

Council Compensation & Benefits

Policy Type: GOVERNANCE PROCESS | GP-C-2.3

- 1 Compensation will be provided to Council members:
 - (1) In the form of annual base salary, allowances, extra responsibility pay and benefits;
 - (2) Sufficient to encourage competent and community minded persons to seek the roles;
 - (3) Appropriate to the demands of the roles and their value to the community; and
 - (4) Reflective of the size of our community when compared with other Western Canadian communities.

- 2 Compensation Review and Adjustment:
 - (1) Unless Council directs otherwise:
 - (a) Compensation will be reviewed at Council's mid-term, every four years:
 - (i) An analysis of a selection of western Canadian (the majority in Alberta) communities' mayoralty salaries and populations will be used to determine the Mayor's salary so that the relative size of our community will be appropriately reflected in compensation.
 - (ii) Adjustments to the Mayor's current salary will be made effective mid-term when the review shows a differential of greater than minus 5%. If there is a differential of greater than plus 5%, the salary will be frozen until analysis shows the salary to be within 5%.
 - (iii) Councillors' salaries will be set at a 55% ratio of the Mayor's salary.
 - (iv) Benefits may be reviewed so that adjustments can be made to reflect changing practices of City administration or of other communities.
 - (b) Council members' salary and allowances will be adjusted annually by the average percent change in the prior year's *Alberta Average Wage Rates* reflective of average adjustments made to Albertans' wages (as reported by StatsCan - November to October, rounded up to the nearest next dollar, effective January 1st of each year).

- 3 Salary:
 - (1) Council members will be provided annual base salaries which will be paid on a bi-weekly basis.

- 4 Allowances:
 - (1) Council members will be provided an allowance for a mobile phone if they choose to use their own mobile phone. Otherwise, Council members will be provided a mobile phone through The City. If Council members choose not to carry a mobile phone, an allowance will not be provided.
 - (2) Council members will be provided an allowance for Internet services if they choose to have their own Internet provider. Otherwise, Council members will be provided the Internet through The City.
 - (3) The Mayor will be provided an annual vehicle allowance.

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- 5 Extra Responsibility Pay:**
- (1) Councillors will be compensated with Extra Responsibility Pay for participation on external boards they have been formally appointed to by Council.
 - (a) If an election is required to the position being endorsed, up to \$1000 will be provided to cover election related expenses.
 - (2) Pay for meetings and travel time will be equal to the amount paid by the Alberta Urban Municipalities Association (AUMA) for its board members.
 - (3) If the external board they are appointed to does not pay Councillors the equivalent of the AUMA board level of pay for meetings and travel time compensation, the City will pay the difference.
- 6 Benefits:**
- (1) Council members, as part of The City's benefit program, are provided:
 - (a) Basic Group Life Insurance coverage of twice the annual income (City pays the premium for the first \$25,000 of Life Insurance coverage, City pays 100% of AD&D) and access to optional spousal, dependent, and additional life insurance (Council members pay full premium).
 - (b) Extended Medical and Dental coverage as provided to City of Red Deer management staff (City pays 100% of the premium).
 - (c) A contribution of 7.5% of annual salary remuneration towards an optional RRSP (a participating Council member must also contribute a minimum of 7.5%).
 - (d) A \$500/year health spending account.
 - (e) A \$500/year lifestyle spending account.
 - (f) A 40% discount on entry fees to City owned and operated recreation facilities.
 - (g) A 40% discount on transit passes.
 - (h) Access to an optional group Home and/or Auto Insurance program.
- 7 Equipment:**
- (1) Council members will be provided City information technology devices (e.g. computer, laptop, desktop, smartphone) to connect to City systems (e.g. email, Internet, intranet, records management, meeting management) unless a Council member elects to use their own compatible devices.
 - (2) Council members have the option to purchase these devices at the end of their term at the depreciated value as determined by ITS.
- 8 Parking:**
- (1) The Mayor is provided a parking stall at City Hall.
 - (2) Councillors are provided parking passes for parking at City meters or other City lots to conduct City business.

Document History:

Policy Approved	October 15, 2012
Policy Revised	March 18, 2013
Policy Revised: 2013 Rates	July 8, 2013
Policy Revised	January 5, 2015
Policy Revised: 2015 Rates	July 28, 2015
Policy Revised: 2016 Rates and new format	April 8, 2016
Policy Revised: 2017 Rates	April 6, 2017
Policy Revised: 2018 Rates	July 25, 2018
Policy Revised	November 26, 2018

Administrative Revisions:

Date:	Description:
October 10, 2017	Updated to current format.

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Appendix A: Salary & Allowances

Year	Salary Mayor	Salary Councillor	Vehicle (Mayor only)	Phone	Internet
2018	\$106,240 0.97% increase Effective Jan 1, 2018	\$58,432 0.97% increase Effective Jan 1, 2018	\$4,107 0.97% increase Effective Jan 1, 2018	Cell Phone: \$66.97/mo OR, 'Smart' Phone: \$132.90/mo	\$55.28/mo When Council has own internet provider
2017	\$105,220 No increase	\$57,871 No increase	\$4,068 No increase	Cell Phone: \$66.33/mo OR, 'Smart' Phone: \$131.62/mo	\$54.75/mo When Council has own internet provider
2016	\$105,220 1.5% increase Effective July 1, 2016	\$57,871 1.5% increase Effective July 1, 2016	\$4,068 1.5% increase Effective July 1, 2016	Cell Phone: \$66.33/mo OR, 'Smart' Phone: \$131.62/mo	\$54.75/mo When Council has own internet provider
2015	\$103,665 1.7% increase Effective Jan 1, 2015	\$57,016 1.7% increase Effective Jan 1, 2015	\$4,008 1.7% increase Effective Jan 1, 2015	Cell Phone: \$65.35/mo OR, 'Smart' Phone: \$129.67/mo	\$53.94/mo When Council has own internet provider
2014	\$101,932 2% increase Effective Jan 1, 2014	\$56,063 2% increase Effective Jan 1, 2014	\$3,941 2% increase Effective Jan 1, 2014	Cell Phone: \$64.26/mo OR, 'Smart' Phone: \$127.50/mo	\$53.04/mo When Council has own internet provider
2013	\$99,934 New Policy Post-Election \$89,285/yr 3% increase Effective Jan 1, 2013	\$54,964 New Policy Post-Election \$53,163/yr 3% increase Effective Jan 1, 2013	\$3,864/year 3.0% increase Effective Jan 1, 2013	Cell Phone: \$63/mo OR, 'Smart' Phone: \$125/mo	\$52/mo When Council has own internet provider
2012	\$86,684/yr 3% increase	\$51,616/yr (per diems rolled in)	\$3,751/year 3.02% increase from 2011 Effective Jan 1, 2012	Cell Phone: \$61/mo OR, 'Smart' Phone: \$121/mo	\$50/mo When Council has own internet provider
2011	\$84,159/yr 2.9% increase	\$28,359/yr 2.9% increase	\$3,642/year 2.91% increase from 2010 Effective Jan 1, 2011	Cell Phone: \$59/mo OR, 'Smart' Phone: \$117/mo	\$49/mo When Council has own internet provider

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Appendix B: Rates for Extra Responsibility Pay

Year	Daily Rate (8 hours or more)	Hourly Rate	Travel Time Rate
2018	\$285	\$35/hr	\$35/hr
2017	\$285	\$35/hr	\$35/hr
2016	\$285	\$35/hr	\$35/hr
2015	\$285	\$35/hr	\$35/hr
2014	\$285	\$35/hr	\$35/hr
2013	\$285	\$35/hr	\$35/hr
2012	\$285	\$35/hr	\$35/hr