

	Population	Council Size	Electoral System (Ward or at large)	Committee Structure (# advisory committees or committees with Councillor appointments)	Council Meeting Frequency (include if they have Committee of the whole or something similar)	Payment (how much and if they are paid a salary or per diems)	Municipal Revenue	Car allowance / mileage + last approved + how often reviewed	Benefits	Retirement allowances (like matching RRSPs, etc)	Transition allowances	Business and professional development: Limits / caps / restrictions and allotments	Mechanism for regular salary increases
Alberta													
Strathcona County	99,225	9	Ward	34 (including external Committees)	Bi-weekly Council, bi-weekly Priorities Committee	Council \$86,751.93 Mayor \$161,445.47	\$363M (2022 budget)	\$400/month	See distributed benefits package information	Option (those under 72) to participate in the County's group RRSP plan. Shared contribution is based on base remuneration, up to the maximum allowable RRSP contribution limit. The County's share of contributions will be 1% higher than the Elected Official's share.	Equal to two weeks' pay per consecutive years as an elected official, to a maximum of 16 weeks' pay (8 years served)	See distributed Business Expense policy information	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.
Edmonton	1.1M	13	Ward	38 (incl external committees)	Bi-weekly Council	Council \$116,672.11 Mayor \$206,511.29 (2022)	\$3084M (2022 approved budget)	Mayor \$1,204.78 /month (or the choice of a City-owned vehicle) City Councillor \$601.35/month	City / Council Contribution Supplementary Health Care Plan 70%/30% Dental Plan 55%/35% Long Term Disability 0% / 100% Life Insurance Plan 50% / 50% Dependent Life Insurance Plan 0% / 100% Optional Life Insurance Plan and/or Optional Spousal Life Insurance Plan 0% / 100% (plus health care spending \$3600/yr)	Option to participate in the ACPP. 12% of Council's annual salary is contributed by the City.	Members of Council are provided with a fully taxable transition allowance upon the conclusion of their service in office, equal to three weeks of base salary for each year served, to a maximum of 39 weeks	Eos have a common budget as well as individual ward budgets. There are no specific caps or limits on ward budget spending.	Salaries of members of Council are adjusted automatically effective the first pay period of each year. The percentage increase or decrease is calculated using the percentage change in the 12 month average of the Alberta Average Weekly Earnings values from September of the previous year against the same value for the year prior, as reported by Statistics Canada.
Calgary	1.3M	15	Ward	87 (incl external committees)	Bi-weekly Council combined, monthly Strategic Council	Council \$115,138.84 Mayor \$203,795.78 (2022)	\$4,496M (2022 approved budget)	Councillors receive a car allowance of \$9,400 per year payable on a bi-weekly basis. A parking stall at the City Hall complex is provided. Councillors also receive a special parking permit.	Extended Healthcare – Choice of Level 1 or Level 2 in the MEBAC benefit plan. Any employee contributions are paid by the Elected Official. Eligible dependents may be covered. Dental Plan- Choice of Level 1, Level 2 or Level 3 in the MEBAC benefit plan. Any employee contributions are paid by the Elected Official. Eligible dependents may be covered. \$300 Health Spending Account \$3000 Flexible Spending Account for non-taxable expenses or cash. Life Insurance up to 2x salary – 100% City paid. An additional 5x salary can be purchased – 100% paid by the Elected Official. Spousal Life Insurance up to a maximum of \$400,000 can also be purchased – 100% paid by Elected Official. Members are covered under the City's WCB account, with a maximum in 2022 of approx \$1,250/week. (non-taxable)	Pension Plan for Elected Officials of The City of Calgary/Supplementary Pension Plan (Supplementary Pension Plan affects Mayor only) - member contributions are 9% taxable earnings, municipality contributes according to formula: For each year of plan participation, the benefit will be 2% of the member's best three-year average earnings. An unreduced pension is available at age 60, while a reduced pension may start at minimum age of 55 and is reduced by 3% for each year prior to attainment of age 60. A 2/3 pension continues to the surviving spouse on the retired member's death Group RRSP	Payment equivalent 26 weeks, if they either resign or do not run, applicable for the next Council. (2020)	Caps on hosting costs but not on professional development	Alberta Average Weekly Earnings indicator reviewed annually
RM Wood Buffalo	72,330	11	Ward	19 (incl external committees)	Bi-weekly Council	Mayor \$165,790 Council \$46,200 (2019)	\$568M (2022 approved budget)	Mayor - monthly allowance of \$1000 for the use of a personal vehicle to conduct Council business. Councillors - monthly allowance of \$275 for the use of a personal vehicle to conduct Council business. \$.25/KM for committee participation, and may claim mileage for trips in excess of 20KM	Option of participating in the Municipality's employee benefit programs during their term of office (with the exception of pension plans, short and long term disability).	Eligible to receive a matching contribution to an RRSP of their choosing. Maximum value of the contribution to be made by the Municipality shall be no greater than 7.5% of eligible remuneration.	Two weeks' salary for each full year of service, based on the salary at the time of leaving office; and a pro-rated amount based on the number of months served where an EO served for part of a year Option of converting life and dependent life insurance to personal coverage at their cost and expense.	Eos are provide with an annual individual budget allocation for: conference registration and travel.	Jan 1 each calendar year based on the lesser percentage change in the average weekly wages for Alberta as reported by Stats Canada

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Red Deer	100,418	9	At large	31 (incl external committees)	Bi-weekly Council	Salary (2021-25): Mayor \$125,575 Council \$69,066 Pay for meetings and travel time = to AUMA board member pay	\$373M (2022 recommended budget)	Mayor only \$400/mo	(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 full cost of coverage). (c) A \$750/year health spending account. (d) A \$750/year lifestyle spending account. (e) A 40% discount on entry fees to City owned and operated recreation facilities. (f) A 40% discount on transit passes. (g) Access to an optional group Home and/or Auto Insurance program (h) Disability coverage through Workers' Compensation Board and are deemed to be employees for purposes of coverage. (i) Access to short term counselling through The City's Employee Assistance Program.	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%).	Access to benefits until year-end (i.e. approximately 2 months) if defeated in a municipal election.		Reviewed the year prior to civic election
Lac La Biche	3,120	9	Ward	33 (incl external committees)	3x monthly	Mayor - \$110,143, Deputy Mayor \$38,110, Council \$32,156 Per diems of \$286 per day or \$143 per half day or evening for attending meetings, conferences and/or functions as identified to a maximum of \$429.	\$78M (2022 approved budget)						
Lethbridge	98,410	9	At large	33 (incl external committees)	Bi-weekly	Mayor \$130,219 Councilor \$53,349	\$404M (2022 approved budget)	Travel expenses including vehicle expenses, fuel insurance, repairs and maintenance	Group life insurance, Accidental Death and Dismemberment, Extended Health Care and Dental, flex credits	Elected members are eligible to participate in a Group RSP to that for which members of the City's Administration are eligible.			Review first and third year following a general election
Sturgeon County	20,060	7	Ward	8 (internal committees only)	Bi-weekly	Mayor \$102,874.76 Deputy M \$78,872.43 Council \$74,339.03 plus Per Diems for external B&C participation and conferences (\$260/\$130)	\$103.1M (2022 approved budget)	CRA rate for any travel in excess of 30km per day, regardless of the location of meeting or function	Group life insurance, Accidental Death and Dismemberment, Dental, Emergency Travel, Extended Health, Vision, Critical Illness, and a Health and Wellness Spending Account	Elected members are eligible to contribute 5% of their salary to an RSP to be matched by the County. Any contributions over that will not be matched by the County.		Conference registrations and lodging	Using Alberta's Weekly Average Earnings, salaries are adjusted the first pay period of each year.
Airdrie	74,591	7	At large	12 (internal committees only)	Bi-weekly	Mayor \$112,462 Council \$52,780	\$113.4M (2022 recommended budget)	Mayor receives automobile allowance of \$400/month (taxable benefit) to cover mileage incurred within the city limits. Mileage outside city limits reimbursed at rate paid to City of Airdrie staff.	Benefits mirror those of City staff. All costs will be covered by the City.	Not eligible			Reviewed at Council's mid-term, every four years Adjusted annually at the same percent change as that set in each annual budget for City non-unionized staff using the Consumer Price Inflation Rate
Medicine Hat	56997	9	At large	17	Bi-weekly	Mayor \$145,152 Council \$44,981 *2020 reported amounts	\$122M (2022 approved budget)			Matching contribution, up to 12 per cent, for self-directed, direct contribution retirement plan.			
Alberta MLAs						Base amount - \$115,045 plus additional salary for ministerial or parliamentary office positions (Minister - add \$57,522)				Defined benefit pension plan applies to MLAs under the age of 71 - contributions fixed at 11% of pensionable earnings. Have to observe in the Legislature for at least 6 years.			

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British Columbia													
Kamloops	101,603	9	At large	5	Bi-weekly Council, monthly as Council of the Whole	Mayor \$107,000 Council \$38,000 *2020 financial reports	\$189M (2022 approved report)		Mayor - optional medical, dental, extended health benefits (similar to those provided to sr management) Council - may opt into the City's medical, dental, and extended health benefit plans for single coverage at a cost of 50% to the individual and 50% to the City. Add'l coverage available at 100% ind expense. AD&D insurance coverage provided up to age 90.				
Nanaimo	101,987	9	At large	10	Bi-weekly	Mayor - \$119,419.23 Council - \$46,101.52 Median rate of comparable municipalities	\$220.7M (2022 forecast)		Council will be afforded the same level of benefits as those provided to management			Mayor and Council may undertake training and development courses subject to budget availability and travel approval Allotments for Conferences (incl FCM, UBCM, etc)	
Saanich	124,639	9	At large	16	Bi-weekly Council, bi-weekly Council of the Whole	Mayor - \$124,601.96 Council - \$49,242.57 Average of Council members in other municipalities of comparable size	\$270M (2022 financial plan)		Council members may participate in the extended health (100% participant paid), and dental plans (employer single rate covered; couple/family top-up participant paid)				Annual review
Ontario													
Brantford	102,159	11	5 wards with 2 Councillor each plus Mayor	40	Bi-weekly Council, bi-weekly Council of the Whole	Mayor \$268,138 Council \$51,125.20 (2022)	\$353M (2020 approved budget)						
Thunder Bay	99,334	13	Mayor, five Councillors At large, and seven Ward Councillors	30	Council – monthly, Council of the Whole 2-3x monthly	Mayor - \$126,528 Council - \$43,779	\$280M (2022 budget)						
Sarnia/ Lambton County	74,960	9	At large	20	Regular Council every 3 weeks	Mayor \$75,286.24 Council \$23,814.96 (2021)		Mayor receives annual car allowance of \$6250	Mayor - medical and dental benefit plans which are compensated to non-union employees. Council - permitted to participate in benefit plans that non-union employees have with the cost paid by member.				Annually via change in the Canadian Consumer Price Index;