

Council Remuneration Policy

February 11, 2025

Committee of Whole

Presented by:

Name

Job Title, Department



Overview

- The Council Remuneration Policy is a policy of Council, thereby providing Council with full discretion regarding its parameters.
- Recommendations provided to date, including those from the Council Remuneration Review Committee and the 2023 Hillcrest Council Remuneration Review, are for information only and are not binding on Council.
- The following information includes a summary of those recommendations and the status quo and is provided to inform Council's discussion of amendments or updates Council may wish to make to the current Council Remuneration Policy.



3.1 Council Compensation

Council Remuneration Comparator Group

Current Council Comparator Group includes:

- City of Beaumont
- Town of Devon
- City of Fort Saskatchewan
- City of Lacombe
- Town of Cochrane
- Town of Hinton
- Town of Whitecourt
- City of Spruce Grove
- Town of Stony Plain
- Sturgeon County

Committee recommended for updated Comparator Group to include:

- Town of Blackfalds*
- Town of Coaldale*
- Town of Devon
- Town of Hinton
- Town of Innisfail*
- City of Lacombe
- Town of Olds*
- Town of Stony Plain
- Town of Taber*
- Town of Whitecourt

* New recommended comparator municipality

Option 1: Remain with current Council Comparator Group

Option 2: Update Comparator Group (with Committee recommendation)

Option 3: Update Comparator Group with other Council direction



3.1 Council Compensation

Council Compensation Percentile Target

Current policy:

- 50th percentile of current comparator group

Council Remuneration Review Committee recommendation:

- 65th percentile of new revised comparator group

- Option 1: Remain with current policy
- Option 2: Update policy to Committee recommendation
- Option 3: Adjust percentile target



4.2 Honorarium

Cost-of-Living Adjustments

Current policy: Council honourariums adjusted annual to reflect approved COLA

Council Remuneration Review Committee recommendation:

- 4.2.1.1 Mayor and Councillor honorariums are **not** eligible for cost-of-living adjustments during their term.
- 4.2.1.2 Council honorarium shall be reviewed and adjusted accordingly biannually to the equivalent population percentile of the comparator group specified in 3.1.3.

Councillor White's 2024 Motion:

- "That Council direct Administration to bring forward the Council Remuneration Policy CP194/2022 with an amendment to clause 4.2.1.1 to allow Council to vote on whether or not they receive the Cost-of-Living Adjustment."

Option 1: Remain with current policy

Option 2: Update policy to Committee recommendation

Option 3: Update policy to Councillor White's motion

Option 4: Other Council recommendation



4.2 Honorarium Council Absences

Current policy:

- 4.2.3.1 Notwithstanding Section 4.2.3 of this policy, members of Council will be excused for up to four (4) meeting absences per year without approval by Council resolution.
- 4.2.3.2 In cases where it is determined that honorarium will not be retained due to unapproved absence from meetings, deductions will be applied in the amount of two hundred and fifty (\$250) dollars.

Council Remuneration Review Committee recommendation:

- Decreasing meeting absences from 4 per year to 2 per year without approval by Council resolution.
- Increasing unapproved absence honorarium deductions from \$100 to \$250.

Option 1: Remain with current policy

Option 2: Council Remuneration Review Committee recommendation

Option 3: Other Council recommendation



4.3 Per Diem

Eligibility, Committee Alternates

Current policy:

- 4.3.9.2.1.1 Appointed alternate attendees are allotted per diem to a maximum of 3 meetings per year per Committee when accompanying the main board member.

Council Remuneration Review Committee recommendation:

- Adding: “in which they are a designated alternate” to 4.3.9.2.1.1
- Removal of:
 - 4.3.9.2.1.4 Non-appointed alternates shall be paid at the Morinville Per Diem Rates per Section 4.3 of this policy to a maximum of 3 meetings per year.

Option 1: Remain with current policy

Option 2: Council Remuneration Review Committee recommendation

Option 3: Other Council recommendation



4.4 Expense Reimbursements

Meals Reimbursement

Current policy:

- 4.4.4 Meal reimbursement will be set at the Government of Alberta rates. Please refer to Schedule B for more information. Mayor and Council are to submit receipts for meals (receipts not to exceed daily allowance). When breakfast, lunch or dinner is provided at a conference, seminar, workshop, or meeting then meal allowances or receipted meals will not be reimbursed without Council approval.

Council Remuneration Review Committee recommendation:

- 4.4.4 Meal reimbursement will be set equivalent to the **Canada Revenue Agency simplified reimbursement method at current published rates**. Please refer to Schedule B for more information. When breakfast, lunch or dinner is provided at a conference, seminar, workshop, or meeting then meal allowances or receipted meals will not be reimbursed without Council approval.

Option 1: Remain with current GoA rates (Administration recommendation)

Option 2: Council Remuneration Review Committee CRA recommendation

Option 3: Other Council recommendation



4.4 Expense Reimbursements

Travel Reimbursement

Current policy:

- 4.4.5 Travel reimbursement (with a travel starting point in Morinville or if starting at another point, whichever is less) will be set at the Government of Alberta rates. Please refer to Schedule B for more information.

Council Remuneration Review Committee recommendation:

- Schedule B 3.1 Standard mileage will be reimbursed at the **current Canada Revenue Agency mileage rates.**
- **Removal of:**
 - 4.4.6.2.1 Members of Council may claim for spousal or guest expenses in circumstances where it is expected that they be accompanied by their spouse or guest to a maximum of \$200 per year (i.e. including but not limited to FCM Conference Gala).

Option 1: Remain with current policy

Option 2: Council Remuneration Review Committee recommendation

Option 3: Other Council recommendation



4.6 Professional Development Activities

Out of Province Travel

Current policy

- No restrictions on out-of-province travel

Council Remuneration Review Committee recommendation:

- ***NEW*** 4.6.4 Only two (2) members of Council may attend the same out-of-province conference, convention, seminar, workshop, or course. The attendance of two (2) members of Council shall be by resolution.

Option 1: Remain with current policy

Option 2: Council Remuneration Review Committee recommendation



Schedule B

Per Diem Rates

Current policy & Hillcrest
Recommendation:

# of Hours	Per Diem Rate
0 – 2	\$ 50
+2 – 4	\$ 100
+4 – 8	\$ 200
+8 (Daily Maximum)	\$ 300
Conferences (Daily Maximum)	\$200

Council Remuneration Review Committee
Recommendation:

# of Hours	Per Diem Rate
0 – 2	\$ 50 62.50
+2 – 4	\$ 100 125
+4 – 8	\$ 200 250
+8+ (Daily Maximum)	\$ 300
Conferences (Daily Maximum)	\$ 200 250

- Option 1:** Remain with current policy (Hillcrest Recommendation)
Option 2: Council Remuneration Review Committee recommendation
Option 3: Other Council recommendation



Questions?

