

Council Compensation Review Committee Recommendation

	2024 Current	Recommendation (to take effect January 2025)
Honorarium - Council	<p>\$30,508.00</p> <p>Indexed annually for CPI (October to October) rounding to \$5.00</p> <p>Provides compensation for:</p> <ul style="list-style-type: none"> • Regular council meetings • Corporate priorities committee meetings • Budget meetings • Meeting preparation time • All post-election council education/orientation sessions • All social events within the City • Community and athletic events • Responding to public concerns • Meetings less than 40km outside the City • Meetings with CAO • Inter-city travel 	<p>\$32,800 (represents 5% market increase from 2024 salary) + CPI (October to October estimated at 2.5%) rounding to \$5.00</p> <p>Indexed annually for CPI (October to October) rounding to \$5.00</p> <p>Provides compensation for:</p> <ul style="list-style-type: none"> • Regular council meetings • Corporate priorities committee meetings • Budget meetings • Meeting preparation time • All post-election council education/orientation sessions • All social events within the City • Community and athletic events • Responding to public concerns • Meetings less than 40km outside the City • Meetings with CAO • Travel within the City incl. travel up to 40km outside of City limits
Honorarium - Mayor	<p>\$66,200.00</p> <p>Indexed annually for CPI (October to October) rounding to \$5.00</p> <p>Provides compensation for:</p> <ul style="list-style-type: none"> • Regular council meetings • Corporate priorities committee meetings • Budget meetings • Meeting preparation time • All post-election council education/orientation sessions • All social events within the City • Community and athletic events • Responding to public concerns • Meetings less than 40km outside the City • Meetings with CAO • Inter-city travel 	<p>\$71,165 (represents 5% market increase from 2024 salary) + CPI (October to October estimated at 2.5%) rounding to \$5.00</p> <p>Indexed annually for CPI (October to October) rounding to \$5.00</p> <p>Provides compensation for:</p> <ul style="list-style-type: none"> • Regular council meetings • Corporate priorities committee meetings • Budget meetings • Meeting preparation time • All post-election council education/orientation sessions • All social events within the City • Community and athletic events • Responding to public concerns • Meetings less than 40km outside the City • Meetings with CAO • Travel within the City incl. travel up to 40km outside of City limits
Per Diem	<p>\$125 for 0-4 hours \$250 for 4+ hours</p> <p>Provides compensation for:</p> <ul style="list-style-type: none"> • Conferences • Courses, Workshops, Seminars • Council appointed boards/committees • Special council meetings • Joint council meetings and meetings for intergovernmental affairs • All social events greater than 40 km outside of City • Meetings greater than 40km outside of City 	<p>\$150 for 0-4 hours \$300 for 4-8 hours \$50/hour for over 8 hours (up to max \$450 per day in total per diem) excluding social events/functions</p> <p>Provides compensation for:</p> <ul style="list-style-type: none"> • Conferences • Courses, Workshops, Seminars • Council appointed boards/committees • Special council meetings • Joint council meetings and meetings for intergovernmental affairs • All social events greater than 40 km outside of City • Meetings greater than 40km outside of City • Travel to/from Conferences, Courses, Workshops, Seminars and Meetings greater 40 km outside of City.
Expense Reimbursement	<p>Reimbursement as per actual receipts.</p> <p>In the alternative, reimbursement of meals up to (total: \$62.10):</p> <ul style="list-style-type: none"> • \$13.80 breakfast • \$19.55 lunch • \$28.75 supper <p>Mileage at a rate of \$0.51 per kilometer.</p>	<p>Reimbursement as per actual receipts.</p> <p>In the alternative, reimbursement of meals up to (total: \$68.40):</p> <ul style="list-style-type: none"> • \$15.60 breakfast • \$20.40 lunch • \$32.40 supper <p>Mileage at a rate of \$0.64 per kilometer</p>
Health and Wellness Benefits	<p>Eligible to join Council benefit package, including:</p> <ul style="list-style-type: none"> • Life insurance and accidental death and dismemberment at 2x annual honorarium with premiums paid 100% by City • Health and dental mandatory in package (unless another plan coverage). City will pay \$80/month towards those premiums with balance paid by member. 	<p>Eligible to join Council benefit package, including:</p> <ul style="list-style-type: none"> • Life insurance and accidental death and dismemberment at 2x annual honorarium with premiums paid 100% by City • Health and dental mandatory in package (unless another plan coverage City will pay \$80/month towards those premiums with balance paid by member. • \$1,000 annual health and wellness benefit
Other Additional Benefits	<p>Other additional benefits and/or expense reimbursements:</p> <ul style="list-style-type: none"> • Communication device – mobile phone or monthly allowance • Tablet/laptop 	<p>Other additional benefits and/or expense reimbursements:</p> <ul style="list-style-type: none"> • Communication device – mobile phone or monthly allowance • Tablet/laptop • Up to \$250 municipal branded clothing • \$500 for partner tickets to events • Vehicle Allowance of \$100/month for use of personal vehicle on City business within the boundaries of the City incl. up to 40km outside City limits • Childcare reimbursement up to \$200/month • Driver benefit up to \$500/year