It is with great pleasure that I am announcing that the 98th Annual Convention of the RMAA will be held at the Delta Hotel by Marriott Regina from Monday, May 14th to Thursday, May 17th, 2018.

Your Executive has planned a new look for the upcoming Convention – with emphasis on the theme of Changing Challenge to Opportunity while providing an informative and entertaining convention program – a balance of time for learning and time for renewing and making new acquaintances. The Golf registration and the ‘Women on the Go’ Tour registration were e-mailed to you a short time ago. Links to the RMAA website for the draft convention program, audited statement of financial position, audited statement of operations, golf registration and the ‘Women on the Go’ Tour registration, as well as this convention newsletter are being e-mailed to all Active RMAA members and mailed or e-mailed to all Honorary and Associate members.

I am encouraging all RMAA Members to attend the convention and to participate in the business, learning and comradery being offered over the course of the convention. I look forward to seeing you in May!

Respectfully yours,

Wendy Gowda
Wendy Gowda, President
Lou Jacobs Award

The late Louis (Lou) Jacobs, as a young municipal inspector for the Department of Municipal Affairs, first attended an executive meeting of the Secretary-Treasurers’ Associated Committee in 1923. He attended most of these Executive meetings for many years thereafter. As he rose through the ranks in the Department, achieving the position of Deputy Minister, he attended and took an active part in every convention of the RMSTA (RMAA) from 1923 until his retirement in 1960.

At all times Mr. Jacobs gave firm and positive advice to Secretary-Treasurers. He was most helpful to the RMSTA Executive, particularly in providing for certification and developing a course of studies, Chairing the Board of Examiners (Rural) from 1933 to 1957. He also was very involved in the development of the superannuation plan.

Lou Jacobs was honored by the RMSTA (RMAA) in 1973 when an award program was initiated in his name. Appropriately, the award recognizes past or present RM Administrators, Council members or personnel in Saskatchewan Municipal Affairs (Ministry of Government Relations) who have distinguished themselves by rendering outstanding service to municipal government and community. Only one person is honored in a year and not necessarily that often if no suitable candidate is nominated that year.

There were no nominations received by February 15, 2018 and therefore no Lou Jacobs Award will be presented at this year’s convention.

Retirements

We would like to wish the following retirees the very best in their retirement.

<table>
<thead>
<tr>
<th>Name</th>
<th>Location</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Patrick Clavelle</td>
<td>Viscount No. 341</td>
<td>Viscount</td>
</tr>
<tr>
<td>Richard Colborn</td>
<td>Moose Range No. 486</td>
<td>Carrot River</td>
</tr>
<tr>
<td>Laurel Dyck</td>
<td>Coulee No. 136</td>
<td>Swift Current</td>
</tr>
<tr>
<td>Tim Forer</td>
<td>Elmsthorpe No. 100</td>
<td>Avonlea</td>
</tr>
<tr>
<td>Judy Kanak</td>
<td>Lakeside No. 338</td>
<td>Quill Lake</td>
</tr>
<tr>
<td>Lori McDonald</td>
<td>Monet No. 257</td>
<td>Elrose</td>
</tr>
<tr>
<td>Melody Nieman</td>
<td>Milden No. 286</td>
<td>Milden</td>
</tr>
<tr>
<td>Grace Potter</td>
<td>Estevan No. 5</td>
<td>Estevan</td>
</tr>
<tr>
<td>Deborah Prosper</td>
<td>Colonsay No. 342</td>
<td>Colonsay</td>
</tr>
<tr>
<td>Keith Schulze</td>
<td>Usborne No. 310</td>
<td>Lanigan</td>
</tr>
<tr>
<td>Jan Stern</td>
<td>Miry Creek No. 229</td>
<td>Abbey</td>
</tr>
<tr>
<td>Lorelie Theaker</td>
<td>Indian Head No. 156</td>
<td>Indian Head</td>
</tr>
<tr>
<td>Donna Westerhaug</td>
<td>Orkney No. 244</td>
<td>Yorkton</td>
</tr>
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Humanitarian Services

Did you know the food bank can provide meals for a family of four for an entire week for only $20.00!!

Continuing our direction for our humanitarian efforts we are asking all of our members to support the Regina Food Bank. Please support this great cause by bringing a non-perishable food item to the convention as a donation. RMAA Director Michelle Buechler, Chair of the Humanitarian Services Committee, has arranged for the Food Bank to have barrels set up at the registration desk for drop-off. The barrels will be available from Monday night through Wednesday morning of the convention. Let’s see if the RMAA can fill them all.

The food bank appreciates all food donations but the top ten items are Canned Stews, 1 Litre Juices, Powdered Milk, Pork & Beans, Peanut Butter, Canned Meat & Fish, Pasta Products, Soup, Baby Food and Enfalac or Similac. The Food Bank also accepts gift cards of any denomination for grocery stores to fill their shelves if preferred.
2018 Women on the Go Tour

Women on the Go Tours is once again thrilled to invite you to spend some quality, retail therapy time with us on Monday, May 14th, at your upcoming RMAA Convention in Regina.

Meet in the hotel lobby at 10:15 am for prompt 10:30 am departure.

Our day together is going to be a “sampling” delight. We will tour (and sample) Over the Hill Orchards and Last Mountain Distillery, along with some “retail therapy” and wonderful meals!

2018 Annual Golf Tournament

“THE GANG OF 3” invites you to participate in the RMAA Annual Golf Tournament at the Royal Regina Golf Club on Monday, May 14th, 2018 at 1:00 pm.

The Annual RMAA Golf Tournament registration forms were e-mailed to you earlier and are now also available on the website, www.rmaa.ca.

And perhaps, a mystery stop or two. It will be a blast! Everyone that went last year thoroughly enjoyed the day, and highly recommend it!

Cost for the day is $120 and includes all tour fees, gratuities, lunch and supper, taxes and travel. (Itinerary subject to change without notice.) Deadline to register is April 30th. Can’t wait to see all of you!

Registration fee is non-refundable after April 30th; however, may be transferred to another guest for that day. Minimum number required for this event.

Make cheques payable to:
   Fern Lucas, RMAA Division 4 Director
   Box 128, Tisdale, SK S0E 1T0

The Convention ‘Women on the Go’ Tour registration forms were e-mailed to you earlier and are now also available on the website, www.rmaa.ca.

Don’t forget to mail your completed golf registration and your $100.00 cheque before April 28 to:
   Sheila Keisig, RMAA Division 1 Director
   Box 190, Balcarres, SK S0G 0G0

You will note that bus service is being provided from the Delta Hotel by Marriott Regina to the Royal Regina Golf Club so plan to jump on board a bus instead of driving to the golf course yourself. Note that we will leave from the Hotel to the Golf Course at 11:00 a.m. sharp.

This is a fun, no pressure event, and a perfect way for you to meet other Administrators. We encourage everyone to sign up for golf, participate and have fun!

If you are unable to attend the tournament but would like to attend the supper at the golf course cost is $20.00. Supper will approximately be at 5:00 pm Send information and cheque to Sheila as well.
Welcome New Members!

We would like to welcome the following new administrators who have recently achieved their Rural ‘C’ Certificates. Good luck in your new profession!

<table>
<thead>
<tr>
<th>Certificate</th>
<th>Name</th>
<th>Municipality</th>
<th>Certification Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>1540</td>
<td>Debra Parry</td>
<td>RM of Pleasantdale No. 398</td>
<td>January 2, 2018</td>
</tr>
<tr>
<td>1541</td>
<td>Melanie Dyck</td>
<td>RM of Canaan No. 225</td>
<td>January 31, 2018</td>
</tr>
<tr>
<td>1542</td>
<td>Rebecca Carr</td>
<td>RM of Turtle River No. 469</td>
<td>January 31, 2018</td>
</tr>
<tr>
<td>1543</td>
<td>Nicole Neufeld</td>
<td>RM of Beaver River No. 622</td>
<td>January 31, 2018</td>
</tr>
<tr>
<td>1544</td>
<td>Christine Hoffman</td>
<td>RM of Maple Creek No. 111</td>
<td>January 31, 2018</td>
</tr>
<tr>
<td>1545</td>
<td>Allison Roschker</td>
<td>RM of Frenchman Butte No. 501</td>
<td>March 22, 2018</td>
</tr>
<tr>
<td>1546</td>
<td>Tracy Luscombe</td>
<td>RM of Indian Head No. 156</td>
<td>March 22, 2018</td>
</tr>
<tr>
<td>1547</td>
<td>Karen Bayntt</td>
<td>RM of Duck Lake No. 463</td>
<td>March 22, 2018</td>
</tr>
<tr>
<td>1548</td>
<td>Iva Elyce Serfas</td>
<td>RM of Snipe Lake No. 259</td>
<td>April 12, 2018</td>
</tr>
</tbody>
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2018 Annual Salary Survey

- **You are:**
  - Male: 183
  - Female: 35

- **Age Distribution:**
  - 18-24: 3
  - 25-34: 26
  - 35-44: 50
  - 45-54: 72
  - 55-64: 63
  - 65+: 4

- **Certification Distribution:**
  - Rural "C" Certificate: 106
  - Rural "A" Certificate: 90
  - Rural "Superior A" Certificate: 22

- **Salary Schedule:**
  - ON: 106
  - ABOVE: 90
  - BELOW: 22
The RMAA Salary Negotiation Committee discloses the total number of RM Administrators who are on, above or below the approved salary schedule in our annual brief to SARM. The more RM Administrators who consider themselves to be on or above the schedule, the more credibility our annual proposal has with SARM.

As well, 29% of RM Administrators will be retiring within the next 5 years. In an ongoing effort to track potential retirements, we ask every year when you think you might be retiring. This information helps RMAA and SARM to develop and fund succession plans and programs.

Administrators and Councils have the misbelief that they will be able to hire someone but many are finding that they should have been planning for the future.