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## Elected Officials' Remuneration Policy

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### Policy Statement

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The Elected Officials of Strathcona County are required to commit a substantial amount of time and effort to the duties and responsibilities of their elected offices.

Not all duties and commitments can be identified in actual time, nor can the level of responsibility that is required to properly handle all functions of an Elected Official be assessed on a daily rate.

Due to their roles and responsibilities, the time and commitment expectations for Elected Officials are equivalent to full time employment.

### Purpose

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This policy provides guidelines for establishing remuneration for Elected Officials.

### Definitions

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Consumer Price Index (CPI) is an indicator of changes in consumer prices experienced by Canadians. It is obtained by comparing, over time, the cost of a fixed basket of goods and services purchased by consumers.

Alberta's Average Weekly Earnings (AWE) is derived by dividing total weekly earnings by the total number of employees in the province.

### Guidelines

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#### ALLOWANCES AND EXPENSES

1. The Mayor and each Councillor will receive a flat rate allowance for their responsibilities as an Elected Official (Schedule A).
2. Elected Officials will receive an annual salary increase each July. The methodology to be used starting July 2015 is an average of the percent change in annual average index of Alberta CPI and the percent change in annual average earnings of Alberta AWE, not to exceed the general increase given to the majority of Strathcona County staff, nor be less than zero percent. **Following the annual increase,**

**Administration is authorized to amend the Schedule A to this policy to reflect any change in salary.**

3. Elected Officials will receive a one-time base salary adjustment effective January 1, 2015. The salary for Mayor will be \$125,261 (7 per cent increase or \$8,169) and for a Councillor will be \$69,677 (7 percent increase or \$4,554). The salary for these elected offices includes the one-third non-taxable portion **effective until July 1, 2018. Following July 1, 2018, the salary for Mayor and Councillor will be fully taxable.**
4. Upon leaving the elected office, Councillors and Mayor will receive a transition allowance equal to two weeks' pay per consecutive years as an elected official, to a maximum of 16 weeks' pay (8 years served), effective for service commencing October 2013.
5. The Mayor and each Councillor will receive a monthly automobile allowance. Reimbursement for mileage expenses will be reimbursed according to Councillor Business Expense Policy GOV-001-026.
6. From time to time, County Council may decide that it is necessary to send Council members on special courses, conferences, seminars, tours or research assignments. In these circumstances, Council will charge expenses according to Councillor Business Expense Policy GOV-001-026.
7. From time to time, it may be necessary for members of County Council to attend professional association meetings. In this circumstance, Council will charge expenses according to Councillor Business Expense Policy GOV-001-026.
8. Business expenses are more particularly addressed in the Councillor Business Expense Policy GOV-001-026.
9. A public committee or task force should review Council remuneration on a regular basis, with a recommendation of review to occur every two terms, early in the term.

## **Policy Record**

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**Date of Approval by Council:**

**Resolution No:**

**Next Review Date:**

**Policy No:** GOV-001-013

**Last Review Date:**

**Replaces:** N/A

**Lead Role:** Council

**Administrative Review:** Human Resources

## **Schedule A – Elected Officials’ Remuneration Policy**

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### **Administrative Notation – Effective January 1, 2015**

One-time base salary adjustment

#### **Section 1**

Mayor \$125,261 per year; 1/3 non-taxable  
Councillor \$69,677 per year; 1/3 non-taxable

#### **Section 2**

Automobile Allowance \$400/month

### **Administrative Notation – Effective July 1, 2015**

#### **Section 1**

Mayor \$128,706 per year; 1/3 non-taxable  
Councillor \$71,593 per year; 1/3 non-taxable

#### **Section 2**

Automobile Allowance \$400/month

### **Administrative Notation – Effective July 1, 2016**

#### **Section 1**

Mayor \$129,247 per year; 1/3 non-taxable  
Councillor \$71,894 per year; 1/3 non-taxable

#### **Section 2**

Automobile Allowance \$400/month