

Council Compensation & Benefits

Policy Type: GOVERNANCE PROCESS | GP-C-2.3

- I Compensation is 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) Compensation will be reviewed at the year prior to a civic election for implementation at the beginning of the next Council's term.
 - (2) The City Manager undertakes 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.

When the review shows a differential of greater than minus or plus 5% an adjustment to the Mayor's salary is implemented. If there is a differential of greater than plus 5%, the salary will be frozen until analysis shows the salary to be within 5%.
 - (3) Councillors' salaries will be set at a 55% ratio of the Mayor's salary.
 - (4) The City Manager will review benefits in conjunction with the compensation review so that adjustments may be made to reflect changing practices of City administration or of other communities.
- 3 Salary:
 - (1) Council members are provided an annual base salary that is 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 salary (City pays the premium for the first \$25,000 of Life Insurance coverage, City pays full premium for 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 full cost of coverage).
 - (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) Disability coverage through WCB and are deemed to be employees for purposes of coverage.
 - (e) Access to short term counselling through The City's Employee Assistance Program.
 - (f) A \$750/year health spending account.
 - (g) A \$750/year lifestyle spending account.
 - (h) A 40% discount on entry fees to City owned and operated recreation facilities.
 - (i) A 40% discount on transit passes.
 - (j) Access to an optional group Home and/or Auto Insurance program.
 - (k) Transitional access to benefits until year-end (i.e. approximately 2 months) if defeated in a municipal election.

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.

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- (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 any City meter or City lot, except for monthly leased stalls within a City lot.

Document History:

Policy Approved	October 15, 2012
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Policy Revised: 2015 Rates	July 28, 2015
Policy Revised: 2016 Rates and new format	April 8, 2016
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Policy Revised	November 26, 2018
Policy Revised	November 12, 2019
Policy Revised: Nov 2021 – Oct 2025	September 15, 2021
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Policy Revised: Nov 2025 – Oct 2029	November 24, 2024

Administrative Revisions:

Date:	Description:
October 27, 2021	Added items to Appendix missed from earlier revision.

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Appendix A: Salary & Allowances

Term	Mayor Salary	Councillor Salary	Mayor Vehicle Allowance	Phone Allowance	Internet Allowance
November 2025 through October 2029	\$138,341	\$76,087	\$400/Month	\$100/Month	\$100/Month