
Elected Officials' Remuneration Policy

Cross-reference: GOV-001-026 Elected Officials Business Expense Policy
GOV-001-038 Elected Officials Participation in Employee Benefit Plans

Policy Statement

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

This policy provides guidelines for establishing remuneration for Elected Officials.

Definitions

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

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 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. Following the annual increase, Administration is authorized to amend the Schedule A to this policy to reflect any change in salary.

3. 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.
4. The Mayor and each Councillor will receive a differentiated monthly automobile allowance as follows:
Urban Wards (Wards 1, 2, 3, 4, and 8) - \$750/month
Mayor and Rural Wards (Wards 5, 6, and 7) - \$1250/month
5. From time to time, Council may decide that it is necessary to send Council members on special courses, conferences, seminars, tours or research assignments. In these circumstances, Councillors will be reimbursed for expenses according to Elected Officials Business Expense Policy GOV-001-026.
6. From time to time, it may be necessary for members of County Council to attend professional association meetings. In this circumstance, Councillors will be reimbursed for expenses according to Elected Officials Business Expense Policy GOV-001-026.
7. Business expenses are more particularly addressed in the Elected Officials Business Expense Policy GOV-001-026.
8. A public committee or task force should be appointed to review Council remuneration on a regular basis, at least every two terms, early in the term.

Policy Record

Date Approved by Council: September 27, 2022

Resolution No: 2022/325

(For historical approval information please contact Legislative and Legal Services)

Next Review Date: September 27, 2025

Policy No: GOV-001-013

Lead Role: Council

Administrative Review: Human Resources

Schedule A – Elected Officials’ Remuneration Policy

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

Administrative Notation – Effective July 1, 2018

Section 1

Mayor \$156,701 per year (fully taxable)
Councillor \$84,203 per year (fully taxable)

Section 2

Automobile Allowance \$400/month

Administrative Notation – Effective July 1, 2019

Section 1

Mayor \$159,052 per year (fully taxable)
Councillor \$85,466 per year (fully taxable)

Section 2

Automobile Allowance \$400/month

Administrative Notation – Effective July 1, 2020

Section 1

Mayor \$159,847 per year (fully taxable)
Councillor \$85,893 per year (fully taxable)

Section 2

Automobile Allowance \$400/month

Administrative Notation – Effective July 1, 2022

Section 1

Mayor \$164,946.12 per year (fully taxable)
Councillor \$88,632.99 per year (fully taxable)

Section 2

Automobile Allowance
Urban Wards (Wards 1, 2, 3, 4, and 8) - \$750/month
Mayor and Rural Wards (Wards 5, 6, and 7) - \$1250/month

Administrative Notation – Effective July 1, 2023

Section 1

Mayor \$172,302.72 per year (fully taxable)
Councillor \$92,586.02 per year (fully taxable)

Section 2

Automobile Allowance
Urban Wards (Wards 1, 2, 3, 4, and 8) - \$750/month
Mayor and Rural Wards (Wards 5, 6, and 7) - \$1250/month

Administrative Notation – Effective July 1, 2024

Section 1

Mayor \$176,937.66 per year (fully taxable)
Councillor \$95,076.58 per year (fully taxable)

Section 2

Automobile Allowance

Urban Wards (Wards 1, 2, 3, 4, and 8) - \$750/month
Mayor and Rural Wards (Wards 5, 6, and 7) - \$1250/month