

**2016 Annual General Meeting**

**INDIVIDUAL PROPOSED BY-LAW CHANGE TO MODIFY BY-LAW 3.3.2 Secretary**

<b>By-Law</b>	<b>Current Wording</b>	<b>Proposed Wording</b>	<b>Reason</b>	<b>President's Accompanying Information</b>
By-Law 3.3.2	<p><b>3.3.2 Secretary</b> The secretary shall be appointed by the council. The term of office and remuneration of the secretary shall be determined by the council from time to time. The offices or registrar and secretary may be combined.</p>	<p><b>3.3.2 Secretary</b> The secretary shall be appointed by the council. The term of office, <b>performance</b>, and remuneration of the secretary shall be <b>reviewed and</b> determined <b>annually</b> by the council. The offices of registrar and secretary may <b>not</b> be combined.</p>	<p>The previous review wording was ineffective. Many years ago, when APEGM employed only a handful of people, each employee had to serve several roles. Now that staff has grown, this complicates some relationships. Expecting the CEO to serve these other roles is no longer of any benefit to APEGM. Much of the work of the Secretary and of the Registrar are already done by existing employees. This change need not result in any addition to staff size.</p>	<p>Separating the roles of Secretary and Registrar adds costs and complexity to the Association's operations without any benefit.</p>