



STAFF REPORT

Title: Policy No. 123-AD-10 - Council Honorarium and Per Diem Policy

Meeting Date: January 15, 2019

Executive Summary:

During 2019 Budget deliberations, Council discussed Council Honorariums and per diems as well as whether they would like to consider changing the role of Mayor from a part-time to full-time position. There was no appetite to implement a full time Mayor at that time (during budget deliberations) however, Council did raise the query as to when they could have the discussion.

Administration is seeking Council input as to whether there would be an interest in addressing the compensation of the Mayor to facilitate that position being full time which could take effect immediately following the next municipal election on October 18, 2021.

Administration seeks Council's direction on whether Council would like to see additional research to further discuss the possibility of moving to a full-time Mayor position as well as developing a committee to review the honorariums and per diems. Council may also want to have a broader discussion on Council honorariums and per diems.

Background:

Attached is the current policy 123-AD-10 that relates to Council Honorariums and per diems that was developed in 2010 by the Elected Official Compensation Review Committee (EOCRC). Also attached is the presentation to Council at that time and review of the policy in 2016.

In 2018 AUMA completed a compensation survey which included information relating to Mayor and Council. The City responded to the survey and in return received a compensation and wage package for all the municipalities that responded as well as a customized report for Cold Lake based on up to 10 municipalities of our choice for comparators. Attached are the pages that reference Mayor and Council. The City of Cold Lake customized report includes comparisons from:

- City of Brooks,
- City of Camrose,
- City of Wetaskiwin,
- Town of Beaumont,
- Town of Bonnyville,
- Town of High River,



- Town of Hinton,
- Town of Okotoks,
- Town of Stony Plain, and
- Town of Strathmore.

Of particular note is the following results of the survey:

- Of the comparator communities, 30% have a full-time Mayor
- Of the comparator communities, annual remuneration paid to the Mayor for the most recent annual period was from \$51,077 - \$79,547 with a median of \$61,387

Currently the Honorarium for the Mayor is \$54,117 and \$25,437 for Council.

Alternatives:

1. Council give direction to Administration in regards to Mayor and Council honorarium and per diem.
2. Council accept the report as information only.

Recommended Action:

For Discussion

Budget Implications (Yes or No):

Yes

Submitted by:

Kevin Nagoya, Chief Administrative Officer



Council Honorarium and Per Diem Policy

POLICY NUMBER: 123-AD-10

Approval Date: June 11, 2013

Revise Date: June 11, 2013

Motion Number: CM20130611.1003

Review Date: September 27, 2016

Supersedes: 085-AD-04

Effective Date: October 21, 2013

1.0 Policy Intent

It is the City of Cold Lake's intention to provide fair and equitable compensation to members of Council for duties performed. Members of Council attending activities in an official capacity as representatives of the City of Cold Lake will provide either a verbal or written report of the activity to Council at the next regular Council meeting.

2.0 Purpose

The purpose of the Council Honorarium and Per Diem Policy is to set out guidelines for the compensation to elected officials through the combination of an honorarium, and a *per diem* rate.

3.0 Policy Statement

3.1. The Council honorarium is intended to provide compensation for:

- 3.1.1. Regular Council Meetings;
- 3.1.2. Corporate Priorities Committee meetings;
- 3.1.3. Budget Meetings;
- 3.1.4. Meeting preparation time;
- 3.1.5. All post-election Council education /orientation sessions;
- 3.1.6. All social events (ceremonies, grand openings, banquets, social events attended in an official capacity as the representative of the City) within the City;
- 3.1.7. Community and athletic events;
- 3.1.8. Responding to public concerns from residents, clubs, organizations, businesses, etc.;
- 3.1.9. Meetings less the 40 kilometers outside the municipal boundaries of Cold Lake;
- 3.1.10. Meetings with the Chief Administrative Officer;
- 3.1.11. City staff functions; and
- 3.1.12. Inter-city travel.

- 3.2. Conference and/or training fees, mileage, travel/accommodation costs, and expenses for approved events shall be reimbursed as per Policy 002-FN-97.
- 3.3. Councillors shall be paid a *per diem* to compensate for the following activities:
 - 3.3.1. Attendance at conferences, meetings, seminars, and courses with content/subject matter directly related to Council business including travel time
- 3.4. Attendance at conferences, seminars, and courses not within the Province of Alberta, of greater than three (3) days' length, and/or with registration fees greater than \$500 requires authorization by resolution of Council, **except for the FCM Conference which is an annual conference attended by Council.**
- 3.5. In accordance with this policy, and as provided for under Section 81(3) of the *Canada Income Tax Act*, 33% of the honorarium paid to a Municipal Councillor of the City of Cold Lake shall be an allowance for expenses incurred within the boundaries of Cold Lake, incident to the discharge of that person's duties as an elected official, and shall not be included in that person's income for the year
- 3.6. The *Canada Income Tax Act* further provides that where an elected officer of an incorporated municipality has been paid by the municipality an amount as an allowance in a taxation year for expenses incident to the discharge of the person's duties as an elected official, the allowance shall not be included in computing the person's income for the year unless it exceeds one-half (1/2) of the amount that was paid to the person in the year as salary or other remuneration
- 3.7. Honoraria for members of Council are as follows:
 - 3.7.1. Councillors: **\$1,958.34 per month, or \$23,500.00 per year**
 - 3.7.2. Mayor: **\$4,166.67 per month or \$50,000.00** per year to be indexed annually using Alberta's Consumer Price Index (CPI) from October to October rounding amount to the nearest \$5.00.
- 3.8. The per diem rates for Council members are **\$125.00 for ½ day** (less than 4 hours) and **\$250.00 for full days** (in excess of 4 hours). The per diems are intended to provide compensation for the following:
 - 3.8.1. Conferences;
 - 3.8.2. Courses;
 - 3.8.3. Workshops;
 - 3.8.4. Seminars;
 - 3.8.5. Council appointed board/committee/commission meetings; and
 - 3.8.6. Special Council Meetings
 - 3.8.7. Joint Council Meetings and/or meetings directly relating to intergovernmental affairs (e.g. inter-municipal, provincial, federal)
 - 3.8.8. All social events (ceremonies, banquets, fundraisers, social events attended in an official capacity as the representative of the City) greater than 40 kilometers outside the municipal boundaries of Cold Lake.
 - 3.8.9. Meetings greater than 40 kilometers outside the municipal boundaries of Cold Lake.
- 3.9. Member of Council are eligible to join the Council Benefit Package. Benefits include Life Insurance and Accidental Death and Dismemberment at 2 times the annual honorarium with premiums paid 100% by the City of Cold Lake. Other benefits include Health and Dental which are mandatory in the package unless the member

has coverage from another plan. The City will pay \$80.00 per month towards these premiums with the balance of the premium being paid by the member. If any member of Council chooses not to participate in the Benefit Package, they do not receive any payment in lieu. Council members are not eligible for short or long term disability. Enrollment must be within 60 days of being elected or the member is subject to the Late Entrant rules. If a Council member opts to join the Benefit Package they must remain on the program for the length of their term.

4.0 References

- *Municipal Government Act*, RSA 200, c M-26, 275.1 (1)
- *Canada Income Tax Act with Regulations*, 2006, 81st Ed.
- *Alberta Personal Income Tax Amendment Act*, 2006

5.0 Persons Affected

Members of City Council, Corporate Services

6.0 Revision/Review History

- 085-AD-04, approved September 14, 2004, Motion #2004-125
- (Supersedes 001-FN-97, 003-FN-97 & 038-FN-99)
- Amended by Motion No. 2004-146 October 26, 2004
- Amended by Motion No. 2004-165 November 23, 2004
- Amended by Motion No. 2005-152 October 25, 2005
- Amended January 1, 2006 3% COLA
- Amended December 12, 2006, Motion # 2006-211
- Amended August 1, 2007 by CAO
- Amended by Motion # CM 20010127.1011
- Amended by Motion # CM20090714.1004
- Rescinded by Motion # CM20100525.1018
- Amended by Motion # CM20110524.1008
- Amended by Motion # CM20130611.1003
- Reviewed by Motion # CM20160927.1006 – No Amendments Made

Oct. 4, 2016

Date



Chief Administrative Officer

Oct 4 2016

Date


Mayor



Issue Summary Report

POLICY NO. 123-AD-10 - COUNCIL HONORARIUM & PER DIEM POLICY

#20160923003

Meeting : Council - Regular Meeting

Meeting Date : 2016/09/27 18:00

Meeting Type : COUNCIL - REGULAR MEETING

Executive Summary

Administration requires Council's direction on how it wants to address the Mayor and Council remuneration post 2017 election. The previous body of Council (2010 to 2013) made a policy amendment on behalf of this body of Council for the remuneration. Council may consider hiring a third party (contractor), create an ad-hoc committee consisting of public members, or simply request for administration to prepare analysis of other municipalities. Council's Corporate Priorities Committee recommended that Council maintain the existing policy framework thru the next Council term.

Background

Council's CPC reviewed some historical information relating to Council remuneration. The following table outlines the Mayor and Council remuneration from 2005 to 2016:

YEAR	MONTHLY	ANNUAL
2005	\$1,092.67	\$13,112.04
2006	\$1,092.67	\$13,112.04
2007	\$1,130.91	\$13,570.92
2008	\$1,176.15	\$14,113.80
2009	\$1,204.38	\$14,452.56
2010	\$1,204.38	\$14,452.56
2011	\$1,750.00	\$21,000.00
2012	\$1,750.00	\$21,000.00
2013	\$1,750.00	\$21,000.00
2014	\$1,958.34	\$23,500.00
2015	\$2,017.08	\$24,205.00
2016	\$2,017.08	\$24,205.00

***The Mayor's salary has been consistent with being 2 times the Council remuneration.

Council also receives a per diem of \$125.00/Half day and \$250.00/full day for meetings attended outside the honorarium parameters.

The CPC considered hiring a third party (contractor), create an ad-hoc committee consisting of public members, or simply request for administration to prepare analysis of other municipalities. We've summarized the options as follows:

- Public Committee - Administration will be prepare a Terms of Reference (for Council approval) to authorize a committee consisting of the public to conduct a review and make a recommendation on a proposed Council remuneration policy. This process was used to establish the current remuneration policy.
- Third Party Contractor - Administration would engage a contractor/consultant to prepare a review and recommendation for Council. It should be noted this method has not been practiced by the City of Cold Lake within the review period conducted by administration.

- Administrative Analysis - Administration can prepare an internal review and provide a recommendation to Council based on either averages and percentile ratings. Please note that this method was previously used by the City of Cold Lake. We've attached a dated sample of the report that was prepared by administration.

After the review, CPC recommended that Council maintain the existing policy framework.

Alternatives

Council may consider the following options:

1. Direct administration to prepare a Terms of Reference for Council approval to authorize a committee consisting of the public to conduct a review and make recommendations on a proposed Council remuneration policy.
2. Direct administration to engage a contractor/consultant to prepare a review and recommendation for Council.
3. Direct administration to prepare an internal analysis on Council honorariums and per diems for further review.
4. Council pass a motion to maintain the current Council Honorarium and Per Diem Policy No. 123-AD-10 for the next Council term being October 24, 2017 to October 25, 2021.

Recommendation

That the support Council's Corporate Priorities Committee recommendation to maintain the current Council Honorarium and Per Diem Policy No. 123-AD-10 for the next Council term being October 24, 2017 to October 25, 2021.

Additional Information

Budget Implications (Yes or No) :

Yes

Contributors to Report :

Kevin Nagoya, Chief Administrative Officer

Respectfully Submitted by :

Kevin Nagoya, CAO

Issue Summary Report

POLICY NO. 123-AD-10 - COUNCIL HONORARIUM AND PER DIEM POLICY #20130606001

Meeting : Council - Regular Meeting

Meeting Date : 2013/06/11 18:00

Meeting Type : COUNCIL - REGULAR MEETING

Executive Summary

The Elected Official Compensation Review Committee (EOCRC) completed a review of the Council remuneration policy and has made a number of recommendations to Policy No. 123-AD-10 being the Council Honorarium and Per Diem Policy. The recommendations include the following:

- Mayor's honorarium be increased from \$42,000 to \$50,000;
- Council's honorarium be increased from \$21,000 to \$23,500;
- The honorariums would be adjusted annually using Alberta Consumer Price Index (CPI);
- The Per Diem rates be increased from \$112.50 for 1/2 day (less than 4 hours) to \$125.00;
- The Per Diem rates be increased from \$225.00 for full day (excess of 4 hours) to \$250.00;
- All post-election Council education/orientation sessions be covered in honorariums rather than being paid per diems; and
- Provisions for extended health care benefits be added to the policy.

The overall budget impact is estimated at \$33,880. The estimate is subject to the actual number of meetings being attended by an elected official and all Councillors involvement in the health care benefits package.

Further to Policy No. 123-AD-10, the committee also reviewed Policy No. 002-FN-97 being the Elected Officials Expense Reimbursement Policy and made a number of recommendations including:

- Allowances for meals (without receipts) be increased as follows:
 - Breakfast from \$12.00 to \$12.00 (status quo)
 - Lunch from \$16.25 to \$17.00
 - Dinner from \$22.75 to \$25.00
 - Gratuities @15% from \$7.65 to \$8.10
 - Total from \$58.65 to \$62.10
- It was noted that the policy is very general and is subject to interpretation; therefore, the committee recommends that a more in-depth review of the policy be conducted at a later date.

Background

The EOCRC consisted of the following appointed members by Council:

- Jerry Kolewaski - Chair
- Daniel Brisebois - Vice Chair
- Raymond Gillis
- Kevin Heffernan
- Terry Kaminski

The EOCRC held meetings on April 18, April 30, and May 23, 2013. The committee has attached its final report and policy recommendations.

This report is outlining some recommended adjustments to Councils' Honorarium and Per Diem Policy include the following:

Appendix 2 for 20160923003: 2013 COUNCIL REMUNERATION REVIEW - COMMUNITY

- Mayor's honorarium be increased from \$42,000 to \$50,000.
- Council's honorarium be increased from \$24,000 to \$25,000
- Honorariums are intended to provide compensation for the following meetings:
 - Regular Council Meetings;
 - Corporate Priorities Meetings;
 - Budget Meetings;
 - Meeting Preparation Time;
 - All post-election Council education/orientation sessions;
 - All social events such as (Ceremonies, Grand Openings, Banquets, Social Events attended in an official capacity as the representative of the City) within the City.
 - Community and Athletic Events
 - Responding to public concerns from residents, clubs, organizations, businesses, etc.
 - Meeting less the 40 Kilometers outside the Municipal Boundaries of Cold Lake
 - Meeting with the Chief Administrative Officer
 - City Staff Functions
 - Inter-City Travel
- The Per Diem rates be increased from \$112.50 for 1/2 Day (less than 4 hours) and \$225.00 in excess of 4 hours to **\$125.00** for 1/2 Day (less than 4 hours) and **\$250.00** in excess of 4 hours
- The Per Diems are intended to provide compensation for the following:
 - Special Council Meetings
 - Conferences
 - Courses
 - Workshops
 - Seminars
 - Council Appointed Boards/Committee/Commission Meetings
 - Meetings greater than 40 Kilometres outside the Municipal Boundaries of Cold Lake
 - All social events such as (Ceremonies, Grand Openings, Banquets, Social Events attended in an official capacity as the representative of the City) greater than 40 Kilometres outside the Municipal Boundaries of Cold Lake.
- The following provision be added for indexing the elected official salary:
 -to be indexed annually using Alberta's Consumer Price Index (CPI) from October to October rounding amount to the nearest \$5.00.
- The following provision for extended health care benefits be added to the policy:
 - Member of Council are eligible to join the Council Benefit Package. Benefits include Life Insurance and Accidental Death and Dismemberment at 2 times the annual honorarium with premiums paid 100% by the City of Cold Lake. Other benefits include Health and Dental which are mandatory in the package unless the member has coverage from another plan. The City will pay \$80.00 per month towards these premiums with the balance of the premium being paid by the member. If any member of Council chooses not to participate in the Benefit Package, they do not receive any payment in lieu. Council members are not eligible for short or long term disability. Enrollment must be within 60 days of being elected or the member is subject to the Late Entrant rules. If a Council member opts to join the Benefit Package they must remain on the program for the length of their term.
- No allowance provision for the use of personal mobile devices be included in the policy.
- No allowance provision for Child Care (babysitter) be included in the policy.
- No allowance for an increase rate of pay for the deputy mayor. As such, it is recommended that the Council compensation package be all inclusive on the basis that the deputy mayor term will continue to be equally rotated amongst Council.

The schedules in the report include:

- SCHEDULE "A" OPERATING AND CAPITAL BUDGET OF VARIOUS MUNICIPALITIES
- SCHEDULE "B" 2011 FINANCIAL STATEMENT COMPARISON OF MAYOR/COUNCIL
- SCHEDULE "C" AMSC CONFIDENTIAL SALARY SURVEY REPORT
- SCHEDULE "D" VARIOUS OTHER EXAMPLE MUNICIPAL REMUNERATION REVIEWS AND POLICIES
- SCHEDULE "E" EXISTING COUNCIL HONORARIUM AND PER DIEM POLICY NO. 123-AD-10
- SCHEDULE "F" EXISTING ELECTED OFFICIALS EXPENSE REIMBURSEMENT POLICY NO. 002-FN-97
- SCHEDULE "G" PROPOSED COUNCIL HONORARIUM AND PER DIEM POLICY NO. 123-AD-10
- SCHEDULE "H" PROPOSED ELECTED OFFICIALS EXPENSE REIMBURSEMENT POLICY NO. 002-FN-97
- SCHEDULE "I" GROUP BENEFITS PLAN BOOKLET

Council may consider the following options:

1. Pass or defeat a motion to support the amendments to Policy 123-AD-10 as presented being the Council Honorarium and Per Diem Policy.
2. Make further amendments to the above policy and pass a motion there of as amended.

Recommendation

Administration recommends the following motions:

1. Administration recommends that Council support the amendments to Policy No. 123-AD-10 being the Council Honorarium and Per Diem Policy as presented.
2. Administration recommends that Council support the amendments to Policy No. 002-FN-97 being the Elected Officials Expense Reimbursement Policy as presented.

Additional Information

Budget Implications (Yes or No) :

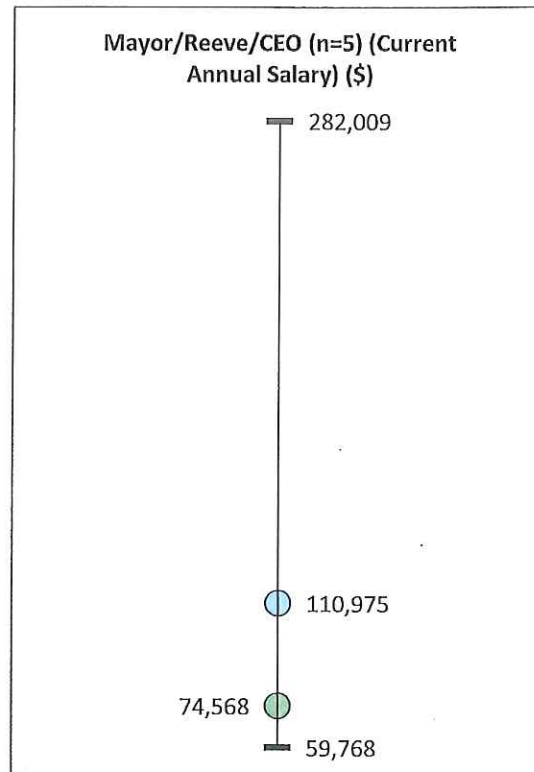
Budget will have impacts post election.

Respectfully Submitted by :

Kevin Nagoya, CAO

City of Cold Lake

Part 2



Minimum	Median	Mean	Maximum
59,768	74,568	110,975	282,009

Average Minimum Salary for Position (n=1)	74,568
Average Maximum Salary for Position (n=1)	74,568
Average Weeks of Service per year (n=5)	52
Average Hours worked per week (n=4)	33
Average Lump sum payment (n=1)	58,014
Average Years of Experience (in current position) (n=5)	2
Additional Duties (% Yes) (n=5)	0%
Degree of Match to Position Title (Average Percent of Match) (n=6)	98%
Contracted Position (% Yes) (n=5)	0%
Average # of Employees in Position (n=6)	1
Average Length of Service (years in municipality) (n=6)	13

City of Cold Lake

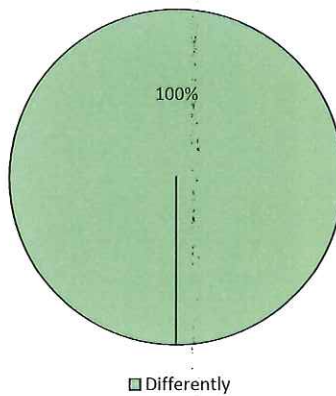
Part 1

20. How many Council Members (including councilors and mayor/reeve) does your Municipality have? (n=10)

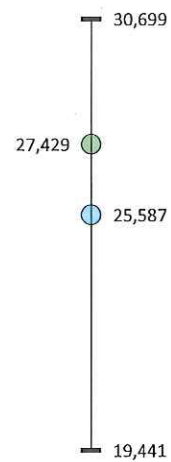


Minimum	Median	Mean	Maximum
7.0	7.0	7.2	9.0

21. Are the Council Members, including the Mayor/Reeve, in your municipality compensated differently or equally? (n=10)



22. Council Member Rate (\$): 9. Annually (if applicable) (n=6)



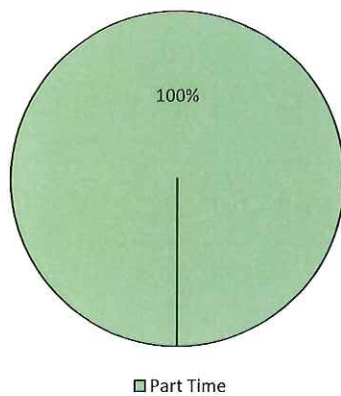
Minimum	Median	Mean	Maximum
19,441	27,429	25,587	30,699

2018 AMSC Wage & Compensation Survey
Conducted and Prepared by Banister Research Limited

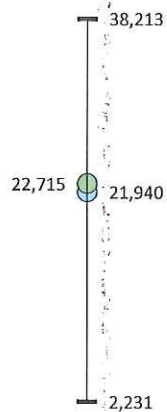
City of Cold Lake

Part 1

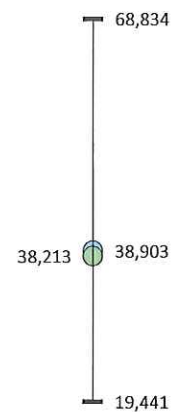
23. Are Council Members (not including the Mayor/Reeve) employed full-time or part-time? (n=10)



24a. What was the lowest annual remuneration paid to a Council Member for the most recent annual period? (n=6)



24b. What was the highest annual remuneration paid to a Council Member for the most recent annual period? (n=7)



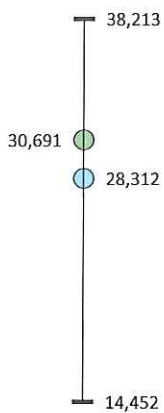
Minimum	Median	Mean	Maximum
2,231	22,715	21,940	38,213

Minimum	Median	Mean	Maximum
19,441	38,213	38,903	68,834

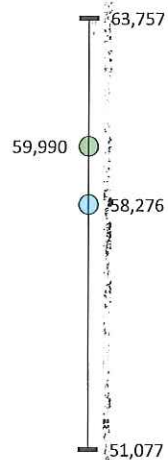
City of Cold Lake

Part 1

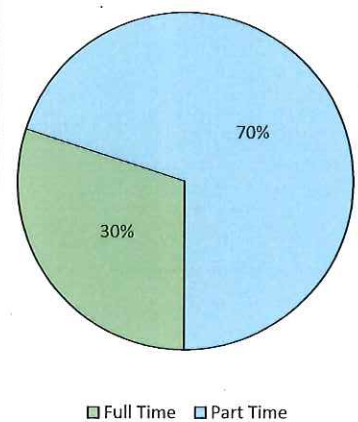
24c. What was the average annual remuneration paid to a Council Member for the most recent annual period? (n=9)



25. Mayor/Reeve Rate (\$): 9. Annually (if applicable) (n=6)



26. Is the Mayor/Reeve employed full-time or part-time? (n=10)



Minimum	Median	Mean	Maximum	Minimum	Median	Mean	Maximum
14,452	30,691	28,312	38,213	51,077	59,990	58,276	63,757

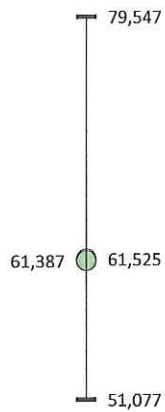
2018 AMSC Wage & Compensation Survey
Conducted and Prepared by Banister Research Limited

10 | Page

City of Cold Lake

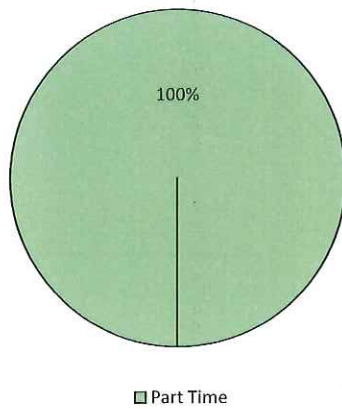
Part 1

27. On average, what was the annual remuneration paid to the Mayor for the most recent annual period? (n=9)

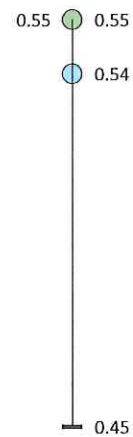


Minimum	Median	Mean	Maximum
51,077	61,387	61,525	79,547

29. Is the Deputy Mayor/ Deputy Reeve employed full-time or part-time? (n=7)



31. Council Member Expense Compensation (\$): 1. Mileage (rate per km) (n=9)

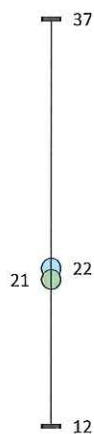


Minimum	Median	Mean	Maximum
0.45	0.55	0.54	0.55

City of Cold Lake

Part 1

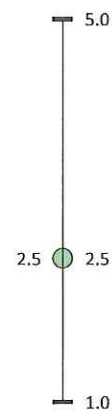
32. How many regular council meetings were held over the most recent annual period? (n=10)



33. How many special council meetings were held over the most recent annual period? (n=10)



34. On average, how long were regular council meetings over the most recent annual period (in hours)? (n=9)



Minimum	Median	Mean	Maximum
12	21	22	37

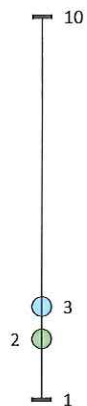
Minimum	Median	Mean	Maximum
0	3	5	15

Minimum	Median	Mean	Maximum
1.0	2.5	2.5	5.0

City of Cold Lake

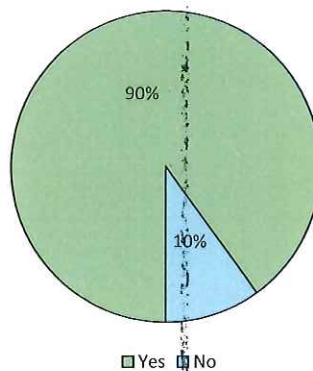
Part 1

35. On average, how long were special council meetings over the most recent annual period (in hours)? (n=9)



Minimum	Median	Mean	Maximum
1	2	3	10

36. In the 2017 tax year, did your municipality apply the 1/3 tax-free expense exemption allowed under the Federal Income Tax Act for elected officials? (n=10)



37. Benefits provided to Council Members (Percentage borne by municipality, if provided): 1. Group Life (n=6)



Minimum	Median	Mean	Maximum
100.0	100.0	100.0	100.0

City of Cold Lake

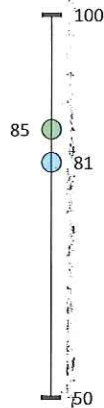
Part 1

37. Benefits provided to Council Members (Percentage borne by municipality, if provided): 2. Group Accident (n=5)

100.0 ● 100.0

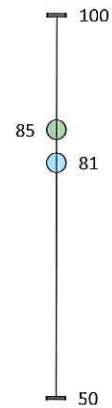
Minimum	Median	Mean	Maximum
100.0	100.0	100.0	100.0

37. Benefits provided to Council Members (Percentage borne by municipality, if provided): 3. Extended Health Care (n=7)



Minimum	Median	Mean	Maximum
50	85	81	100

37. Benefits provided to Council Members (Percentage borne by municipality, if provided): 4. Dental (n=7)



Minimum	Median	Mean	Maximum
50	85	81	100

City of Cold Lake

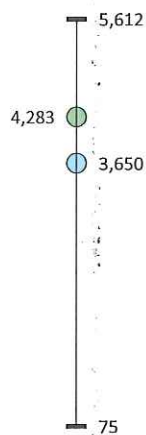
Part 1

37. Benefits provided to Council Members (Percentage borne by municipality, if provided): 6. Dependent Life (n=5)

100.0 ● 100.0

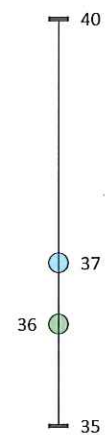
Minimum	Median	Mean	Maximum
100.0	100.0	100.0	100.0

38. What is the average annual municipal cost of benefits per councilor? (n=8)



Minimum	Median	Mean	Maximum
75	4,283	3,650	5,612

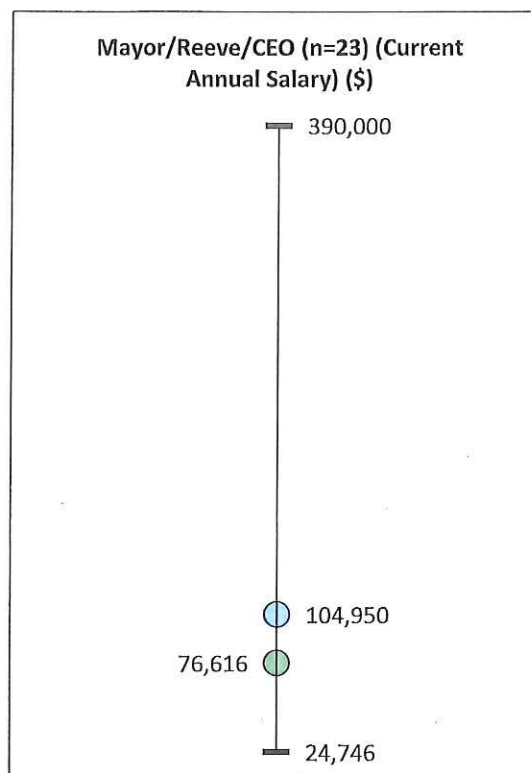
39. Regularly scheduled hours per week: 1. Management a) Full-time permanent employees (n=10)



Minimum	Median	Mean	Maximum
35	36	37	40

All Municipalities

Part 2



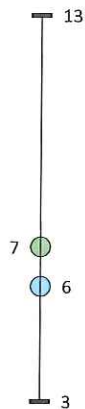
Minimum	Median	Mean	Maximum
24,746	76,616	104,950	390,000

Average Minimum Salary for Position (n=15)	89,751
Average Maximum Salary for Position (n=14)	106,771
Average Weeks of Service per year (n=30)	50
Average Hours worked per week (n=22)	17
Average Lump sum payment (n=12)	16,329
Average Years of Experience (in current position) (n=33)	4
Additional Duties (% Yes) (n=28)	21%
Degree of Match to Position Title (Average Percent of Match) (n=26)	100%
Contracted Position (% Yes) (n=30)	3%
Average # of Employees in Position (n=39)	1
Average Length of Service (years in municipality) (n=34)	8

All Municipalities

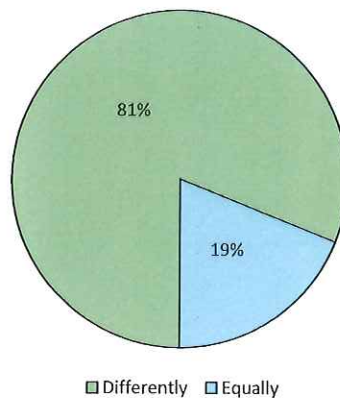
Part 1

20. How many Council Members (including councilors and mayor/reeve) does your Municipality have? (n=158)

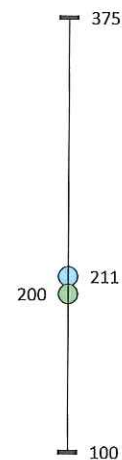


Minimum	Median	Mean	Maximum
3	7	6	13

21. Are the Council Members, including the Mayor/Reeve, in your municipality compensated differently or equally? (n=156)



22. Council Member Rate (\$): 1. Per day (if applicable) (n=71)

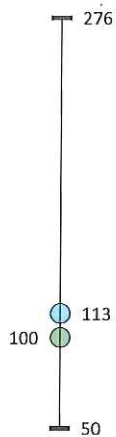


Minimum	Median	Mean	Maximum
100	200	211	375

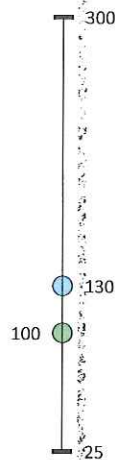
All Municipalities

Part 1

22. Council Member Rate (\$): 2. Per half day (1/2 day) (if applicable) (n=60)



22. Council Member Rate (\$): 3. Per meeting (if applicable) (n=56)



22. Council Member Rate (\$): 4. Hourly (if applicable) (n=13)



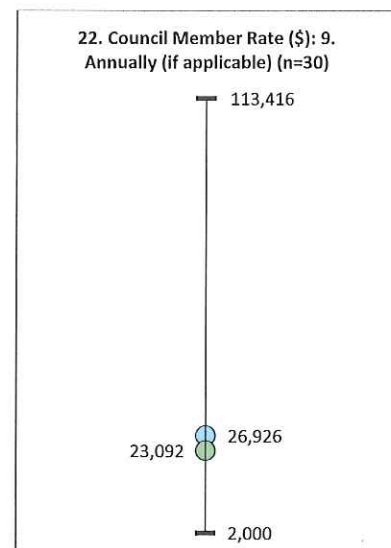
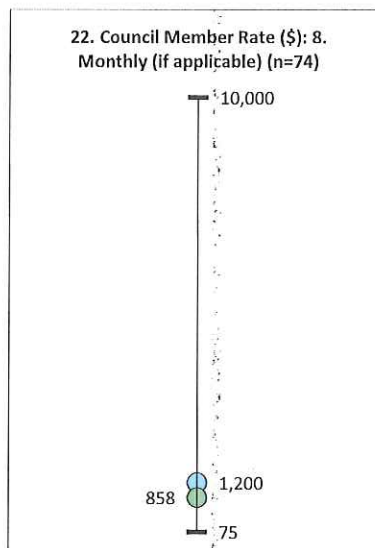
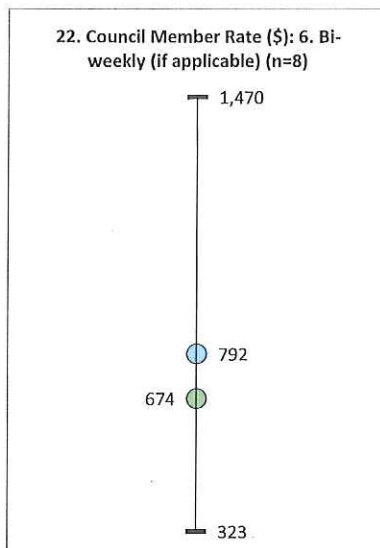
Minimum	Median	Mean	Maximum
50	100	113	276

Minimum	Median	Mean	Maximum
25	100	130	300

Minimum	Median	Mean	Maximum
22	25	28	45

All Municipalities

Part 1



Minimum	Median	Mean	Maximum
323	674	792	1,470

Minimum	Median	Mean	Maximum
75	858	1,200	10,000

Minimum	Median	Mean	Maximum
2,000	23,092	26,926	113,416

All Municipalities

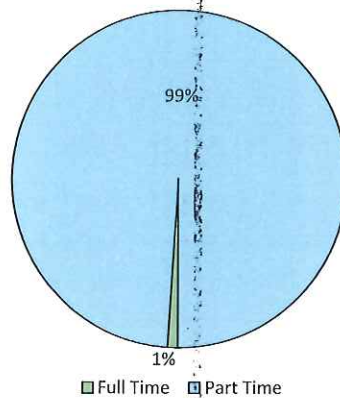
Part 1

22. Council Member Rate (\$): 10.
Supervision (per month) (if
applicable) (n=6)

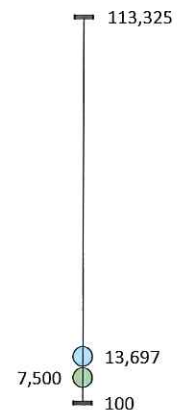


Minimum	Median	Mean	Maximum
80	175	313	750

23. Are Council Members (not
including the Mayor/Reeve)
employed full-time or part-time?
(n=150)



24a. What was the lowest annual
remuneration paid to a Council
Member for the most recent
annual period? (n=139)

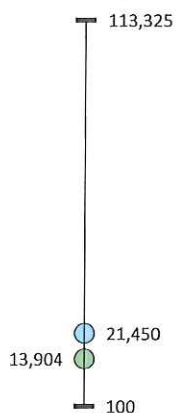


Minimum	Median	Mean	Maximum
100	7,500	13,697	113,325

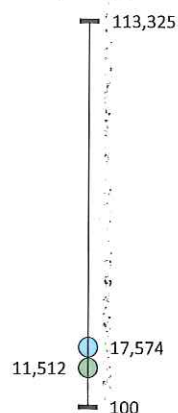
All Municipalities

Part 1

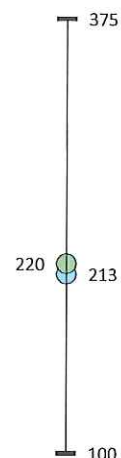
24b. What was the highest annual remuneration paid to a Council Member for the most recent annual period? (n=143)



24c. What was the average annual remuneration paid to a Council Member for the most recent annual period? (n=147)



25. Mayor/Reeve Rate (\$): 1. Per day (if applicable) (n=71)



Minimum	Median	Mean	Maximum
100	13,904	21,450	113,325

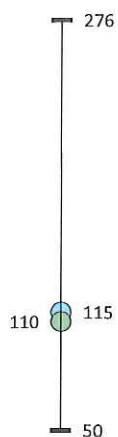
Minimum	Median	Mean	Maximum
100	11,512	17,574	113,325

Minimum	Median	Mean	Maximum
100	220	213	375

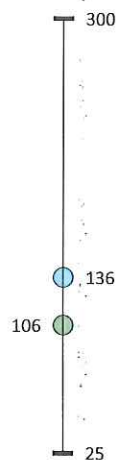
All Municipalities

Part 1

25. Mayor/Reeve Rate (\$): 2. Per half day (1/2 day) (if applicable) (n=60)



25. Mayor/Reeve Rate (\$): 3. Per meeting (if applicable) (n=56)



25. Mayor/Reeve Rate (\$): 4. Hourly (if applicable) (n=12)



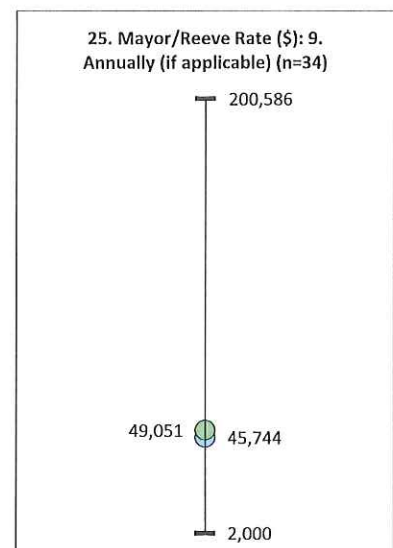
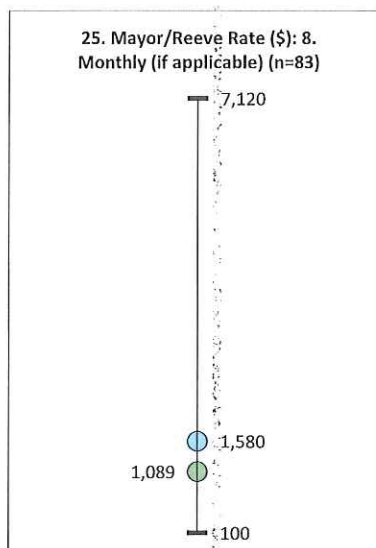
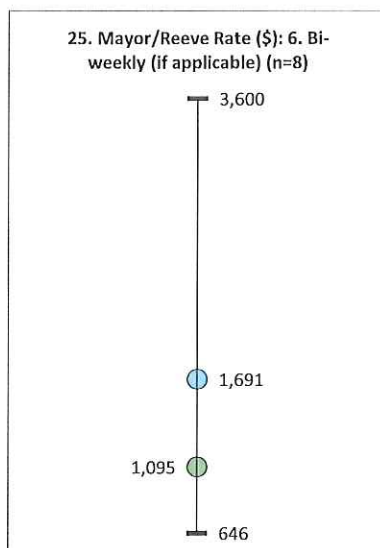
Minimum	Median	Mean	Maximum
50	110	115	276

Minimum	Median	Mean	Maximum
25	106	136	300

Minimum	Median	Mean	Maximum
22	25	28	45

All Municipalities

Part 1



Minimum	Median	Mean	Maximum
646	1,095	1,691	3,600

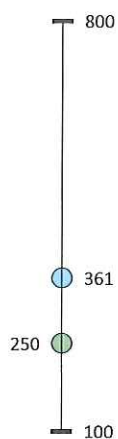
Minimum	Median	Mean	Maximum
100	1,089	1,580	7,120

Minimum	Median	Mean	Maximum
2,000	49,051	45,744	200,586

All Municipalities

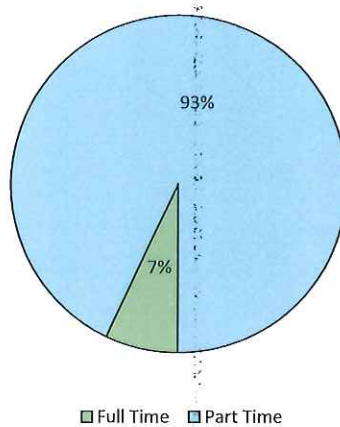
Part 1

25. Mayor/Reeve Rate (\$): 10.
Supervision (per month) (if
applicable) (n=8)

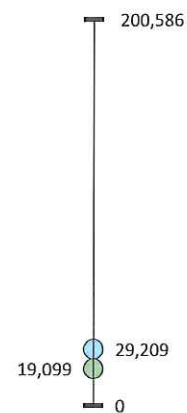


Minimum	Median	Mean	Maximum
100	250	361	800

26. Is the Mayor/Reeve employed
full-time or part-time? (n=148)



27. On average, what was the
annual remuneration paid to the
Mayor for the most recent annual
period? (n=154)

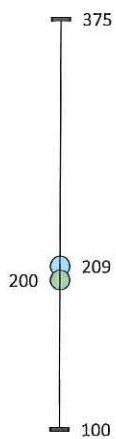


Minimum	Median	Mean	Maximum
0	19,099	29,209	200,586

All Municipalities

Part 1

28. Deputy Mayor/Deputy Reeve
Rate (\$): 1. Per day (if applicable)
(n=47)



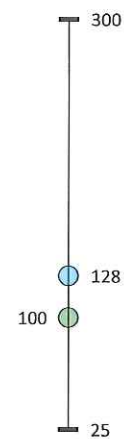
Minimum	Median	Mean	Maximum
100	200	209	375

28. Deputy Mayor/Deputy Reeve
Rate (\$): 2. Per half day (1/2 day)
(if applicable) (n=43)



Minimum	Median	Mean	Maximum
50	100	114	276

28. Deputy Mayor/Deputy Reeve
Rate (\$): 3. Per meeting (if
applicable) (n=37)

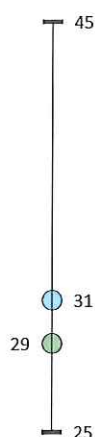


Minimum	Median	Mean	Maximum
25	100	128	300

All Municipalities

Part 1

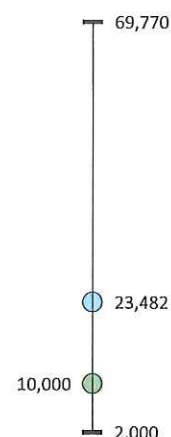
28. Deputy Mayor/Deputy Reeve
Rate (\$): 4. Hourly (if applicable)
(n=6)



28. Deputy Mayor/Deputy Reeve
Rate (\$): 8. Monthly (if applicable)
(n=49)



28. Deputy Mayor/Deputy Reeve
Rate (\$): 9. Annually (if applicable)
(n=22)



Minimum	Median	Mean	Maximum
25	29	31	45

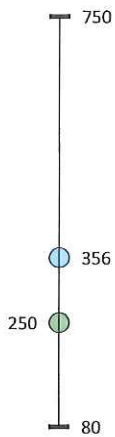
Minimum	Median	Mean	Maximum
51	675	973	5,814

Minimum	Median	Mean	Maximum
2,000	10,000	23,482	69,770

All Municipalities

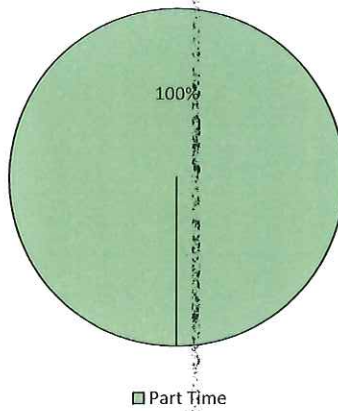
Part 1

28. Deputy Mayor/Deputy Reeve Rate (\$): 10. Supervision (per month) (if applicable) (n=5)

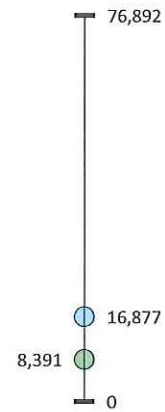


Minimum	Median	Mean	Maximum
80	250	356	750

29. Is the Deputy Mayor/ Deputy Reeve employed full-time or part-time? (n=116)



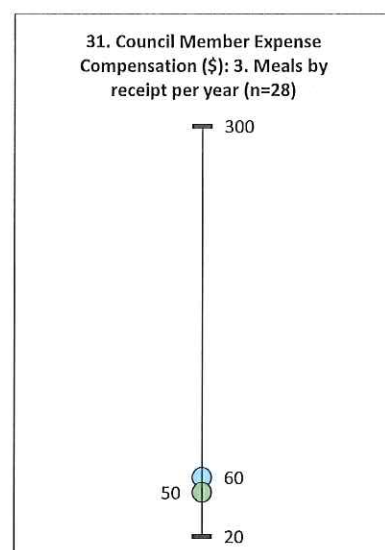
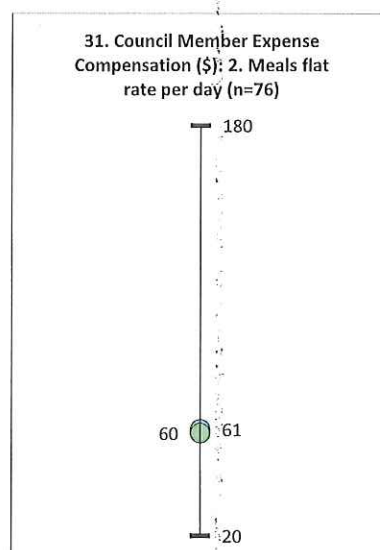
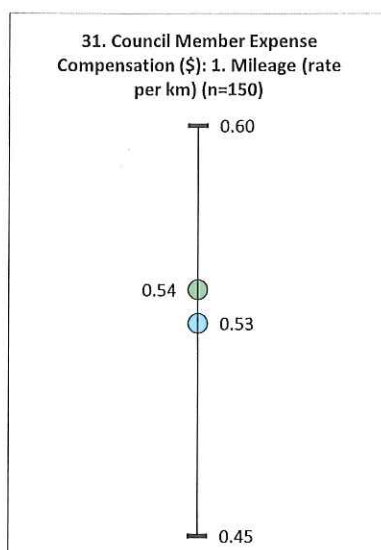
30. What was the Deputy Mayor's (if applicable) annual remuneration paid for the most recent annual period? (n=98)



Minimum	Median	Mean	Maximum
0	8,391	16,877	76,892

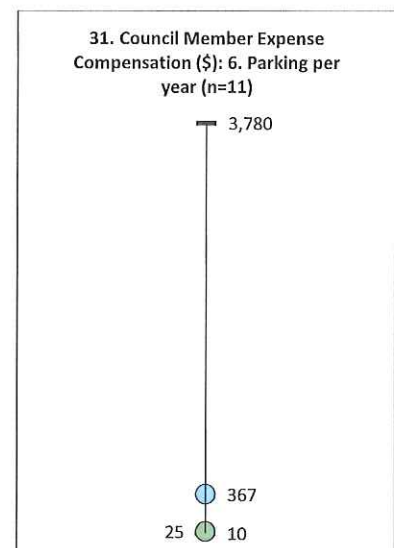
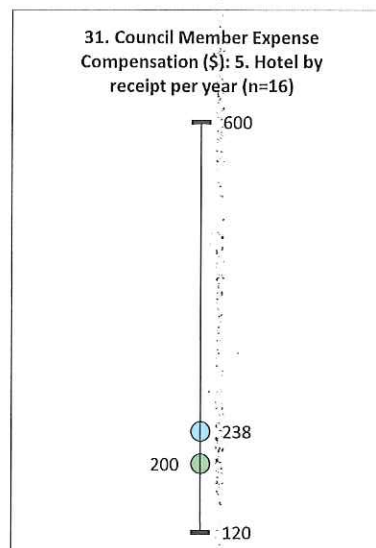
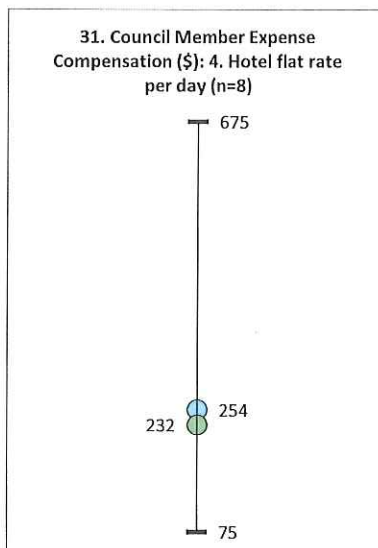
All Municipalities

Part 1



All Municipalities

Part 1



Minimum	Median	Mean	Maximum
75	232	254	675

Minimum	Median	Mean	Maximum
120	200	238	600

Minimum	Median	Mean	Maximum
10	25	367	3,780

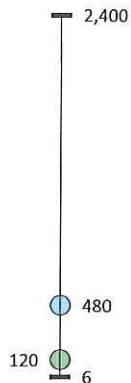
2018 AMSC Wage & Compensation Survey
Conducted and Prepared by Banister Research Limited

21 | Page

All Municipalities

Part 1

31. Council Member Expense Compensation (\$): 7.
Telecommunications (e.g. telephone, internet) Allowance flat rate per year (n=41)



31. Council Member Expense Compensation (\$): 8.
Telecommunications (e.g. telephone, internet) Allowance by receipt per year (n=7)



32. How many regular council meetings were held over the most recent annual period? (n=157)



Minimum	Median	Mean	Maximum
6	120	480	2,400

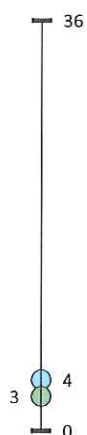
Minimum	Median	Mean	Maximum
15	85	256	840

Minimum	Median	Mean	Maximum
4	21	20	51

All Municipalities

Part 1

33. How many special council meetings were held over the most recent annual period? (n=149)



Minimum	Median	Mean	Maximum
0	3	4	36

34. On average, how long were regular council meetings over the most recent annual period (in hours)? (n=156)



Minimum	Median	Mean	Maximum
1.0	3.0	3.2	8.0

35. On average, how long were special council meetings over the most recent annual period (in hours)? (n=137)

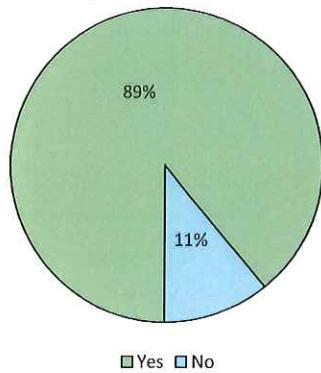


Minimum	Median	Mean	Maximum
0.3	2.0	2.1	10.0

All Municipalities

Part 1

36. In the 2017 tax year, did your municipality apply the 1/3 tax-free expense exemption allowed under the Federal Income Tax Act for elected officials? (n=158)



37. Benefits provided to Council Members (Percentage borne by municipality, if provided): 1. Group Life (n=71)



37. Benefits provided to Council Members (Percentage borne by municipality, if provided): 2. Group Accident (n=62)



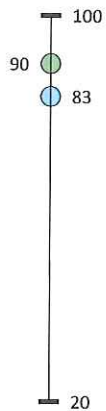
Minimum	Median	Mean	Maximum
20	100	87	100

Minimum	Median	Mean	Maximum
20	100	88	100

All Municipalities

Part 1

37. Benefits provided to Council Members (Percentage borne by municipality, if provided): 3. Extended Health Care (n=59)



Minimum	Median	Mean	Maximum
20	90	83	100

37. Benefits provided to Council Members (Percentage borne by municipality, if provided): 4. Dental (n=58)



Minimum	Median	Mean	Maximum
20	98	84	100

37. Benefits provided to Council Members (Percentage borne by municipality, if provided): 5. Vision (n=35)

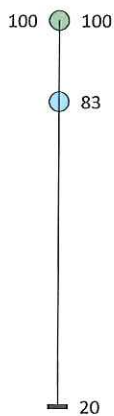


Minimum	Median	Mean	Maximum
20	90	85	100

All Municipalities

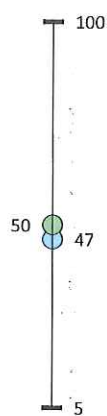
Part 1

37. Benefits provided to Council Members (Percentage borne by municipality, if provided): 6. Dependent Life (n=35)



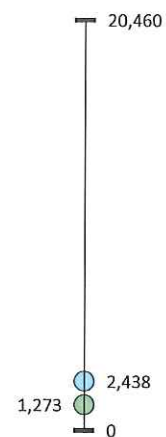
Minimum	Median	Mean	Maximum
20	100	83	100

37. Benefits provided to Council Members (Percentage borne by municipality, if provided): 7. Pension/RRSP (n=18)



Minimum	Median	Mean	Maximum
5	50	47	100

38. What is the average annual municipal cost of benefits per councilor? (n=107)



Minimum	Median	Mean	Maximum
0	1,273	2,438	20,460