see a similar organization to that of Saskatchewan in every province in Canada, not only for the rural but for the urban officials as well, and for the benefit of municipal secretary-treasurers in other provinces we attach herewith a copy of the regulations and by-laws of the association.

### REGULATIONS AND BY-LAWS.

#### Section No. 1.—Title.

This Association shall be a branch-organization of the "Saskatchewan Association of Rural Municipalities" and shall be called "The Associated Committee of Rural Municipal Secretary-Treasurers."

#### Objects.

The Objects of the Association shall be:

1. To work in conjunction with the "Association of Rural Municipalities" in all matters of public interest.
2. To protect the interests of the Council and the Public by insisting on a proper educational standard for all its members and a high degree of honor and efficiency.
3. To mutually assist each other in standardizing the work, methods and forms used, and in solving questions arising from the Administration of the Acts.
4. To secure a recognized standing for the profession and to provide means by examination for admission to the Association.

5. To obtain recognition of the importance and the responsibility of the Municipal Secretary's work and to protect the members of the Association in carrying out their duties in accordance with the law and the dictates of honor and integrity.

6. To secure for members adequate compensation for services rendered and satisfactory working conditions.

7. To watch legislation relating to Municipal work and to suggest to the Executive of the Association of Rural Municipalities from time to time such amendments as may be deemed advisable.

#### Membership.

1. Membership in the Association may be obtained by any Secretary-Treasurer in the Province of Saskatchewan.

2. The membership fee shall be the sum of \$5.00 payable in advance and shall be due on the first day of January in each year.

3. No member shall be allowed to vote or hold office unless he be in good standing.

4. Any member may be expelled from the Association by a vote of two-thirds of the members in Convention, providing that notice of motion is handed to the Secretary at least three weeks prior to the Convention, with the charges substantiated in writing.

#### Convention.

1. Convention of the Association shall be held annually, prior to every convention of the Association of Rural Municipalities and shall be held at the same City as the aforesaid convention.

2. Notice of the convention shall be mailed to each member of the Association under the name and address as recorded in the books of the Secretary at least three weeks prior to such meeting, stating the time and place thereof.

#### Election of Officers.

1. The Association shall have a Chairman, Vice-Chairman, and six committee men who shall constitute the Executive.

2. For the purpose of Election the Province shall be divided into six divisions in a manner similar to that observed by the Association of Rural Municipalities, each division electing one committee man, the Chairman and Vice-Chairman being elected by the Convention at large.

3. Any member in good standing shall be eligible to be appointed to the Executive.

4. The Officers of the Executive shall be elected annually.

5. Method of electing the Executive shall be by nomination at the annual meeting and by ballot or show of hands, as then decided.

6. A majority vote shall decide all questions.

7. Scrutineers to take the ballot at any election or on any vote may be appointed by the chairman. Any member in good standing not a candidate may be appointed a scrutineer. Scrutineers on election of officers shall not report the number of votes cast unless the meeting shall otherwise decree.

8. Except where otherwise provided, every member of the Executive shall hold Office until his successor is appointed.

#### Executive.

1. A meeting of the Executive shall be held immediately following the Annual Convention, when they shall appoint and fix the remuneration of a Secretary-Treasurer, who may or may not be a member of the Executive.

2. The Executive shall have power to fill any vacancy which may occur in the Executive and the person appointed shall hold office until the next Convention.