

**Policy Title: COUNCIL MEMBER REMUNERATION & BENEFITS**

**Policy # B-004**



**ADMINISTRATIVE PROCEDURES**

**Effective Date: November 1, 2017**

**Approved by CAO: August 16, 2017**

**PROCEDURES**

1. Remuneration

Remuneration as outlined in the policy shall be as follows:

<u>Monthly</u>	<u>Current/17</u>	<u>Effective Nov 1/17</u>	
Mayor	\$ 2,624.11	\$ 4,750.00	Annually by Nov 1 each year increase by average Alberta cost of Alberta cost of living as reported by Stats Can.
Deputy Mayor	\$ 1,002.32	\$ 1,202.32	
Councillor	\$ 1,002.32	\$ 1,202.32	
Daily Meeting Remuneration	\$ 186.63	N/A	Discontinue after Nov 1/17
PerDiem Out of Town Meeting(s)		\$ 240.00	Annually by Nov 1 each year increase by average Alberta cost of Alberta cost of living as reported by Stats Can.
Local Meeting(s): Less than 3 Hours		\$ 120.00	
Local Meeting(s): More than 3 Hours		\$ 200.00	

2. Federal Taxation Change in 2019.

The non-accountable allowances to cover expenses of the duties as an elected official will cease on January 1 2019, elected officials of municipalities, utilities boards, commissions and corporations and school boards will be subject to this change. The loss of the tax free portion of the remuneration will mean a loss of "take home" pay. To keep take home pay the same, Mayor and Council wages will be increased by the required amount in order to have individual Mayor and Council members' take-home pay remain unchanged.

3. Cost of Living Adjustments

- Annually, on November 1, the monthly remuneration and meeting amounts will automatically be adjusted in accordance with the Alberta average cost of living index as reported by Statistics Canada.
- Council may have an independent party review the remuneration amounts and report on any inconsistencies with other comparable Alberta municipalities.
- A review by an independent party will be completed prior to each municipal election.

4. Benefit Plan

Councillor benefit package shall be made available to council members in a fair and consistent manner in comparison with Municipal employees. The following statement of benefits outlines those benefits available to council members. Benefits may be changed from time to time as the benefits of the municipal staff change, subject to approval of the Municipal Council. This policy should be reviewed annually together with any review of benefits for Municipal staff. The benefits as provided under the General Personnel policy shall also apply to council members.

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**Alberta Urban Municipalities Association**

All council may enroll in the benefit package under the provisions of the A.U.M.A. Member Services. The Municipality will contribute to each benefit with the A.U.M.A. in the following manner:

Life Insurance & Accidental Death and Dismemberment (AD&D)

All council members may obtain life insurance coverage up to \$30,000 and AD&D coverage with the Municipality contributed 100% of the rate of the premium.

Dental Plan

All council members may be covered under the A.U.M.A. Dental Plan with the Municipality contributing 90% of the rate of the councillor's premium payable.

Extended Health Care

All council members may be covered under the A.U.M.A. Extended Health Care Plan with the Municipality contributing 90% of the rate of the premium.

**Other Remuneration**

Computer Allowance: Councillors may have a new computer allowance of up to \$2000.00 at one time with receipts, and/or take an allowance of up to \$500 per year (Nov 1 to Oct 31). The computer allowance is to a maximum of \$2,000.00 over the four year term.

Child Care Expenses: Members of Council shall be reimbursed for reasonable child care expenses incurred while attending meetings, conferences, conventions or seminars in an official capacity, upon submission of receipts.