



MUNICIPAL DISTRICT OF GREENVIEW No. 16

COUNCIL REMUNERATION AND COMPENSATION REVIEW COMMITTEE MEETING

AGENDA

Date: June 24, 2021,

Time: 10:00 a.m.

Location: Zoom

#1 CALL TO ORDER

#2 ADOPTION OF THE AGENDA

#3 ADOPTION OF THE MINUTES

#4 NEW BUSINESS

- | | |
|--|--------|
| 4.1 Policy 1009 Internet Services for Members of Council | pg. 7 |
| 4.2 Policy 1011 Northern Travel Premium | pg. 12 |
| 4.3 Policy 1015 Issuance of Digital Communication Tools | pg. 16 |
| 4.4 Comparison of Municipal Statistics | pg. 21 |

#5 NEXT MEETING DATE

July 8, 2021

#6 ADJOURNMENT

Minutes of a
COUNCIL COMPENSATION REVIEW COMMITTEE
MUNICIPAL DISTRICT OF GREENVIEW NO. 16
M.D. Administration Building, Council Chambers
Valleyview, Alberta, on June 10, 2021

**# 1:
CALL TO ORDER**

Legislative Service Officer Danie Leurebourg called the meeting to order at 10:19 a.m.

PRESENT

Member
Member
Member

Lesley Vandemark
Herb L. Castle
Roxanne Perron

Legislative Services Officer
Recording Secretary

Danie Leurebourg
Sarah Sebo

ABSENT

**#2 NOMINATION FOR
CHAIR**

Legislative Services Officer, Danie Leurebourg called for nominations for the election of chair.

Member Lesley Vandemark nominated Roxanne Perron

Legislative Services Officer, Danie Leurebourg called for a second time for nominations of chair.

None were heard

APPOINTMENT OF CHAIR

Legislative Services Officer, Danie Leurebourg declared Roxanne Perron as the elected chair of the Council Compensation Review Committee of the Municipal District of Greenview No. 16 and Roxanne Perron assumed the chair.
Legislative Services Officer, Danie Leurebourg passed the meeting to Roxanne Perron.

**#3
ADOPTION OF AGENDA**

MOTION: 21.06.01 Moved by: Lesley Vandemark
That the Council Compensation Review Committee adopt the agenda of the Council Compensation Review Committee as presented.

CARRIED

**#4
BUSINESS**

Members provided introductions

Roxanne was a member of council in 2001 for 3 years and currently sits on two Greenview committees.

Lesley Vandemark was a member of Greenview council from 2007-2013 and currently sits on two committees within the community.

Herb Castle was on Council and Mayor of Grande Cache.

Danie Leurebourg is the Legislative Service Officer for the MD of Greenview.

4.2 “Committee Mandate and Process”

COMMITTEE MANDATE AND PROCESS

MOTION: 21.06.02 Moved by: Herb Castle.
That the Council Compensation Review Committee accept the Committee Mandate and Process for information.

CARRIED

4.3 “Overview of Council Compensation Policies”

Overview of Council Compensation Policies

MOTION: 21.06.03. Moved by: Lesley Vandemark.
That the Council Compensation Review Committee accept the Overview of Council Compensation Policies as information.

CARRIED

Danie Leurebourg provided an overview of all the policies provided in the agenda

Policy 1008 Council and Board Remuneration establishes fair rates of compensation for Council Members and Board and Committee members to attend meetings and conferences.

Policy 1009 Internet Services for Members of Council establishes the parameters for providing effective internet for Members of Council at their primary residence within Greenview to ensure that Members of Council can communicate and exchange information and files at an effective speed.

Policy 1002 Travel and Subsistence provides a breakdown of claimable mileage rates provided by Greenview. As well, this policy encompasses the amount that can be claimed for meals and travel expenses including incidental allowance, accommodation, and parking.

Policy 1011 Northern Travel Premium provides additional compensation to Council members, staff and board and committee members for mileage travelled while on Greenview business, due to the special and challenging conditions that exist for owning and operating a vehicle in this area. The

Northern Travel Premium will be provided as a taxable benefit to assist with covering the large cost of owning and operating vehicles in this area.

Policy 1015 Conference Attendance provides opportunities for Council Members and Appointed Board Members to attend conferences in order to continue to learn and enhance their knowledge on relevant subjects and issues.

Policy 1019 Issuance of Digital Communications Tools provides equipment for members of council and employees to enable them to efficiently perform their job duties in the office and or in the field

4.4 “Comparator Municipalities”

COMPARATOR MUNICIPALITIES

MOTION: Moved by: Roxanne Perron.

That the Council Compensation Review Committee approve the Comparator Municipalities including Lac La Biche County, Northern Sunrise County, Clearwater County, Saddle Hills County, Big Lakes County, Yellowhead County, County of Grande Prairie, Mackenzie County.

AMENDING MOTION: 21.06.04 Moved by: Lesley Vandemark.

That the Motion be amended to say: “and include the federal and provincial treasury rates as part of the comparison with each municipality.”

CARRIED

MOTION AS AMENDED: 21.06.05

That the Council Compensation Review Committee approve the Comparator Municipalities including Lac La Biche County, Northern Sunrise County, Clearwater County, Saddle Hills County, Big Lakes County, Yellowhead County, County of Grande Prairie, Mackenzie County and include the federal and provincial treasury rates as part of the comparison with each municipality.

CARRIED

Danie Leurebourg provided an overview of why these municipalities were chosen as comparators. They are similar in size, and all possess hamlets. They also all share a similar population and budget. It was noted that it is difficult to provide a perfect comparator as Greenview is geographically large with a sparse population.

Herb Castle asked to provide the provincial and federal treasury board rates for compensation regarding milage and accommodation to compare against the municipal rates.

4.5 “Types of Data for Comparison”

TYPES OF DATA FOR COMPARISON

MOTION: 21.06.06. Moved by: Lesley Vandemark.

That the Council Compensation Review Committee approve Types of Data for Comparison as presented.

CARRIED

Danie Leurebourg provided an overview of the types of data being used for comparison including operating revenue, population, geographic area, kilometers of road, total assessment, residential assessment, farmland, non-residential linear assessment.

Herb Castle reiterated his desire to bring forward the federal and provincial treasury rates

CURRENT COUNCIL COMPENSATION SURVEY

4.6 “Current Council Compensation Survey”

MOTION: 21.06.07. Moved by: Lesley Vandemark.

That the Council Compensation Review Committee approve the Current Council Compensation Survey as presented.

CARRIED

Danie Leurebourg provided an overview. The Council Compensation Survey will allow the current council to provide feedback to their compensation package. The survey includes if they feel they are being compensated fairly, if the pay and benefits influenced their decision to run, if it helps provide equal opportunities for all to run for Council. Administration would also like to provide a survey for the public to provide feedback and their level of satisfaction regarding Council compensation.

Herb Castle asked if the time commitment is reflected in the current council compensation package?

Danie Leurebourg provided that the policies do capture the travel time and the time that is required to attend a minimum number of meetings and committees to receive a base rate pay.

Lesley Vandemark agrees with the motion.

**PUBLIC ENGAGEMENT
PROCESS**

4.7 “Public Engagement Process”

MOTION: 21.06.08. Moved by: Herb Castle.

That Council Compensation Review Committee accept the Public Engagement Process for information.

CARRIED

Danie Leurebourg provided insight. Greenview is seeking to expand its public engagement, in doing so Greenview has acquired a platform called Social Pinpoint. This platform will allow the public to provide feedback anonymously for each policy as well as link a survey for them to provide specific feedback for the compensation. This website filters out bad language and provides livestreaming to listen and/or watch the committee meetings. All of the public feedback will aid in influencing Council Compensation Review Committees final decision.

Next meeting dates:

Meetings will occur bi-weekly.

June 24, 2021, at 10:00 a.m. will be the date and time of the next meeting.

**#5
ADJOURNMENT**

MOTION: 21.06.09. Moved by: Lesley Vandemark.

That this meeting adjourns at 11:05 a.m.

CARRIED

RECORDING SECRETARY

CHAIR



REQUEST FOR DECISION

SUBJECT: **Policy 1009 Internet Services for Members of Council**
SUBMISSION TO: COUNCIL COMPENSATION REVIEW COMMITTEE REVIEWED AND APPROVED FOR SUBMISSION
MEETING DATE: June 24, 2021 CAO: MANAGER:
DEPARTMENT: CORPORATE SERVICES GM: PRESENTER: DL
STRATEGIC PLAN: Level of Service LEG: DL

RELEVANT LEGISLATION:

Provincial (cite) – N/A

Council Bylaw/Policy (cite) – Policy 1009 Internet Services for Members of Council.

RECOMMENDED ACTION:

MOTION: That the Council Compensation Review Committee recommend Council approve Policy 1009 Internet Services for Members of Council with the following changes:

BACKGROUND/PROPOSAL:

The Internet Services for Members of Council policy was created in 2017 to ensure Council was able to access internet at their primary residence to communicate, exchange information and files at an effective speed. Greenview reimburses Members of Council for 100% of the monthly cost of an appropriate internet service and 100% of the installation costs and required hardware directly related to the connection to the Internet Service Provider. If a Member of Council resigns their position in office before the end of the four-year term, installation costs shall be repaid on a prorated bases over a three-year period. If a Member of Council already has effective internet service, monthly costs will be reimbursed from the date where Digital Communication Tools were issues by Greenview.

The compensation in the current policy remains unchanged from former policies in 2014 and 2017.

2020			
Ward	Internet	Telecommunication Allowance	SIM Card Allowance
1	-	-	-
2	1,133.40	1,188.00	420.00
3	629.40	1,188.00	-
4	1,627.68	-	-
5	630.00	-	-
6	1,259.40	-	-
7	1,385.40	-	-
8	1,320.00	-	-

9	882.00	1,500.00	-
9	7,938.00	1,500.00	-
Total	16,805.28	5,376.00	420.00

2019			
Ward	Internet	Telecommunication Allowance	SIM Card Allowance
1	-	-	-
2	1,133.40	1,438.00	420.00
3	629.40	1,188.00	-
4	1,627.68	-	-
5	630.00	-	-
6	1,259.40	-	-
7	1,385.40	-	-
8	1,565.52	-	-
9	882.00	1,500.00	-
9	793.80	1,500.00	-
Total	9,906.60	5,626.00	420.00

BENEFITS OF THE RECOMMENDED ACTION:

1. Members of Council will continue to have access to internet of an appropriate speed to work from home.

DISADVANTAGES OF THE RECOMMENDED ACTION:

1. There are no perceived disadvantages to the recommended motion.

ALTERNATIVES CONSIDERED:

Alternative #1: CCRC may recommend an increase or decrease in Internet Services for Members of Council.

FINANCIAL IMPLICATION:

Increasing Internet Services for Members of Council will have additional financial implications for the municipality.

STAFFING IMPLICATION:

There are no staffing implications to the recommended motion.

PUBLIC ENGAGEMENT LEVEL:

Greenview has adopted the IAP2 Framework for public consultation.

INCREASING LEVEL OF PUBLIC IMPACT

Consult

PUBLIC PARTICIPATION GOAL

Consult - To obtain public feedback on analysis, alternatives and/or decisions.

PROMISE TO THE PUBLIC

Consult - We will keep you informed, listen to and acknowledge concerns and aspirations, and provide feedback on how public input influenced the decision

FOLLOW UP ACTIONS:

Administration will incorporate any recommended changes to the final recommendations of the Committee.

ATTACHMENT(S):

- Policy 1009 Internet Services for Members of Council.

Title: Internet Services for Members of Council

Policy No: 1009

Effective Date: March 23, 2021

Motion Number: 21.03.131

Supersedes Policy No:

Review Date: March 23, 2024



Purpose: Greenview will establish the parameters for providing effective internet for Members of Council at their primary residence within Greenview to ensure that Members of Council can communicate and exchange information and files at an effective speed.

1. DEFINITIONS

- 1.1. **Digital Communication Tools** means Greenview issued electronic equipment, including but not limited to: cellphones, tablets, laptops, cell phone boosters, cellular data, and residential internet plans, installation, servicing, repair and replacement costs, and other digital equipment as required or authorized by the supervisors or the Chief Administrative Officer.
- 1.2. **Greenview** means the Municipal District of Greenview No. 16.
- 1.3. **Primary Residence** means the address within Greenview where the Member spends the majority of the year.

2. POLICY

- 2.1. Internet, email and social media are essential tools for Members of Council.
- 2.2. Each Member of Council will have access to an effective internet connection from their primary residence.
- 2.3. Greenview will reimburse Members of Council for 100% of the monthly costs of an appropriate internet service and 100% of the installation costs and required hardware directly related to the connection to the Internet Service Provider. If a Councillor wishes to obtain a higher cost service, Greenview will reimburse the Councillor for an amount equivalent to the lower cost alternative.
- 2.4. Personal use of an internet connection is expected, but any additional charges generated by personal use will not be eligible for reimbursement.
- 2.5. If a Member of Council resigns their position in office before the end of the four-year term, installation costs shall be repaid on a prorated bases over a three year period. Council may waive the repayment by motion.

- 2.6. If a Member of Council already has effective internet service, monthly costs will be reimbursed from the date where Digital Communication Tools (laptop, iPad/tablet, iPhones, etc.) were issued by Greenview to Council Members. Council Members will be reimbursed for any SIM cards purchased by the Member from the same date, for use in Greenview issued electronic equipment.
- 2.7. Expenses for an appropriate internet service may be claimed by the Member of Council as part of regular expense claims. At the time that the service or the claim is initiated, a copy of the bill shall be submitted. Subsequent expense claims do not require a copy of the internet service bill, unless the cost of the service changes, or a copy of the current bill is requested.



REQUEST FOR DECISION

SUBJECT: **Policy 1011 Northern Travel Premium**
SUBMISSION TO: COUNCIL COMPENSATION REVIEW COMMITTEE REVIEWED AND APPROVED FOR SUBMISSION
MEETING DATE: June 24, 2021 CAO: MANAGER:
DEPARTMENT: CORPORATE SERVICES GM: PRESENTER: DL
STRATEGIC PLAN: Level of Service LEG: DL

RELEVANT LEGISLATION:

Provincial (cite) –N/A

Council Bylaw/Policy (cite) – Policy 1011 Northern Travel Premium

RECOMMENDED ACTION:

MOTION: That the Council Compensation Review Committee recommend Council approve Policy 1011 Northern Travel Premium with the following changes:

BACKGROUND/PROPOSAL:

The Northern Travel Premium (NTP) was instituted by Council to offset the cost of fuel for travel in northern areas. This was introduced in 2013 following the last Compensation Review. This benefit is claimed in addition to the standard mileage rates, which are currently at \$0.59 per km. Council established the rate of \$0.15 per litre for mileage under 5000 km, and \$0.24 for mileage over 5000 km. This is a taxable benefit.

For reference, the 2019 and 2020 mileage compensation rates received by Councillors are below:

2020

Ward	Mileage	NTP
1	8,995.33	3,605.40
2	2,257.30	700.50
3	558.98	163.50
4	8,278.09	3,605.40
5	3,213.94	869.52
6	6,654.26	2,461.38
7	6,319.99	2,248.32
8	4,365.76	1,675.20
9	10,974.95	4,340.40
9	14,723.74	6,010.50
Total	66,342.34	25,680.12

2019

Ward	Mileage	NTP
1	12,100.20	4,891.50
2	6,981.40	2,359.50
3	3,565.26	922.05
4	12,877.24	5,244.72
5	8,700.94	3,243.93
6	12,709.12	5,274.24
7	11,154.94	4,009.29
8	11,492.30	4,114.65
9	16,577.80	6,998.10
9	19,106.20	8,193.30
Total	115,265.40	45,251.28

BENEFITS OF THE RECOMMENDED ACTION:

1. Mileage compensation will be fair and comparable to compensation provided by other municipalities.

DISADVANTAGES OF THE RECOMMENDED ACTION:

There are no perceived disadvantages to the recommended motion.

ALTERNATIVES CONSIDERED:

Alternative #1: CCRC may recommend an increase or decrease in NTP, or they may recommend the removal of the NTP all together.

FINANCIAL IMPLICATION:

Increasing the NTP will have additional financial implications for the municipality.

STAFFING IMPLICATION:

There are no staffing implications to the recommended motion.

PUBLIC ENGAGEMENT LEVEL:

Greenview has adopted the IAP2 Framework for public consultation.

INCREASING LEVEL OF PUBLIC IMPACT

Consult

PUBLIC PARTICIPATION GOAL

Consult - To obtain public feedback on analysis, alternatives and/or decisions.

PROMISE TO THE PUBLIC

Consult - We will keep you informed, listen to and acknowledge concerns and aspirations, and provide feedback on how public input influenced the decision

FOLLOW UP ACTIONS:

Administration will incorporate any recommended changes to the final recommendations of the Committee.

ATTACHMENT(S):

- Policy 1011 Northern Travel Premium.

Title: NORTHERN TRAVEL PREMIUM

Policy No: 1011

Approval: Council

Effective Date: October 8, 2013

Supersedes Policy No: (None)



MUNICIPAL DISTRICT OF GREENVIEW NO. 16

"A Great Place to Live, Work and Play"

Policy Statement: The Municipal District of Greenview No. 16 (Greenview) believes that it is appropriate to provide additional compensation to Council members, staff and board and committee members for mileage travelled while on Greenview business, due to the special and challenging conditions that exist for owning and operating a vehicle in this area. The Northern Travel Premium will be provided as a taxable benefit to assist with covering the large costs of owning and operating vehicles in this area.

Purpose: To provide sufficient mileage compensation to Council, staff and board and committee members while performing duties on behalf of Greenview.

Principles:

1. The Northern Travel Premium will be provided as a taxable benefit to all, Council, staff and board and committee members.
2. The premium paid will be \$0.15 per km for the first 5000 km travelled in that year by the claimant and \$0.24 cents per km for expense claims where the claimant has exceeded 5000 km in mileage claimed for the year.
3. This additional compensation is paid in recognition of the high fuel prices and expense of operating vehicles suitable for the conditions in the area.

Approved: 13.10.605



REQUEST FOR DECISION

SUBJECT: Policy 1019 Issuance of Digital Communications Tools
SUBMISSION TO: COUNCIL COMPENSATION REVIEW COMMITTEE REVIEWED AND APPROVED FOR SUBMISSION
MEETING DATE: June 24, 2021 **CAO:** **MANAGER:**
DEPARTMENT: CORPORATE SERVICES **GM:** **PRESENTER:**
STRATEGIC PLAN: Level of Service **LEG:** DL

RELEVANT LEGISLATION:

Provincial (cite) –N/A

Council Bylaw/Policy (cite) – Policy 1019 Issuance of Digital Communications Tools

RECOMMENDED ACTION:

MOTION: That the Council Compensation Review Committee recommend Council approve Policy 1019 “Issuance of Digital Communications Tools as presented.

BACKGROUND/PROPOSAL:

Policy 1019 Issuance of Digital Communications Tools was originally created in 2015 to establish a procedure pertaining to Greenview’s Information Systems Department (IS) purchase and issuance of Digital Communication Tools (DCT) to/for Councillors and Employees to enable them to efficiently perform their job duties in the office and/or in the field.

Electronic equipment that is issued by Greenview includes but is not limited to cell phones, tablets, laptops, cell phones, cellular data, and residential internet plans, installation, servicing, repair and replacement costs. Councillors have the option of purchasing their equipment at 75% of the purchase price within the first year of service, or 10% of the purchase price after the first year of service.

2020	
Ward	Telecommunications Allowance
1	-
2	1,188.00
3	1,188.00
4	-
5	-
6	-
7	-
8	-
9	1,500.00

9	1,500.00
Total	5,376.00

2019	
Ward	Telecommunication Allowance
1	-
2	1,438.00
3	1,188.00
4	-
5	-
6	-
7	-
8	-
9	1,500.00
9	1,500.00
Total	5,626.00

BENEFITS OF THE RECOMMENDED ACTION:

1. Members of Council will continue to have access to equipment which will allow them to perform their jobs.

DISADVANTAGES OF THE RECOMMENDED ACTION:

1. There are no perceived disadvantages to the recommended motion.

ALTERNATIVES CONSIDERED:

Alternative #1: CCRC may recommend an increase or decrease in telecommunication allowance for Members of Council.

FINANCIAL IMPLICATION:

Increasing telecommunication allowances or how digital communication tools are issued may have additional financial implications for the municipality

STAFFING IMPLICATION:

There are no staffing implications to the recommended motion.

PUBLIC ENGAGEMENT LEVEL:

Greenview has adopted the IAP2 Framework for public consultation.

INCREASING LEVEL OF PUBLIC IMPACT

Consult

PUBLIC PARTICIPATION GOAL

Consult - To obtain public feedback on analysis, alternatives and/or decisions.

PROMISE TO THE PUBLIC

Consult - We will keep you informed, listen to and acknowledge concerns and aspirations, and provide feedback on how public input influenced the decision

FOLLOW UP ACTIONS:

Administration will incorporate any recommended changes to the final recommendations of the Committee.

ATTACHMENT(S):

- Policy 1019 Issuance of Digital Communication Tools

Title: Issuance of Digital Communications Tools

Policy No: 1019

Effective Date: April 27, 2021

Motion Number: 21.04.218

Supersedes Policy No: NONE

Review Date: April 27, 2024



Purpose: To establish policy and procedures pertaining to Greenview's Information Systems Department (IS) purchase and issuance of Digital Communication Tools (DCT) to/for Councillors and Employees to enable them to efficiently perform their job duties in the office and/or the field.

1. DEFINITIONS

- 1.1. **CAO** means the Chief Administrative Officer.
- 1.2. **Digital Communication Tools** means Greenview issued electronic equipment, including but not limited to: cell phones, tablets, laptops, cell phone boosters, cellular data, and residential internet plans, installation, servicing, repair and replacement costs, and other digital equipment as required or authorized by the supervisors or the CAO.
- 1.3. **Employees** means an employee of Greenview and includes paid staff and contractors.
- 1.4. **Greenview** means the Municipal District of Greenview No. 16.
- 1.5. **User Authorization Agreement** means an agreement between Greenview's Information System Functional Area and Councillors and/or Employees which requires Digital Communication Tools. All users must follow federal and provincial law as well as Greenview based terms, conditions, plan limitations, policy and procedures pertaining to Digital Communication Tools usage; violation shall be investigated and could result in disciplinary action, termination and/or criminal prosecution.

2. POLICY STATEMENT

- 2.1. Information Systems Department shall purchase and issue Digital Communication Tools to Councillors and Employees so they may efficiently perform their job duties. Any replacement due to loss or breakage will be replaced by the IS department and charged to the staff member's department or Councillor's GL code.
- 2.2. Information Systems Department shall propose Digital Communication Tools lifecycles and establish minimum specifications to be purchased and issued to Councillors and Employees.

- 2.3. Councillors and Employees shall be issued, at the commencement of their position and within the recommended Digital Communication Tools lifecycles, with any Digital Communication Tools required for their position to perform their job duties efficiently in the office or the field as approved by their supervisor or the Chief Administrative Officer. Councillors shall be issued a cell phone, and a laptop and/or a tablet.
- 2.4. Digital Communication Tools issued to Councillors and or Employees are the property of Greenview and shall be returned to the Information Systems Department upon termination of the individual's position, or at any time, when requested, for the purposes of upgrading, repair, or replacement.
- 2.5. That Councillors may purchase the Greenview digital communication tools they have been assigned at 75% of the purchase price within the first year of service, or 10% of the purchase price after the first year of service. The cell phone number that has been assigned to the Councillor's Greenview phone will be removed from Greenview's list of phone numbers, upon the retirement of the Councillor. All digital communication tools will be returned to Greenview's IS Department to be wiped of all Greenview information before transfer of ownership.
- 2.6. Greenview shall pay/reimburse Councillors and Employees for work-related expenses incurred and related to Digital Communication Tools when authorized by the Chief Administrative Officer. This includes, but is not limited to, charge cords, power adapters, phone cases, iPad cases, etc.
- 2.7. Councillors and Employees are required to use Digital Communication Tools in accordance with User Authorization Agreements.
- 2.8. Employees may be held responsible at the discretion of the Chief Administrative Officer, for the cost of lost, stolen or damaged Digital Communication Tools while in their care.
- 2.9. Expired, surplus Digital Communication Tools shall be listed and presented to Council for approval to be donated, sold or otherwise disposed of.

3. PROCEDURE

- 3.1. Councillors and Employees shall sign the User Authorization Agreement prior to being issued Digital Communication Tools.
- 3.2. Digital Communication Tools are to be used solely by the Councillor or Employee it is issued to.
- 3.3. Councillors and Employees shall consult the Information Systems Department when planning to purchase enhanced accessories to ensure compatibility with Greenview's Digital Communication Tools.
- 3.4. The Information Systems Department will not provide technical support for any software that is not work-related.
- 3.5. Councillors and Employees shall provide 2 weeks' notice to the Information Systems Department and/or the Chief Administrative Officer of any work-related or any other international travel plans whereby they will be using Greenview's Digital Communication Tools.

- 3.6. The Information Systems Department shall record all issuances of Digital Communication Tools and monitor usage in accordance with User Authorization Agreements.
- 3.7. The Information Systems Department shall review monthly billings to identify any Digital Communication Tool usage concerns, relaying concerns to the appropriate supervisor and/or the CAO.
- 3.8. Lost, stolen or damaged Digital Communication Tools shall be immediately reported to the Information Systems Department and the Employee's supervisor.
 - A) The Information Systems Department shall respond to these situations in accordance with direction received from the Employee's supervisor.
 - B) Disciplinary action may be taken in response to lost, stolen, or damaged Digital Communications Tools due to employee negligence or willful misconduct.
- 3.9. Any personal identification or information associated with the Digital Communication Tools shall be removed and applicable passwords provided to the Information Systems Department to ensure that the Digital Communication Tools may be properly reset.
- 3.10. Councillors and Employees may purchase items such as computers, tablets, printers through the Corporate Services Department, with the assistance of the Information Systems Department upon entering into a repayment agreement with Greenview.
- 3.11. When required, Councillors may be issued up to two (2) cell booster or equivalent communication devices to enable cell phone use within Greenview.



REQUEST FOR DECISION

SUBJECT:	Comparison of Municipal Statistics		
SUBMISSION TO:	COUNCIL COMPENSATION REVIEW COMMITTEE	REVIEWED AND APPROVED FOR SUBMISSION	
MEETING DATE:	June 24, 2021	CAO:	MANAGER:
DEPARTMENT:	CORPORATE SERVICES	GM:	PRESENTER: DL
STRATEGIC PLAN:	Level of Service	LEG:DL	

RELEVANT LEGISLATION:

Provincial (cite) – N/A

Council Bylaw/Policy (cite) – N/A

RECOMMENDED ACTION:

MOTION: That the Council Compensation Review Committee receive the Comparison of Municipal Statistics for information as presented.

BACKGROUND/PROPOSAL:

Administration compiled audited financial summaries from Lac La Biche County, Northern Sunrise County, Clearwater County, Saddle Hill County, Big Lakes County, Yellowhead County, County of Grande Prairie No 1, Mackenzie County and Greenview for 2017-2019. The purpose of including this information is to showcase the variation in salary and benefits for each Councillor from 2017 until 2019 across comparative municipalities.

Note: the 2020 statistics were not available during the compilation of this information.

As well, administration has created several spreadsheets that calculate the percentage of operating revenue, cost per resident population, dollar amount per kilometre of road, and as a percentage of assessment for each above-mentioned municipality. Greenview is displayed as a percentage either above or below the market average across all municipalities. Overall with the data, Greenview measures very close to the average. Generally, Greenview is less than 1% above or below.

Also attached is a comparison of the relevant remuneration and honorarium policies from the above-mentioned municipalities. It is broken down into categories that include type of compensation, per diem rates, salary, communication allowance, travel allowance, meal allowance, accommodation, benefits, and the type of review conducted. Each category compared coincides with information from Greenview's remuneration policies.

As well, the Canada Revenue Agency's recommendations for accommodation, kilometers and meal reimbursement are included alongside the municipalities. The majority of municipalities use the CRA rates of

\$50.00 a night for a private dwelling. The CRA also recommends a 59.3% higher dinner reimbursement than Greenview provides. However, the majority of municipalities pay above the federal rate set by the CRA regarding travel allowance which is only \$0.48/km. The percentages for the honorarium and per diem rates differ more significantly between Greenview and the other municipalities compared to the overall cost seen in the first set of attached spread sheets.

The table below indicates the total remuneration of Greenview Council broken down by Councillor for 2018-2020. Other data sets show the total amounts compensation, where the table below separates the honorarium amounts received and the meeting per diems for each councillor.

*2020 data may be skewed as a result of COVID 19.

2018				
Ward	Monthly Honorarium	Meeting Honorarium Per Diem	Benefits	Total
1	\$14,313	\$21,438	\$55,45.71	\$41,296.71
2	\$21,469	\$53,900.5	\$55,18.71	\$80,888.21
3	\$14,313	\$25,688	\$55,45.71	\$45,546.71
4	\$14,313	\$34,450	\$60,32.63	\$54,795.63
5	\$14,313	\$22,392.58	\$55,45.71	\$42,251.29
6	\$14,313	\$38,007.5	\$55,45.71	\$57,866.21
7	\$14,313	\$38,668	\$55,18.71	\$58,499.71
8	\$14,313	\$34,426	\$60,32.63	\$54,771.63
9	0	0	0	0
9	0	0	0	0
Total	\$121,660	\$268,970.58	\$45,285.52	\$43,5916.1
2019				
Ward	Monthly Honorarium	Meeting Honorarium Per Diem	Benefits	Total
1	\$16,495	\$39,070	\$58,43.04	\$61,408.04
2	\$20,168	\$37,919	\$58,43.04	\$63,930.04
3	\$16,495	\$27,916	\$58,43.04	\$50,254.04
4	\$16,495	\$46,736	\$58,43.04	\$69,074.04
5	\$21,076	\$43,891.88	\$58,43.04	\$70,810.92
6	\$16,495	\$50,017	\$58,43.04	\$72,355.04
7	\$16,495	\$502,50.33	\$58,43.04	\$72,588.37
8	\$16,495	\$46,255	\$58,43.04	\$68,593.04
9	\$15,301	\$45,882	\$53,56.12	\$66,539.12
9	\$17,643	\$51,552	\$53,56.12	\$74,551.12
Total	\$173,158	\$439,489.21	\$574,56.56	\$727,560.33
2020				
Ward	Monthly Honorarium	Meeting Honorarium Per Diem	Benefits	Total:
1	\$17,000	\$47,094	\$5,624.4	\$69,718.4
2	\$17,000	\$42,906.5	\$5,606.4	\$65,512.9

3	\$17,000	\$42,306.5	\$5,612.4	\$64,918.9
4	\$17,000	\$47,094	\$5,624.4	\$69,718.4
5	\$25,506	\$51,897.92	\$5,624.4	\$83,028.32
6	\$17,000	\$47,264.5	\$5,624.4	\$69,888.9
7	\$17,000	\$44,573	\$5,606.4	\$67,179.4
8	\$17,000	\$46,126	\$5,624.4	\$68,750.4
9	\$17,000	\$44,565.5	\$5,624.4	\$67,189.9
9	\$17,000	\$48,279.5	\$5,624.4	\$70,903.9
Total	\$178,506	\$462,107.42	\$5,6196	\$753,005.42

BENEFITS OF THE RECOMMENDED ACTION:

1. CCRC will have a thorough understanding of how Greenview's remuneration compares to similar municipalities which will aid in a future recommendation.

DISADVANTAGES OF THE RECOMMENDED ACTION:

1. There are no perceived disadvantages to the recommended motion.

ALTERNATIVES CONSIDERED:

Alternative #1: CCRC may recommend an increase or decrease in salary or remuneration for Members of Council.

Alternative #2: CCRC may request administration include the available 2020 audited financial statements, which are now available for a majority of municipalities. However, these may be skewed for all municipalities due to Covid-19.

Alternative #3: CCRC may request administration recalculate the market average of Greenview compared to municipalities without the current highest and lowest value in each category.

FINANCIAL IMPLICATION:

Increasing Council remuneration or salary will have additional financial implications for the municipality.

STAFFING IMPLICATION:

There are no staffing implications to the recommended motion.

PUBLIC ENGAGEMENT LEVEL:

Greenview has adopted the IAP2 Framework for public consultation.

INCREASING LEVEL OF PUBLIC IMPACT

Consult

PUBLIC PARTICIPATION GOAL

Consult - To obtain public feedback on analysis, alternatives and/or decisions.

PROMISE TO THE PUBLIC

Consult - We will keep you informed, listen to and acknowledge concerns and aspirations, and provide feedback on how public input influenced the decision

FOLLOW UP ACTIONS:

Administration will incorporate any recommended changes to the final recommendations of the Committee.

ATTACHMENT(S):

- Audited Financial Summary 2017-2019
- Total Municipality Remuneration
- Comparison of Municipal Statistics

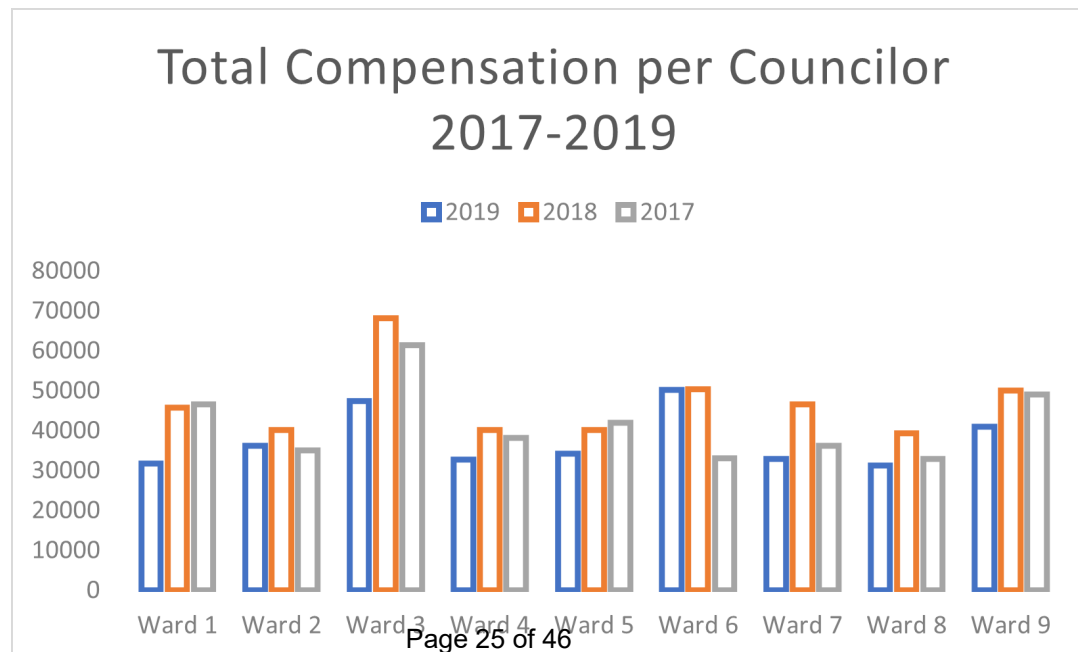
Greenview 2017-2019 Council Compensation

	2019			2018			2017		
	Salary	Benefits	Total	Salary	Benefits	Total	Salary	Benefits	Total
Ward 1	\$55,565.00	\$10,735.00	\$66,300.00	\$35,751.00	\$24,167.00	\$59,918.00	\$50,952.00	\$26,091.00	\$77,043.00
Ward 2	\$58,087.00	\$11,107.00	\$69,194.00	\$75,370.00	\$38,762.00	\$114,132.00	\$81,605.00	\$35,843.00	\$117,448.00
Ward 3	\$44,411.00	\$8,986.00	\$53,397.00	\$40,001.00	\$19,912.00	\$59,913.00	\$48,928.00	\$19,272.00	\$68,200.00
Ward 4	\$63,231.00	\$11,088.00	\$74,319.00	\$48,763.00	\$26,149.00	\$74,912.00	\$51,066.00	\$24,126.00	\$75,192.00
Ward 5	\$64,968.00	\$9,087.00	\$74,055.00	\$36,706.00	\$16,256.00	\$52,962.00	\$43,626.00	\$16,807.00	\$60,433.00
Ward 6	\$66,512.00	\$14,389.00	\$80,901.00	\$52,321.00	\$26,985.00	\$79,306.00	\$64,127.00	\$31,302.00	\$95,429.00
Ward 7	\$66,745.00	\$12,808.00	\$79,553.00	\$52,981.00	\$26,912.00	\$79,893.00	\$73,009.00	\$28,912.00	\$101,921.00
Ward 8	\$62,750.00	\$9,958.00	\$72,708.00	\$48,739.00	\$26,021.00	\$74,760.00	\$57,518.00	\$26,305.00	\$83,823.00
Ward 9 (Didow)*	\$65,639.00	\$12,354.00	\$77,993.00	\$26,950.00	\$5,470.00	\$32,420.00	\$6,263.00	\$1,765.00	\$8,028.00
Ward 9 (Olsen)*	\$69,195.00	\$13,549.00	\$82,744.00	\$22,900.00	\$5,470.00	\$28,370.00	\$6,513.00	\$1,765.00	\$8,278.00
TOTAL	\$617,103.00	\$114,061.00	\$731,164.00	\$440,482.00	\$216,104.00	\$656,586.00	\$483,607.00	\$212,188.00	\$695,795.00
	salary + per diem	benefits + mileage	total	salary + per diem	benefits + mileage	total	salary + per diem	benefits + mileage	total

* Prior to 2019 financial statements, Ward 9 numbers were drawn from Grande Cache audited financial statements. They have been included here at the rates they were paid by Grande Cache 2017 and 2018. 2019 accounts for the first time they were paid at Greenview rates.

From 2017 to 2018 the total compensation paid to Councilors decreased by %5.6

From 2018 to 2019 the total compensation paid to Councilors increased by %11.35



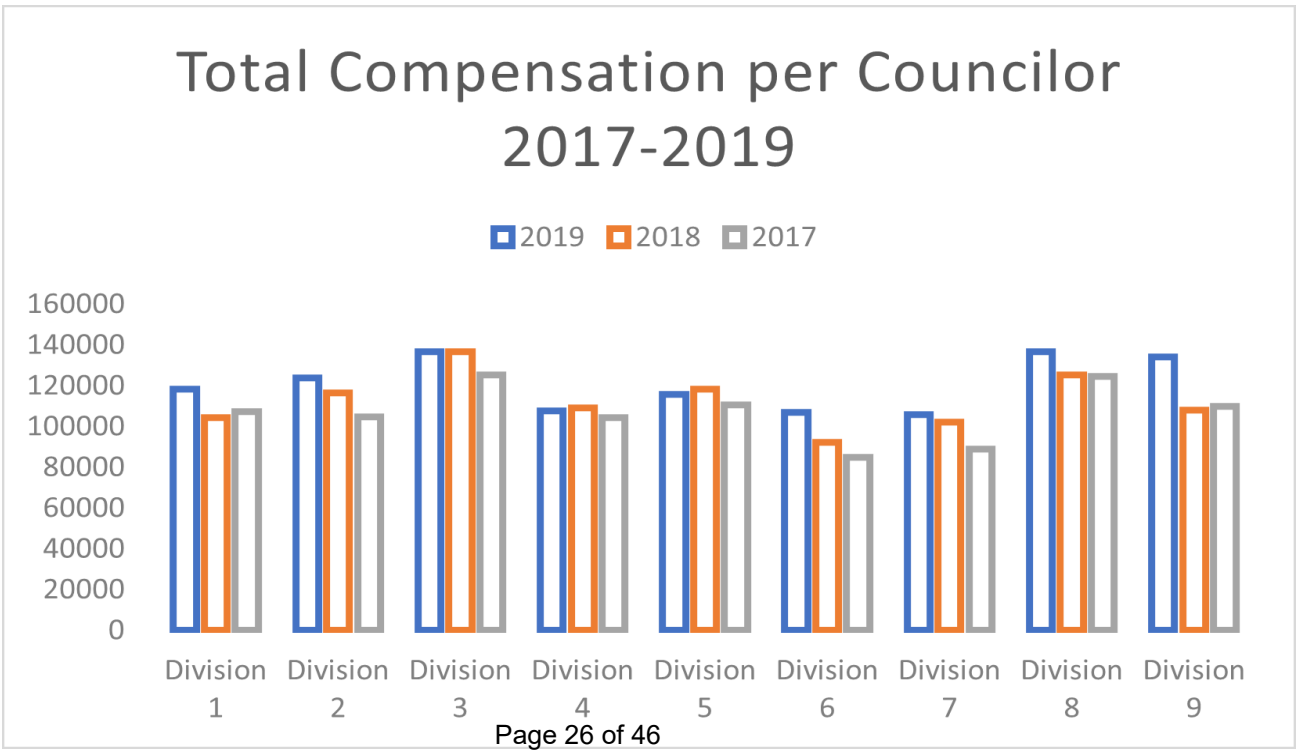
County of Grande Prairie 2017-2019 Council Compensation

	2019				2018				2017			
	Salary	travel and allowa	Benefits	Total	Salary	travel and allc	Benefits	Total	Salary	travel and allc	Benefits	Total
Division 1	\$68,526.00	\$36,258.00	\$13,453.00	\$118,237.00	\$62,729.00	\$29,111.00	\$12,566.00	\$104,406.00	\$61,643.00	\$33,388.00	\$12,487.00	\$107,518.00
Division 2	\$78,631.00	\$30,447.00	\$14,948.00	\$124,026.00	\$71,869.00	\$30,803.00	\$13,989.00	\$116,661.00	\$65,342.00	\$25,985.00	\$13,467.00	\$104,794.00
Division 3	\$96,695.00	\$24,056.00	\$16,197.00	\$136,948.00	\$93,817.00	\$27,212.00	\$15,639.00	\$136,668.00	\$86,485.00	\$24,094.00	\$14,944.00	\$125,523.00
Division 4	\$76,579.00	\$17,316.00	\$13,801.00	\$107,696.00	\$76,089.00	\$19,562.00	\$13,499.00	\$109,150.00	\$66,438.00	\$24,272.00	\$13,818.00	\$104,528.00
Division 5	\$75,631.00	\$13,950.00	\$26,270.00	\$115,851.00	\$74,356.00	\$30,176.00	\$13,969.00	\$118,501.00	\$69,451.00	\$27,581.00	\$13,730.00	\$110,762.00
Division 6	\$69,046.00	\$13,415.00	\$24,361.00	\$106,822.00	\$57,880.00	\$21,809.00	\$12,723.00	\$92,412.00	\$53,013.00	\$19,914.00	\$12,136.00	\$85,063.00
Division 7	\$64,263.00	\$13,805.00	\$27,790.00	\$105,858.00	\$61,481.00	\$27,560.00	\$13,174.00	\$102,215.00	\$56,164.00	\$25,114.00	\$7,700.00	\$88,978.00
Division 8	\$84,158.00	\$14,611.00	\$38,053.00	\$136,822.00	\$74,499.00	\$36,589.00	\$14,222.00	\$125,310.00	\$71,506.00	\$39,270.00	\$13,965.00	\$124,741.00
Division 9	\$83,369.00	\$9,748.00	\$41,011.00	\$134,128.00	\$67,717.00	\$31,389.00	\$9,149.00	\$108,255.00	\$67,260.00	\$32,355.00	\$10,331.00	\$109,946.00
Total	\$696,898.00	\$173,606.00	\$215,884.00	\$1,086,388.00	\$640,437.00	\$254,211.00	\$118,930.00	\$1,013,578.00	\$597,302.00	\$251,973.00	\$112,578.00	\$961,853.00

\$68,526.00	\$13,453.00	\$81,979.00
\$78,631.00	\$14,948.00	\$93,579.00
\$96,695.00	\$16,197.00	\$112,892.00
\$76,579.00	\$13,801.00	\$90,380.00
\$75,631.00	\$26,270.00	\$101,901.00
\$69,046.00	\$24,361.00	\$93,407.00
\$64,263.00	\$27,790.00	\$92,053.00
\$84,158.00	\$38,053.00	\$122,211.00
\$83,369.00	\$41,011.00	\$124,380.00
\$696,898.00	\$215,884.00	\$912,782.00

From 2018 to 2019 the total compensation paid to Councilors increased by %7.18

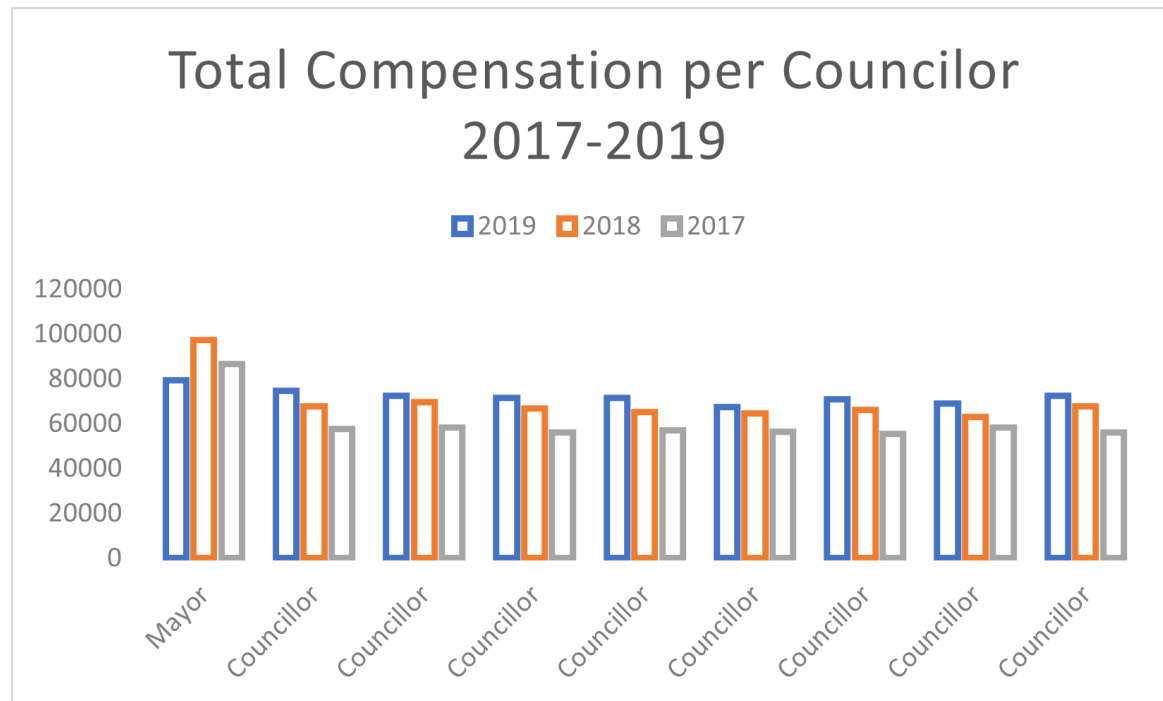
From 2017 to 2018 the total compensation paid to Councilors increased by %5.37



Yellowhead County 2017-2019

	2019			2018			2017		
	Salary	Benefits	Total	Salary	Benefits	Total	Salary	Benefits	Total
Mayor	\$70,026.00	\$9,465.00	\$79,491.00	\$88,618.00	\$8,620.00	\$97,238.00	\$83,474.00	\$3,193.00	\$86,667.00
Councillor	\$64,352.00	\$10,295.00	\$74,647.00	\$59,176.00	\$8,535.00	\$67,711.00	\$55,384.00	\$2,308.00	\$57,692.00
Councillor	\$62,248.00	\$10,180.00	\$72,428.00	\$60,996.00	\$8,673.00	\$69,669.00	\$56,041.00	\$2,335.00	\$58,376.00
Councillor	\$61,348.00	\$10,180.00	\$71,528.00	\$58,197.00	\$8,474.00	\$66,671.00	\$55,034.00	\$904.00	\$55,938.00
Councillor	\$61,348.00	\$10,180.00	\$71,528.00	\$57,515.00	\$7,758.00	\$65,273.00	\$54,784.00	\$2,279.00	\$57,063.00
Councillor	\$60,748.00	\$6,542.00	\$67,290.00	\$56,915.00	\$7,728.00	\$64,643.00	\$54,184.00	\$2,249.00	\$56,433.00
Councillor	\$60,748.00	\$10,180.00	\$70,928.00	\$57,597.00	\$8,444.00	\$66,041.00	\$54,434.00	\$899.00	\$55,333.00
Councillor	\$60,748.00	\$8,346.00	\$69,094.00	\$56,915.00	\$6,102.00	\$63,017.00	\$55,970.00	\$2,308.00	\$58,278.00
Councillor	\$62,248.00	\$10,180.00	\$72,428.00	\$59,097.00	\$8,518.00	\$67,615.00	\$55,184.00	\$912.00	\$56,096.00
	\$563,814.00	\$85,548.00	\$649,362.00	\$555,026.00	\$72,852.00	\$627,878.00	\$524,489.00	\$17,387.00	\$541,876.00

From 2018 to 2019 the total compensation paid to Councilors increased by %3.42
 From 2017 to 2018 the total compensation paid to Councilors increased by %15.87

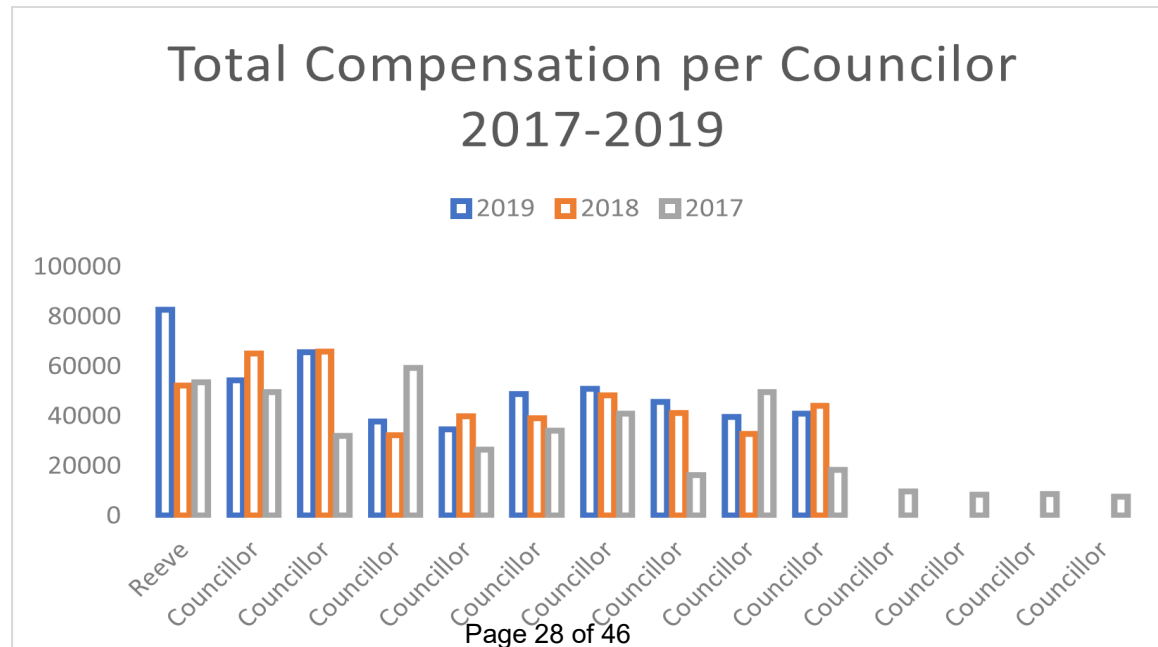


Mackenzie County 2017-2019

	2019			2018			2017		
	Salary	Benefits	Total	Salary	Benefits	Total	Salary	Benefits	Total
Reeve	\$82,520.00	\$219.00	\$82,739.00	\$52,187.00	\$219.00	\$52,406.00	\$49,187.00	\$4,486.00	\$53,673.00
Councillor	\$49,820.00	\$4,730.00	\$54,550.00	\$59,913.00	\$5,186.00	\$65,099.00	\$49,479.00	\$183.00	\$49,662.00
Councillor	\$61,720.00	\$4,121.00	\$65,841.00	\$61,761.00	\$4,246.00	\$66,007.00	\$32,056.00	\$183.00	\$32,239.00
Councillor	\$35,600.00	\$2,239.00	\$37,839.00	\$30,339.00	\$2,120.00	\$32,459.00	\$54,350.00	\$4,980.00	\$59,330.00
Councillor	\$34,580.00	\$219.00	\$34,799.00	\$39,700.00	\$219.00	\$39,919.00	\$24,550.00	\$2,097.00	\$26,647.00
Councillor	\$48,758.00	\$219.00	\$48,977.00	\$38,900.00	\$219.00	\$39,119.00	\$34,100.00	\$219.00	\$34,319.00
Councillor	\$46,420.00	\$4,560.00	\$50,980.00	\$44,150.00	\$4,376.00	\$48,526.00	\$40,850.00	\$219.00	\$41,069.00
Councillor	\$41,540.00	\$4,316.00	\$45,856.00	\$36,900.00	\$4,373.00	\$41,273.00	\$16,156.00	\$183.00	\$16,339.00
Councillor	\$37,380.00	\$2,239.00	\$39,619.00	\$30,850.00	\$2,121.00	\$32,971.00	\$49,400.00	\$219.00	\$49,619.00
Councillor	\$36,940.00	\$4,086.00	\$41,026.00	\$39,950.00	\$4,118.00	\$44,068.00	\$18,156.00	\$183.00	\$18,339.00
Councillor							\$9,668.00	\$37.00	\$9,705.00
Councillor							\$8,468.00	\$37.00	\$8,505.00
Councillor							\$8,668.00	\$37.00	\$8,705.00
Councillor							\$7,768.00	\$37.00	\$7,805.00
TOTAL	\$475,278.00	\$26,948.00	\$502,226.00	\$434,650.00	\$27,197.00	\$461,847.00	\$402,856.00	\$13,100.00	\$415,956.00
	2019			2018			2017		

From 2018 to 2019 the total compensation paid to Councilors increased by %8.74

From 2017 to 2018 the total compensation paid to Councilors increased by %11.03

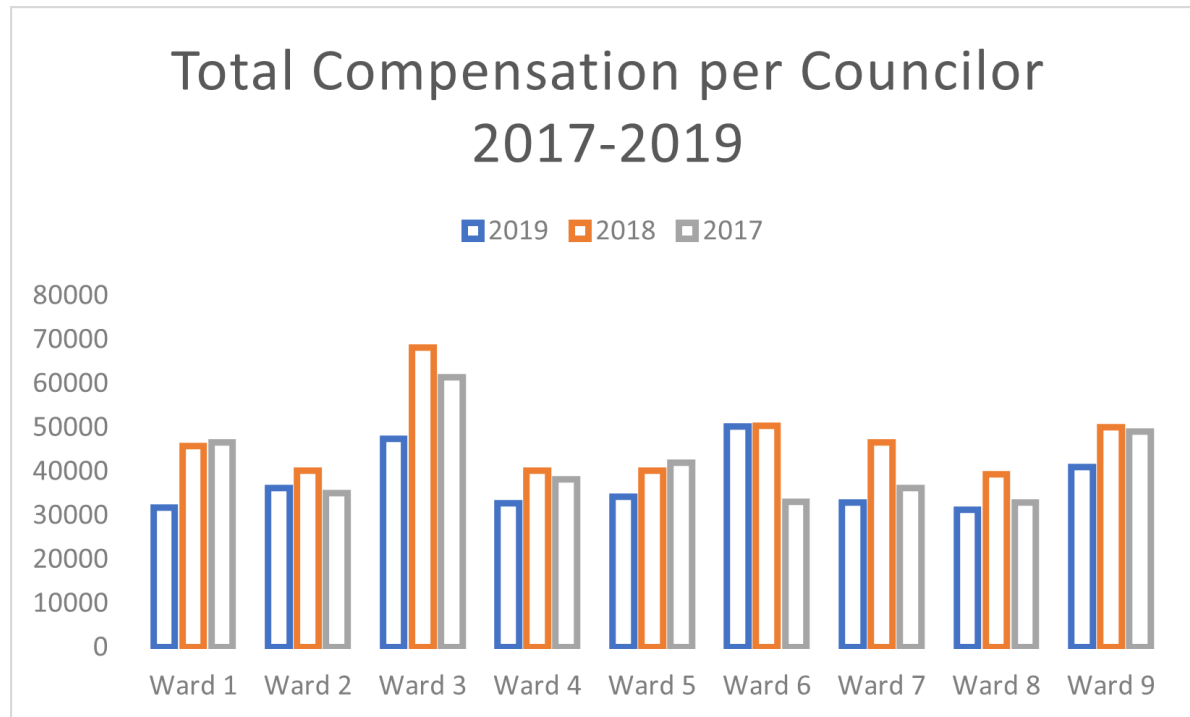


Big Lakes County 2017-2019 Council Compensation

	2019			2018			2017		
	Salary	Benefits	Total	Salary	Benefits	Total	Salary	Benefits	Total
Ward 1	\$16,750.00	\$15,000.00	\$31,750.00	\$34,050.00	\$11,800.00	\$45,850.00	\$34,650.00	\$12,000.00	\$46,650.00
Ward 2	\$21,250.00	\$15,000.00	\$36,250.00	\$29,425.00	\$10,800.00	\$40,225.00	\$24,300.00	\$10,800.00	\$35,100.00
Ward 3	\$31,225.00	\$16,200.00	\$47,425.00	\$53,250.00	\$15,000.00	\$68,250.00	\$45,900.00	\$15,600.00	\$61,500.00
Ward 4	\$17,750.00	\$15,000.00	\$32,750.00	\$29,300.00	\$10,800.00	\$40,100.00	\$27,400.00	\$10,800.00	\$38,200.00
Ward 5	\$19,250.00	\$15,000.00	\$34,250.00	\$29,300.00	\$10,800.00	\$40,100.00	\$31,225.00	\$10,800.00	\$42,025.00
Ward 6	\$30,500.00	\$19,800.00	\$50,300.00	\$38,850.00	\$11,600.00	\$50,450.00	\$22,300.00	\$10,800.00	\$33,100.00
Ward 7	\$18,000.00	\$15,000.00	\$33,000.00	\$35,800.00	\$10,800.00	\$46,600.00	\$25,400.00	\$10,800.00	\$36,200.00
Ward 8	\$16,250.00	\$15,000.00	\$31,250.00	\$28,550.00	\$10,800.00	\$39,350.00	\$22,050.00	\$10,800.00	\$32,850.00
Ward 9	\$26,000.00	\$15,000.00	\$41,000.00	\$39,300.00	\$10,800.00	\$50,100.00	\$38,300.00	\$10,800.00	\$49,100.00
	\$196,975.00	\$141,000.00	\$337,975.00	\$317,825.00	\$103,200.00	\$421,025.00	\$271,525.00	\$103,200.00	\$374,725.00

From 2018 to 2019 the total compensation paid to Councilors decreased by %-19.72

From 2017 to 2018 the total compensation paid to Councilors increased by %12.35

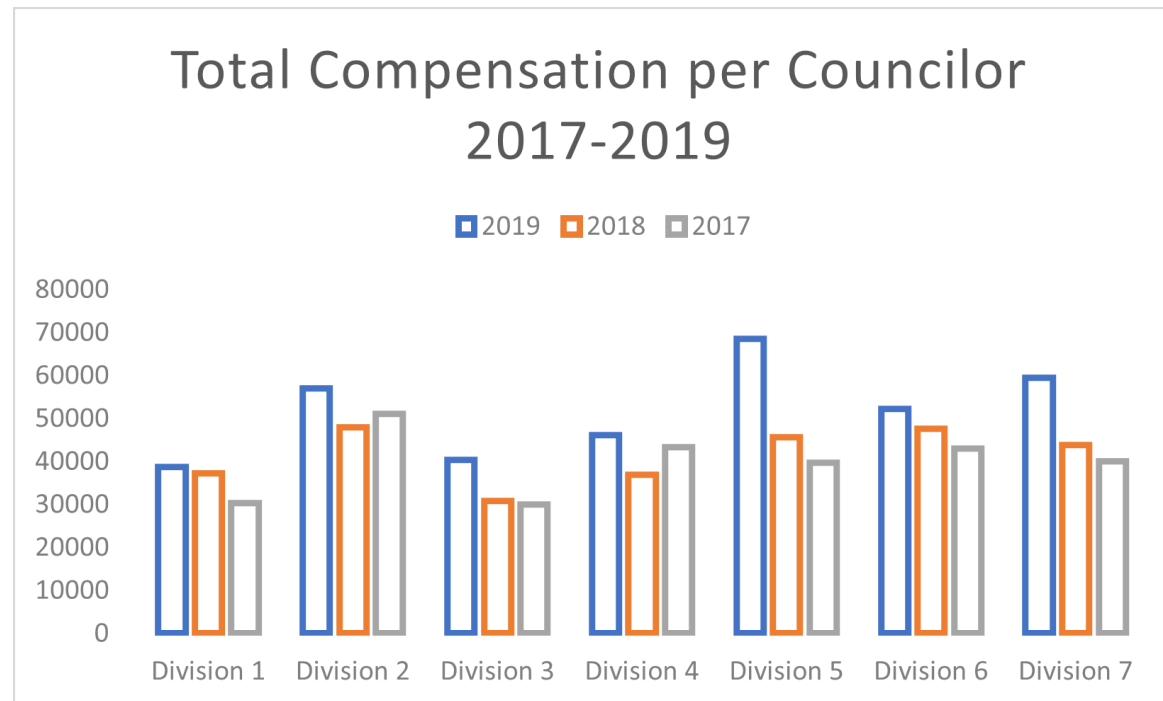


Saddle Hills County 2017-2019 Council Compensation

	2019				2018				2017		
	Salary	Benefits	Expense	Total	Salary	Benefits	Expense	Total	Salary	Benefits	Total
Division 1	\$30,060.00	\$4,708.00	\$3,914.00	\$38,682.00	\$28,650.00	\$4,469.00	\$4,191.00	\$37,310.00	\$26,850.00	\$3,499.00	\$30,349.00
Division 2	\$51,240.00	\$5,837.00	\$4,888.00	\$57,077.00	\$39,725.00	\$4,864.00	\$3,318.00	\$47,907.00	\$46,050.00	\$4,994.00	\$51,044.00
Division 3	\$31,265.00	\$5,084.00	\$4,116.00	\$40,465.00	\$22,350.00	\$4,276.00	\$4,215.00	\$30,841.00	\$25,725.00	\$4,288.00	\$30,013.00
Division 4	\$36,810.00	\$5,321.00	\$4,009.00	\$46,140.00	\$28,875.00	\$4,459.00	\$3,526.00	\$36,860.00	\$38,575.00	\$4,702.00	\$43,277.00
Division 5	\$52,200.00	\$3,638.00	\$12,678.00	\$68,516.00	\$32,550.00	\$3,875.00	\$9,215.00	\$45,640.00	\$36,000.00	\$3,772.00	\$39,772.00
Division 6	\$42,210.00	\$3,638.00	\$6,341.00	\$52,189.00	\$35,175.00	\$3,668.00	\$8,723.00	\$47,566.00	\$36,525.00	\$6,436.00	\$42,961.00
Division 7	\$49,010.00	\$3,540.00	\$6,962.00	\$59,512.00	\$34,275.00	\$3,565.00	\$5,928.00	\$43,768.00	\$36,650.00	\$3,482.00	\$40,132.00
	\$292,795.00	\$31,766.00	\$42,908.00	\$362,581.00	\$221,600.00	\$29,176.00	\$39,116.00	\$289,892.00	\$246,375.00	\$31,173.00	\$277,548.00

From 2018 to 2019 the total compensation paid to Councilors increased by %25.07

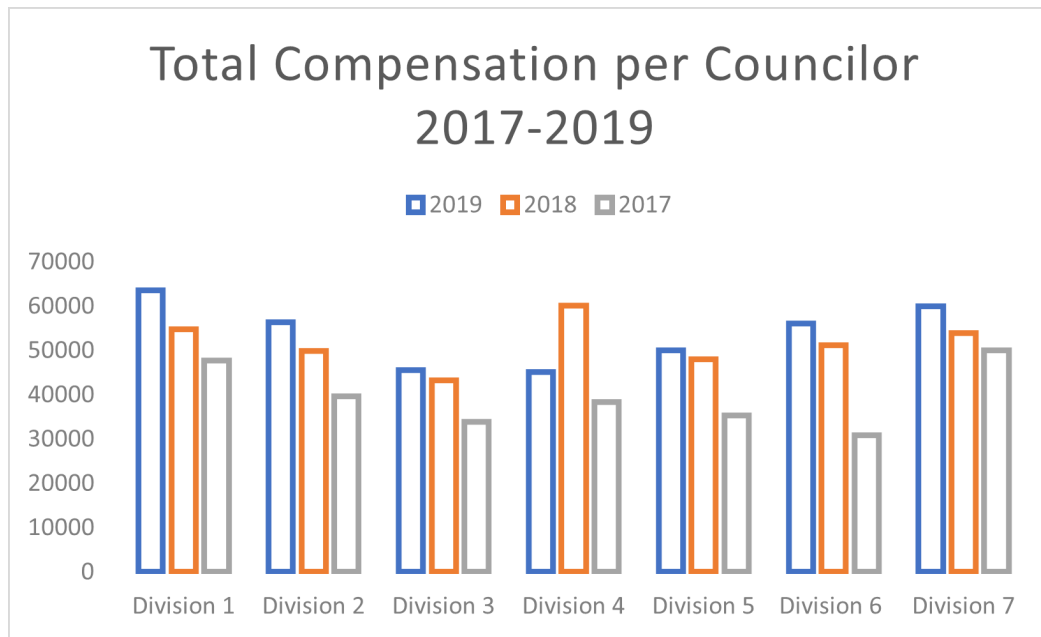
From 2017 to 2018 the total compensation paid to Councilors increased by %4.44



Clearwater County 2017-2019 Council Compesnation

	2019			2018			2017		
	Salary	Benefits	Total	Salary	Benefits	Total	Salary	Benefits	Total
Division 1	\$56,365.00	\$7,275.00	\$63,640.00	\$48,221.00	\$6,574.00	\$54,795.00	\$41,073.00	\$6,660.00	\$47,733.00
Division 2	\$49,420.00	\$6,921.00	\$56,341.00	\$43,518.00	\$6,356.00	\$49,874.00	\$33,175.00	\$6,454.00	\$39,629.00
Division 3	\$39,128.00	\$6,396.00	\$45,524.00	\$37,103.00	\$6,115.00	\$43,218.00	\$27,741.00	\$6,191.00	\$33,932.00
Division 4	\$40,652.00	\$4,522.00	\$45,174.00	\$55,254.00	\$4,807.00	\$60,061.00	\$33,047.00	\$5,301.00	\$38,348.00
Division 5	\$43,392.00	\$6,614.00	\$50,006.00	\$41,695.00	\$6,281.00	\$47,976.00	\$29,085.00	\$6,250.00	\$35,335.00
Division 6	\$49,135.00	\$6,906.00	\$56,041.00	\$44,786.00	\$6,369.00	\$51,155.00	\$25,242.00	\$5,628.00	\$30,870.00
Division 7	\$52,908.00	\$7,098.00	\$60,006.00	\$47,510.00	\$6,488.00	\$53,998.00	\$43,304.00	\$6,713.00	\$50,017.00
TOTAL	\$331,000.00	\$45,732.00	\$376,732.00	\$318,087.00	\$42,990.00	\$361,077.00	\$232,667.00	\$43,197.00	\$275,864.00

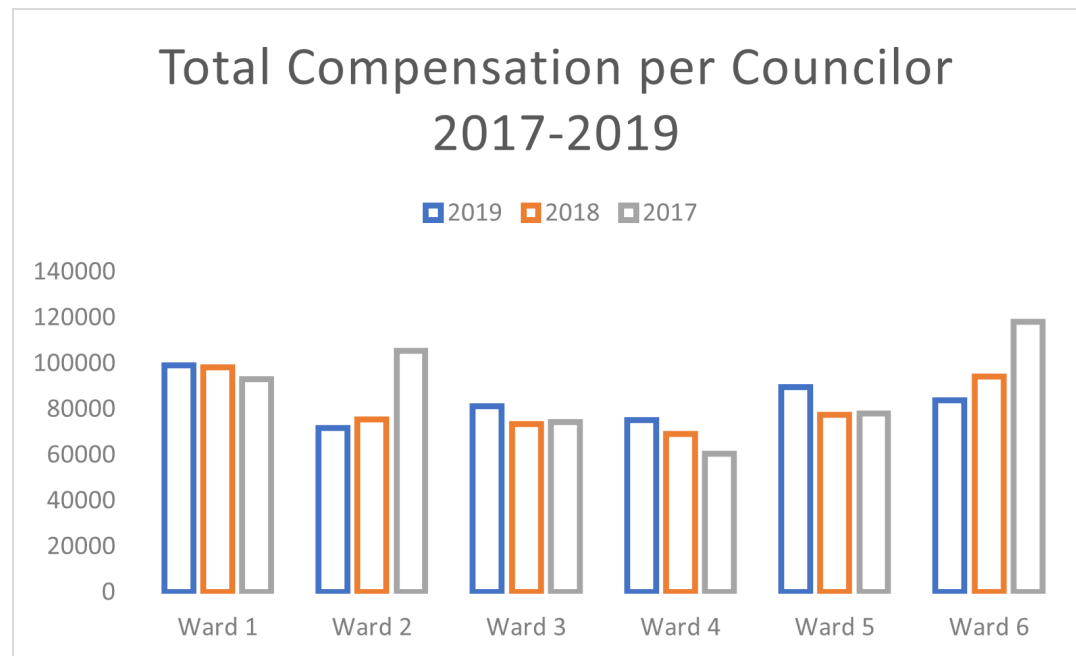
From 2018 to 2019 the total compensation paid to Councilors increased by %4.33
 From 2017 to 2018 the total compensation paid to Councilors increased by %30.88



Northern Sunrise County 2017-2019 Council Compensation

	2019			2018			2017		
	Salary	Benefits	Total	Salary	Benefits	Total	Salary	Benefits	Total
Ward 1	\$90,194.00	\$9,001.00	\$99,195.00	\$88,997.00	\$9,289.00	\$98,286.00	\$76,174.00	\$16,842.00	\$93,016.00
Ward 2	\$65,495.00	\$6,390.00	\$71,885.00	\$68,745.00	\$6,761.00	\$75,506.00	\$79,776.00	\$25,749.00	\$105,525.00
Ward 3	\$74,650.00	\$6,478.00	\$81,128.00	\$64,660.00	\$8,844.00	\$73,504.00	\$59,826.00	\$14,526.00	\$74,352.00
Ward 4	\$69,360.00	\$5,862.00	\$75,222.00	\$62,492.00	\$6,761.00	\$69,253.00	\$53,150.00	\$7,445.00	\$60,595.00
Ward 5	\$83,220.00	\$6,390.00	\$89,610.00	\$70,726.00	\$6,761.00	\$77,487.00	\$64,076.00	\$14,042.00	\$78,118.00
Ward 6	\$77,390.00	\$6,478.00	\$83,868.00	\$87,610.00	\$6,508.00	\$94,118.00	\$90,716.00	\$27,452.00	\$118,168.00
Total	\$460,309.00	\$40,599.00	\$500,908.00	\$443,230.00	\$44,924.00	\$488,154.00	\$423,718.00	\$106,056.00	\$529,774.00

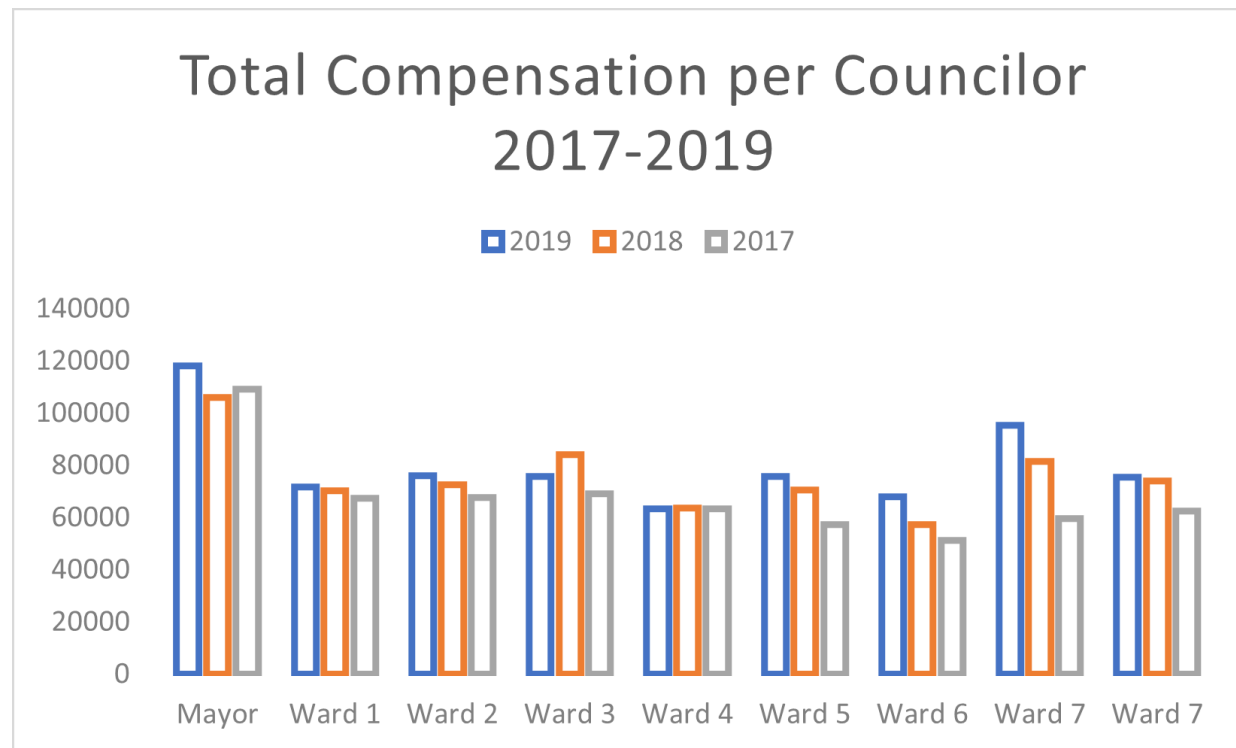
From 2018 to 2019 the total compensation paid to Councilors increased by %2.61
 From 2017 to 2018 the total compensation paid to Councilors decreased by %-7.85



Lac La Biche County 2017-2019 Council Compensation

	2019				2018				2017			
	Salary	Honorarium	Benefits	Total	Salary	Honorarium	Benefits	Total	Salary	Honorarium	Benefits	Total
Mayor	\$55,374.00	\$52,508.00	\$10,381.00	\$118,263.00	\$48,899.00	\$49,000.00	\$8,109.00	\$106,008.00	\$47,940.00	\$53,000.00	\$8,145.00	\$109,085.00
Ward 1	\$32,156.00	\$30,602.00	\$8,985.00	\$71,743.00	\$28,091.00	\$33,750.00	\$8,341.00	\$70,182.00	\$27,590.00	\$32,445.00	\$7,501.00	\$67,536.00
Ward 2	\$33,807.00	\$31,174.00	\$11,173.00	\$76,154.00	\$28,091.00	\$36,000.00	\$8,402.00	\$72,493.00	\$31,680.00	\$30,624.00	\$5,412.00	\$67,716.00
Ward 3	\$32,156.00	\$36,894.00	\$6,728.00	\$75,778.00	\$32,356.00	\$43,875.00	\$8,022.00	\$84,253.00	\$28,500.00	\$32,267.00	\$8,509.00	\$69,276.00
Ward 4	\$32,156.00	\$21,879.00	\$9,203.00	\$63,238.00	\$28,091.00	\$26,750.00	\$8,788.00	\$63,629.00	\$28,170.00	\$27,122.00	\$8,087.00	\$63,379.00
Ward 5	\$32,156.00	\$32,461.00	\$11,066.00	\$75,683.00	\$28,091.00	\$33,875.00	\$8,658.00	\$70,624.00	\$28,170.00	\$20,459.00	\$8,691.00	\$57,320.00
Ward 6	\$32,156.00	\$29,029.00	\$6,671.00	\$67,856.00	\$28,091.00	\$23,750.00	\$5,524.00	\$57,365.00	\$28,170.00	\$17,145.00	\$6,085.00	\$51,400.00
Ward 7	\$36,734.00	\$47,905.00	\$10,721.00	\$95,360.00	\$29,342.00	\$43,375.00	\$8,679.00	\$81,396.00	\$28,170.00	\$23,964.00	\$7,494.00	\$59,628.00
Ward 7	\$32,156.00	\$32,604.00	\$10,684.00	\$75,444.00	\$28,091.00	\$36,000.00	\$10,010.00	\$74,101.00	\$27,539.00	\$27,977.00	\$6,994.00	\$62,510.00
Total	\$318,851.00	\$315,056.00	\$85,612.00	\$719,519.00	\$279,143.00	\$326,375.00	\$74,533.00	\$680,051.00	\$275,929.00	\$265,003.00	\$66,918.00	\$607,850.00

From 2018 to 2019 the total compensation paid to Councilors increased by %5.80
 From 2017 to 2018 the total compensation paid to Councilors increased by %11.87



Type of Compensation	
Municipality	Type of Compensation
Lac La Biche	Mixed
Northern Sunrise County	Mixed
Clearwater	Mixed
Saddle Hill	Mixed
Big Lakes County	Mixed
Yellowhead County	Salary
County of Grande Prairie No. 1	Per Diem
Mackenzie County	Mixed
Greenview	Mixed

Whether a municipality compensates Council via only salary, only per diem or a mixture of both.

Per Diem Rates	
Municipality	Per Diem
Lac La Biche	\$286 per day \$143 half day \$429 8+hours/max
Northern Sunrise County	\$135.00 4 hours or less \$270.00 4 - 8 hours \$395.00 >8 hours
Clearwater	\$172 First 4 hours \$136 Second + third 4 hours \$308 max for any regular meeting \$444 max for any single day
Saddle Hill	\$270 per meeting + \$25.00 if chair
Big Lakes County	\$250 per day
Yellowhead County	N/A
County of Grande Prairie No. 1	\$346.46/day Reeve \$323.05/day Councillor \$323.05/day MPC \$323.05/day Committee Meetings \$323.05/day Convention
Mackenzie County	\$340/ Special Meeting & Council Meeting \$240/ Committee Meeting \$340/ Seminars/Conventions/Workshops
Greenview	\$196/meeting 0-4 hours \$294/meeting 4-8 hours \$390/meeting 8+ \$64/hour for meetings beyond 9 hours to a max of \$253 \$390 conferences

The average per diem rate is \$238.63 for a half day meeting (less than 4 hours), \$292.63 for a full day meeting (up to 8 hours), and \$386.76 for the maximum rate allowed. If the County of Grande Prairie is removed (they only pay a per diem), the average meeting rate is \$215.14 for a half day meeting, \$288.29 for a full day meeting, and \$395.86 for the maximum rate allowed. Greenview Councillors are paid 9% less for a half day meeting, 2% more for full day meetings, and 61% more for the maximum per diem allowed for a single day.

Salary	
Municipality	Salary
Lac La Biche	\$55,374 Mayor \$38,110 Deputy Mayor \$32,156 Councillor
Northern Sunrise County	\$4362.00/month Reeve \$4175.00/month Deputy Reeve \$3975.00/month Councillors
Clearwater	\$2,054/month Reeve \$1,105/month Councillors
Saddle Hill	\$1,700/month Reeve \$1,200/month Councillors
Big Lakes County	\$1,550/month Reeve \$1,250/month Deputy Reeve \$1,150/month Councillors
Yellowhead County	\$7,231.59/month Mayor \$4,988.29/month Deputy Mayor \$4,797.45/month Councillors
County of Grande Prairie No. 1	N/A
Mackenzie County	\$1,500/month Reeve \$1,350/month Deputy Reeve \$1,200/month Councillors
Greenview	\$2,129/month Reeve \$1,419/month Councillors

The average monthly honorarium rate is \$3,142.76 for the Reeve/Mayor and \$2,190.77 for Councillors (excluding County of Grande Prairie who does not provide a monthly honorarium or salary. If Yellowhead County is also removed (as they only provide a salary with no per diems), the average is \$2558.64 for Reeve/Mayor and \$1818.38 for Councillors. Greenview's Reeve is paid 17% less than the average. Greenview Councillors are paid 22% less than the average.

Communication Allowance	
Municipality	Communication Allowance
Lac La Biche	\$50.00/month + County phone \$150.00/month with no phone
Northern Sunrise County	\$50/month for internet + County phone
Clearwater	\$50.00/month + County phone
Saddle Hill	\$55.00/month + the Reeve gets a County phone
Big Lakes County	\$100.00/month
Yellowhead County	Internet costs claimed on monthly expense claims
County of Grande Prairie No. 1	\$25/month Electronic device \$100/month Internet \$75/month Personally owned cell phone \$20/month Personally owned cell phone hardware upgrade/replacement
Mackenzie County	\$75/month internet allowance \$50/month personal computer allowance \$60/month telephone allowance for Councillors \$100/month telephone allowance for Reeve
Greenview	MD phone and laptop/tablet BYO Device option Greenview provides internet compensation claimed on monthly expense claims.

It varies amongst Municipalities as to the type of communication allowance that is offered. The most common is to provide a cell phone as well as a monthly honorarium.

Greenview does not provide compensation for a cell phone unless the Councillor chooses to use their personal device. Greenview may also provide a cell phone booster for Councillors.

Travel Allowance	
Municipality	Travel
Lac La Biche	\$0.52/km
Northern Sunrise County	<5000km \$0.58/km >5000km \$0.52/km Air travel = economy paid by county Taxi/parking = reimbursed with receipt
Clearwater	\$0.59 <5000km \$0.53 >5000km
Saddle Hill	\$0.50/km Taxi reimbursed with receipt
Big Lakes County	\$0.58/km Taxi and parking reimbursed with receipt
Yellowhead County	0-20km \$25.00/month \$31.25/month Mayor 21-40km \$50.00/month \$62.50/month Mayor 41-60km \$75.00/month \$93.75/month Mayor 61-80km \$100.00/month \$125.00/month Mayor 81-100km \$125.00/month \$156.25/month Mayor 101-120km \$150.00/month \$187.50/month Mayor 121-140km \$175/month \$218.75/month Mayor 141-160km \$200.00/month \$250.00/month Mayor
County of Grande Prairie No. 1	\$0.60/km Airfare paid by county
Mackenzie County	\$0.58/km for personal vehicle Taxi, vehicle rental, parking charges, public transportation fares all reimbursed with receipt.
Canada Revenue Agency 2019 Kilometric Rates	\$0.48.0/km - Alberta
Canada Revenue Agency 2021 Kilometric Rates	\$0.48.5/km - Alberta
Government of Alberta 2021 Travel, Meal and Hospitality Expenses Policy	\$0.505/km \$10.25/day Daily vehicle allowance \$8.55/day Adverse Driving Condition Allowance
Greenview	\$0.59/km < 5000km + 0.15/km <5000km \$0.53/km >5000km + 0.24/km <5000km Taxi/transit/car rental reimbursed with receipt

The majority of municipalities pay above the federal rate set by the Canada Revenue Agency

Meal Allowance	
Municipality	Meals
Lac La Biche	Breakfast \$15.00 Lunch \$20.00 Supper \$30.00 Full reimbursement with receipt to max of twice the claimable amount
Northern Sunrise County	Breakfast \$25.00 Lunch \$30.00 Supper \$35.00
Clearwater	Breakfast \$11.00 Lunch \$16.00 Supper \$21.50
Saddle Hill	Breakfast \$15.00 Lunch \$15.00 Dinner \$25.00
Big Lakes County	Breakfast \$21.10 Lunch \$21.35 Dinner \$52.40
Yellowhead County	Breakfast \$10.00 Lunch \$20.00 Dinner \$30.00 Reimbursed the cost of the mean with receipt
County of Grande Prairie No. 1	\$55.00/day - No receipt required
Mackenzie County	Breakfast \$25.00 Lunch \$30.00 Dinner \$45.00
Canada Revenue Agency 2019 Meal Allowances	Breakfast \$20.35 Lunch \$20.60 Dinner \$50.55
Canada Revenue Agency 2021 Meal Allowances	Breakfast \$21.10 Lunch \$21.35 Dinner \$52.40
Government of Alberta 2021 Travel, Meal and Hospitality Expenses Policy	Breakfast \$9.20 Lunch \$11.60 Dinner \$20.75
Greenview	Breakfast \$20.00 Lunch \$20.00 Dinner \$30.00 Total reimbursed with receipt

Greenview pays its Councillors on average \$8.07 less for breakfast, \$8.99 less for lunch and \$15.51 less for dinner compared to similar municipalities.

Accommodation	
Municipality	Accommodation
Lac La Biche	\$50.00 for private dwelling Hotel reimbursed with receipt
Northern Sunrise County	\$50.00/day for private dwelling Hotel is paid/booked by county
Clearwater	Reimbursed with receipt \$25.00 unreceipted
Saddle Hill	\$50.00/night for private dwelling Hotel reimbursed with receipt
Big Lakes County	Reimbursed with receipt \$50.00/day for private accommodation
Yellowhead County	Reimbursed with receipt \$25.00/night for private accommodation
County of Grande Prairie No. 1	\$220/day
Mackenzie County	\$100/night or reimbursed with receipt
Canada Revenue Agency 2019	\$50.00/night for private accommodation
Canada Revenue Agency 2021	\$50.00/night for private accommodation
Government of Alberta 2021 Travel, Meal and Hospitality Expenses Policy	\$20.15/night for private accommodation Or reimbursed with receipt
Greenview	Hotel reimbursed with receipt \$30 Private accommodation

The majority of municipalities use the Canadian Revenue Agency's rates of \$50 a night for a private dwelling, with hotels being reimbursed fully with receipts.

Benefits	
Municipality	Benefits
Lac La Biche	County benefits - Great West Life pension plan
Northern Sunrise County	RMA Pension Plan = 5% of basic monthly honorarium matched by county Not on pension = TFSA = \$100.00/month
Clearwater	County benefits (life insurance, accidental death & dismemberment, critical illness insurance, extended health, and medical insurance, dental, employee assistance program)
Saddle Hill	County benefits
Big Lakes County	Covered 100% by the County Employee's Group Extended Health Care Plan
Yellowhead County	County extended health and dental
County of Grande Prairie No. 1	Able to join RRSP, County will contribute 10% of 2/3rds of the gross pay for all per diems. Those who cannot join are paid an amount equal to 10% of 2/3rds of the gross pay for all per diems
Mackenzie County	Group benefits at 50% of the cost of the premiums
Greenview	Greenview benefit plan – Equitable Life

All municipalities provide the same benefits to Council that they do to staff.

Type of Review	
Municipality	Type
Lac La Biche	Reviewed annually by a third-party consultant during the annual budget process
Northern Sunrise County	Reviewed annually by Council + cost of living adjustment
Clearwater	Annual market adjustment if appropriate + 50% based off of similar municipalities/Council Compensation Committee
Saddle Hill	Reviewed annually by Council, adjusted in equal proportion to the cost-of-living adjustment provided to County employees
Big Lakes County	Reviewed annually by Council
Yellowhead County	Reviewed every four years in advance of the municipal election by a Compensation Review Committee. Cost of living adjustment annually.
County of Grande Prairie No. 1	Reviewed annually for market adjustment, economic adjustment, and cost of living adjustment
Mackenzie County	Reviewed annually by Council
Greenview	Reviewed every 3 years by surveying similar sized municipalities in Alberta. Cost of living is also considered.

The majority of municipalities do a cost of living adjustment for Councilors alongside staff.

General Information

Municipality	Population	# of hamlets	FTE Staff	Gepographic size (ha)	kms of road	# of councillors	Type of compensation	Operating Revenues	Total Assessment	residential assessment	Farmlad Assessment	Non-Residential Assessment	Linear Assessment	Machinery and Equipment
Greenview	9,615	6	172	3,332,871	2,284	10	Mixed	\$116,330,853	\$12,181,789,038.00	\$708,406,315.00	\$55,978,370.00	\$949,920,783.00	\$5,647,673,180.00	\$4,819,810,390.00
County of Grande Prairie	22,502	11	275	597,410	3,668	9	Per Diem	\$108,845,271	\$8,892,050,813.00	\$3,917,990,895.00	\$116,003,030.00	\$2,253,843,798.00	\$1,419,954,260.00	\$1,184,258,830.00
Yellowhead County	10,995	8	98	2,251,235	2,284	9		\$68,191,908	\$9,600,396,791.00	\$1,425,744,171	\$39,267,290	\$738,932,070	\$4,612,476,410	\$2,783,976,850
Mackenzie County	12,512	3	79	8,186,963	2,053	10	Mixed	\$35,227,044	\$2,433,723,918	\$919,466,926	\$45,580,580	\$308,495,602	\$807,592,160	\$352,588,650
Big Lakes County	4,103	5	72	1,299,363	1,351	9		\$29,273,974	\$1,909,938,933	\$534,672,051	\$35,345,530	\$160,351,272	\$818,680,540	\$360,889,540
Saddle Hills County	2,225	1	69	587,659	1,868	7	Mixed	\$38,578,007	\$2,724,561,968	\$124,490,581	\$49,889,970.00	\$149,248,857.00	\$1,439,526,690.00	\$961,405,870.00
Clearwater County	11,947	5	114	1,880,663	2,225	7	Mixed	\$56,751,795	\$7,141,581,897	\$1,819,599,117	\$57,710,480.00	\$482,579,950.00	\$2,987,003,000.00	\$1,786,743,890.00
Northern Sunrise County	1,891	5	44	2,145,028	1,158	6	Mixed	\$32,085,510	\$2,201,237,116	\$200,236,247	\$28,789,940.00	\$205,031,809.00	\$1,127,947,020.00	\$639,232,100
Lac La Biche County	9,636	5	182	1,361,092	1,188	8	Mixed	\$74,745,320	\$4,592,459,505	\$1,209,295,356	\$21,968,330	\$467,276,599	\$1,297,687,360	\$1,596,231,860

Analysis: Operating Revenues

Municipality	Operating revenue	Reeve/Mayor base salary	%OR	Total Reeve Comp	%OR	Council base comp (Lowest)	%OR	Total Council Copensation (Lowest)	% OR	Council Total	%OR
Greenview	\$116,330,853	\$64,968.00	0.06	\$74,055.00	0.06	\$44,411.00	0.04	\$53,397.00	0.05	\$731,164.00	0.63
County of Grande Prairie	\$108,845,271	\$96,695.00	0.09	\$112,892.00	0.10	\$64,263.00	0.06	\$92,053.00	0.08	\$912,782.00	0.84
Yellowhead County	\$68,191,908	\$70,026.00	0.10	\$79,491.00	0.12	\$60,748.00	0.09	\$67,290.00	0.10	\$649,362.00	0.95
Mackenzie County	\$35,227,044	\$82,520.00	0.23	\$82,739.00	0.23	\$34,580.00	0.10	\$34,799.00	0.10	\$502,226.00	1.43
Big Lakes County	\$29,273,974	\$30,500.00	0.10	\$50,300.00	0.17	\$16,250.00	0.06	\$31,250.00	0.11	\$337,975.00	1.15
Saddle Hills County	\$38,578,007	\$51,240.00	0.13	\$57,077.00	0.15	\$30,060.00	0.08	\$34,768.00	0.09	\$478,797.00	1.24
Clearwater County	\$56,751,795	\$56,365.00	0.10	\$63,640.00	0.11	\$39,128.00	0.07	\$45,524.00	0.08	\$376,732.00	0.66
Northern Sunrise County	\$32,085,510	\$90,194.00	0.28	\$99,195.00	0.31	\$65,495.00	0.20	\$71,885.00	0.22	\$500,908.00	1.56
Lac La Biche County	\$74,745,320	\$55,374.00	0.07	\$118,263.00	0.16	\$32,156.00	0.04	\$63,238.00	0.08	\$719,519.00	0.96
Mean	\$62,225,520	\$66,431	0.13	\$81,961.33	0.16	\$43,010.11	0.08	\$54,911.56	0.10	\$578,829.44	1.05
Median	\$56,751,795	\$64,968	0.10	\$79,491.00	0.15	\$39,128.00	0.07	\$53,397.00	0.09	\$502,226.00	0.96
Greenview compared to mean	\$54,105,333	-\$1,463	-0.07	-\$7,906.33	-0.1	\$1,400.89	-0.04	-\$1,514.56	-0.05	\$152,334.56	-0.42
Note: CGP includes travel, this number was not included here - only base and benefits											
SHC includes travel, this number was not included here -only base and benefits											

An analysis of compensation as a percentage of operating revenues indicates that the MD of Greenview lags the market average in relation to the comparison pool as follows:

- Reeve base wage is **below** the market average by 0.07% as a percentage of operating revenues.
- Reeve total compensation is **below** the market average by 0.1% as a percentage of operating revenues.
- Council base wage is **below** the market average by 0.04% as a percentage of operating revenues.
- Lowest Council total compensation is **below** the market average by 0.05% as a percentage of operating revenues
- Total Council compensation is **below** the market average by 0.42% as a percentage of operating revenues

Analysis: Population												
Municipality	Population	# of councillors	Reeve Base Comp	Cost per Resident	Reeve Total	Cost per Resident	Council base comp (lowest)	Cost per Resident	Council Total Comp (lowest)	Cost per Resident	Council Total	Cost per Resident
Greenview	9,615	10	\$64,968.00	\$6.76	\$74,055.00	\$7.70	\$44,411.00	\$4.62	\$53,397.00	\$5.55	\$731,164.00	\$76.04
County of Grande Prairie	22,502	9	\$96,695.00	\$4.30	\$112,892.00	\$5.02	\$64,263.00	\$2.86	\$92,053.00	\$4.09	\$912,782.00	\$40.56
Yellowhead County	10,995	9	\$70,026.00	\$6.37	\$79,491.00	\$7.23	\$60,748.00	\$5.53	\$67,290.00	\$6.12	\$649,362.00	\$59.06
Mackenzie County	12,512	10	\$82,520.00	\$6.60	\$82,739.00	\$6.61	\$34,580.00	\$2.76	\$34,799.00	\$2.78	\$502,226.00	\$40.14
Big Lakes County	4,103	9	\$30,500.00	\$7.43	\$50,300.00	\$12.26	\$16,250.00	\$3.96	\$31,250.00	\$7.62	\$337,975.00	\$82.37
Saddle Hills County	2,225	7	\$51,240.00	\$23.03	\$57,077.00	\$25.65	\$30,060.00	\$13.51	\$34,768.00	\$15.63	\$478,797.00	\$215.19
Clearwater County	11,947	7	\$56,365.00	\$4.72	\$63,640.00	\$5.33	\$39,128.00	\$3.28	\$45,524.00	\$3.81	\$376,732.00	\$31.53
Northern Sunrise County	1,891	6	\$90,194.00	\$47.70	\$99,195.00	\$52.46	\$65,495.00	\$34.64	\$71,885.00	\$38.01	\$500,908.00	\$264.89
Lac La Biche County	9,636	8	\$55,374.00	\$5.75	\$118,263.00	\$12.27	\$32,156.00	\$3.34	\$63,238.00	\$6.56	\$719,519.00	\$74.67
Mean	9,492	8	\$66,431	\$13	\$81,961	\$15	\$43,010	\$8	\$54,912	\$10	\$578,829	\$98
Median	9,636	9	\$64,968	\$7	\$79,491	\$8	\$39,128	\$4	\$53,397	\$6	\$502,226	\$75
Greenview	123	2	-\$1,463	-\$6	-\$7,906	-\$7	\$1,401	-\$4	-\$1,515	-\$4	\$152,335	-\$22

An analysis of compensation as a cost per resident population (CPR) indicates that the MD of Greenview is below the market average in relation to the comparison pool as follows:

- Reeve base wage is **below** the market average by \$6 per resident population.
- Reeve total compensation is **below** the market average by \$7 per resident population.
- Council base wage is **below** the market average by \$4 per resident population.
- Lowest Council total compensation is **below** the market average by \$4 per resident population.
- Total Council compensation is **below** the market average by \$22 per resident population.

Analysis: Geographic Area													
Municipality	Operating	Area	PPA- Percentage of Geographic footprint	Reeve	PPA	Reeve Total	PPA	council base(lowest)	PPA	Council Base Total (lowest)	PPA	Council Total	PPA
Greenview	\$116,330,853	3,332,871	2.86	\$64,968.00	1.95	\$74,055.00	2.22	\$44,411.00	1.33	\$53,397.00	1.60	\$731,164.00	21.94
County of Grande Prairie	\$108,845,271	597,410	0.55	\$96,695.00	16.19	\$112,892.00	18.90	\$64,263.00	10.76	\$92,053.00	15.41	\$912,782.00	152.79
Yellowhead County	\$68,191,908	2,251,235	3.30	\$70,026.00	3.11	\$79,491.00	3.53	\$60,748.00	2.70	\$67,290.00	2.99	\$649,362.00	28.84
Mackenzie County	\$35,227,044	8,186,963	23.24	\$82,520.00	1.01	\$82,739.00	1.01	\$34,580.00	0.42	\$34,799.00	0.43	\$502,226.00	6.13
Big Lakes County	\$29,273,974	1,299,363	4.44	\$30,500.00	2.35	\$50,300.00	3.87	\$16,250.00	1.25	\$31,250.00	2.41	\$337,975.00	26.01
Saddle Hills County	\$38,578,007	587,659	1.52	\$51,240.00	8.72	\$57,077.00	9.71	\$30,060.00	5.12	\$34,768.00	5.92	\$478,797.00	81.48
Clearwater County	\$56,751,795	1,880,663	3.31	\$56,365.00	3.00	\$63,640.00	3.38	\$39,128.00	2.08	\$45,524.00	2.42	\$376,732.00	20.03
Northern Sunrise County	\$32,085,510	2,145,028	6.69	\$90,194.00	4.20	\$99,195.00	4.62	\$65,495.00	3.05	\$71,885.00	3.35	\$500,908.00	23.35
Lac La Biche County	\$74,745,320	1,361,092	1.82	\$55,374.00	4.07	\$118,263.00	8.69	\$32,156.00	2.36	\$63,238.00	4.65	\$719,519.00	52.86
Mean	\$62,225,520		5.30		4.95		6.22		3.23		4.35		45.94
Median	\$56,751,795		3.30		3.11		3.87		2.36		2.99		26.01
Greenview	\$54,105,333		-2.44		-3.01		-3.99		-1.90		-2.75		-24.00

An analysis of compensation as a percentage of geographic footprint (PPA) indicates that the MD of Greenview is below the market average in relation to the comparison pool as follows

- Reeve base wage is **below** the market average by 3.01% per geographic footprint
- Reeve total compensation is **below** the market average by 3.99% per geographic footprint
- Council total base wage is **below** the market average by 2.75% per geographic footprint
- Council total compensation is **below** the market average by 24.00% per geographic footprint

Analysis: Kilometres of Road													
Municipality	Operating	km of road	Price per km (PPK)	Reeve	PPK	Reeve Total	PPK	council base(lowest)	PPK	Council Base Total (lowest)	PPK	Council Total	PPK
Greenview	\$116,330,853	2,284	\$50,932.95	\$64,968.00	\$28.44	\$74,055.00	\$32.42	\$44,411.00	\$19.44	\$53,397.00	\$23.38	\$731,164.00	\$320.12
County of Grande Prairie	\$108,845,271	3,668	\$29,674.28	\$96,695.00	\$26.36	\$112,892.00	\$30.78	\$64,263.00	\$17.52	\$92,053.00	\$25.10	\$912,782.00	\$248.85
Yellowhead County	\$68,191,908	2,284	\$29,856.35	\$70,026.00	\$30.66	\$79,491.00	\$34.80	\$60,748.00	\$26.60	\$67,290.00	\$29.46	\$649,362.00	\$284.31
Mackenzie County	\$35,227,044	2,053	\$17,158.81	\$82,520.00	\$40.19	\$82,739.00	\$40.30	\$34,580.00	\$16.84	\$34,799.00	\$16.95	\$502,226.00	\$244.63
Big Lakes County	\$29,273,974	1,351	\$21,668.37	\$30,500.00	\$22.58	\$50,300.00	\$37.23	\$16,250.00	\$12.03	\$31,250.00	\$23.13	\$337,975.00	\$250.17
Saddle Hills County	\$38,578,007	1,868	\$20,652.04	\$51,240.00	\$27.43	\$57,077.00	\$30.56	\$30,060.00	\$16.09	\$34,768.00	\$18.61	\$478,797.00	\$256.32
Clearwater County	\$56,751,795	2,225	\$25,506.42	\$56,365.00	\$25.33	\$63,640.00	\$28.60	\$39,128.00	\$17.59	\$45,524.00	\$20.46	\$376,732.00	\$169.32
Northern Sunrise County	\$32,085,510	1,158	\$27,707.69	\$90,194.00	\$77.89	\$99,195.00	\$85.66	\$65,495.00	\$56.56	\$71,885.00	\$62.08	\$500,908.00	\$432.56
Lac La Biche County	\$74,745,320	1,188	\$62,916.94	\$55,374.00	\$46.61	\$118,263.00	\$99.55	\$32,156.00	\$27.07	\$63,238.00	\$53.23	\$719,519.00	\$605.66
Mean	\$62,225,520	2,009	\$31,785.98		\$36.17		\$46.66		\$23.30		\$30.27		\$312.44
Median	\$56,751,795	2,053	\$27,707.69		\$28.44		\$34.80		\$17.59		\$23.38		\$256.32
Greenview	\$54,105,333	275	\$19,146.96		-\$7.72		-\$14.23		-\$3.86		-\$6.89		\$7.69

An analysis of compensation as a dollar amount per kilometer of road (\$PKM) indicates that the MD of Greenview is above and below the market average in relation to the comparison pool as follows:

- Reeve base wage is **below** the market average by \$7.72 per kilometer
- Reeve total compensation is **below** the market average by \$14.23 per kilometer
- Council total base wage is **below** the market average by \$6.89 per kilometer
- Lowest Council total compensation is **below** the market average by \$6.89 per kilometer
- Total Council compensation is **above** the market average by \$7.69 per kilometer

Analysis: Total Assessment											
Municipality	Total Assessment	Reeve base	% of total Assessment	Reeve Total	% of Total Assessment	Councillor Base (lowest)	% of Total Assessment	Councillor Total (lowest)	% Total Assessment	Total Council	% Total Assessment
Greenview	\$12,181,789,038.00	\$64,968.00	0.0005	\$74,055.00	0.0006	\$44,411.00	0.0004	\$53,397.00	0.0004	\$731,164.00	0.0060
County of Grande Prairie	\$8,892,050,813.00	\$96,695.00	0.0011	\$112,892.00	0.0013	\$64,263.00	0.0007	\$92,053.00	0.0010	\$912,782.00	0.0103
Yellowhead County	\$9,600,396,791.00	\$70,026.00	0.0007	\$79,491.00	0.0008	\$60,748.00	0.0006	\$67,290.00	0.0007	\$649,362.00	0.0068
Mackenzie County	\$2,433,723,918	\$82,520.00	0.0034	\$82,739.00	0.0034	\$34,580.00	0.0014	\$34,799.00	0.0014	\$502,226.00	0.0206
Big Lakes County	\$1,909,938,933	\$30,500.00	0.0016	\$50,300.00	0.0026	\$16,250.00	0.0009	\$31,250.00	0.0016	\$337,975.00	0.0177
Saddle Hills County	\$2,724,561,968	\$51,240.00	0.0019	\$57,077.00	0.0021	\$30,060.00	0.0011	\$34,768.00	0.0013	\$478,797.00	0.0176
Clearwater County	\$7,141,581,897	\$56,365.00	0.0008	\$63,640.00	0.0009	\$39,128.00	0.0005	\$45,524.00	0.0006	\$376,732.00	0.0053
Northern Sunrise County	\$2,201,237,116	\$90,194.00	0.0041	\$99,195.00	0.0045	\$65,495.00	0.0030	\$71,885.00	0.0033	\$500,908.00	0.0228
Lac La Biche County	\$4,592,459,505	\$55,374.00	0.0012	\$118,263.00	0.0026	\$32,156.00	0.0007	\$63,238.00	0.0014	\$719,519.00	0.0157
Mean	\$5,741,971,108.78		0.0017		0.0021		0.0010		0.0013		0.0136
Median	\$4,592,459,505.00		0.0012		0.0021		0.0007		0.0013		0.0157
Greenview	\$6,439,817,929.22		-0.0012		-0.0015		-0.0007		-0.0009		-0.0076

An analysis of compensation as percentage of total Municipal Assets indicates that the MD of Greenview below the market average in relation to the comparison pool as follows:

- Reeve base wage is **below** the market average by 0.0012% of the total Municipal assets
- Reeve total compensation is **below** the market average by 0.0015% of the total Municipal assets
- Council total base wage is **below** the market average by 0.0007% of the total Municipal assets
- Lowest Council total wage is **below** the market average by 0.0009% of the total Municipal assets.
- Total Council compensation is **below** the market average by 0.0076% of the total Municipal assets

Analysis: Residential Assessment											
Municipality	Residential Assessment	Reeve Base	% of Res. Assessment	Reeve Total	% of Res. Assessment	Councillor Base (lowest)	% of Res. Assessment	Councillor total (lowest)	% of Res. Assessment	Total Council	% of Res. Assessment
Greenview	\$708,406,315.00	\$64,968.00	0.0092	\$74,055.00	0.0105	\$44,411.00	0.0063	\$53,397.00	0.0075	\$731,164.00	0.1032
County of Grande Prairie	\$3,917,990,895.00	\$96,695.00	0.0025	\$112,892.00	0.0029	\$64,263.00	0.0016	\$92,053.00	0.0023	\$912,782.00	0.0233
Yellowhead County	\$1,425,744,171	\$70,026.00	0.0049	\$79,491.00	0.0056	\$60,748.00	0.0043	\$67,290.00	0.0047	\$649,362.00	0.0455
Mackenzie County	\$919,466,926	\$82,520.00	0.0090	\$82,739.00	0.0090	\$34,580.00	0.0038	\$34,799.00	0.0038	\$502,226.00	0.0546
Big Lakes County	\$534,672,051	\$30,500.00	0.0057	\$50,300.00	0.0094	\$16,250.00	0.0030	\$31,250.00	0.0058	\$337,975.00	0.0632
Saddle Hills County	\$124,490,581	\$51,240.00	0.0412	\$57,077.00	0.0458	\$30,060.00	0.0241	\$34,768.00	0.0279	\$478,797.00	0.3846
Clearwater County	\$1,819,599,117	\$56,365.00	0.0031	\$63,640.00	0.0035	\$39,128.00	0.0022	\$45,524.00	0.0025	\$376,732.00	0.0207
Northern Sunrise County	\$200,236,247	\$90,194.00	0.0450	\$99,195.00	0.0495	\$65,495.00	0.0327	\$71,885.00	0.0359	\$500,908.00	0.2502
Lac La Biche County	\$1,209,295,356	\$55,374.00	0.0046	\$118,263.00	0.0098	\$32,156.00	0.0027	\$63,238.00	0.0052	\$719,519.00	0.0595
Mean	\$1,206,655,739.89		0.0139		0.0162		0.0090		0.0106		0.1117
Median	\$919,466,926.00		0.0057		0.0094		0.0038		0.0052		0.0595
Greenview	-\$498,249,424.89		-0.0047		-0.0058		-0.0027		-0.0031		-0.0084

An analysis of compensation as percentage of total residential assessment indicates that the MD of Greenview is below the market average in relation to the comparison pool as follows:

- Reeve base wage is **below** the market average by 0.0047% of residential assessment
- Reeve total compensation is **below** the market average by 0.0058% of residential assessment
- Council total base wage is **below** the market average by 0.0027% of residential assessment
- Lowest Council total compensation is **below** the market average by 0.0031% of residential assessment
- Council total compensation is **below** the market average by 0.0084% of residential assessment

Analysis: Farmland Assessment											
Municipality	Farmland Assessment	Reeve Base	% Farmland Assessment	Reeve Toial	% Farmland Assessment	Councillor Base (lowest)	% Farmland Assessment	Councillor Total (lowest)	% Farmland Assessment	Total Council	% Farmland Assessment
Greenview	\$55,978,370.00	\$64,968.00	0.1161	\$74,055.00	0.1323	\$44,411.00	0.0793	\$53,397.00	0.0954	\$731,164.00	1.3062
County of Grande Prairie	\$116,003,030.00	\$96,695.00	0.0834	\$112,892.00	0.0973	\$64,263.00	0.0554	\$92,053.00	0.0794	\$912,782.00	0.7869
Yellowhead County	\$39,267,290	\$70,026.00	0.1783	\$79,491.00	0.2024	\$60,748.00	0.1547	\$67,290.00	0.1714	\$649,362.00	1.6537
Mackenzie County	\$45,580,580	\$82,520.00	0.1810	\$82,739.00	0.1815	\$34,580.00	0.0759	\$34,799.00	0.0763	\$502,226.00	1.1018
Big Lakes County	\$35,345,530	\$30,500.00	0.0863	\$50,300.00	0.1423	\$16,250.00	0.0460	\$31,250.00	0.0884	\$337,975.00	0.9562
Saddle Hills County	\$49,889,970.00	\$51,240.00	0.1027	\$57,077.00	0.1144	\$30,060.00	0.0603	\$34,768.00	0.0697	\$478,797.00	0.9597
Clearwater County	\$57,710,480.00	\$56,365.00	0.0977	\$63,640.00	0.1103	\$39,128.00	0.0678	\$45,524.00	0.0789	\$376,732.00	0.6528
Northern Sunrise County	\$28,789,940.00	\$90,194.00	0.3133	\$99,195.00	0.3445	\$65,495.00	0.2275	\$71,885.00	0.2497	\$500,908.00	1.7399
Lac La Biche County	\$21,968,330	\$55,374.00	0.2521	\$118,263.00	0.5383	\$32,156.00	0.1464	\$63,238.00	0.2879	\$719,519.00	3.2753
Mean	\$50,059,280.00		0.1568		0.2070		0.1015		0.1330		1.3814
Median	\$45,580,580.00		0.1161		0.1423		0.0759		0.0884		1.1018
Greenview	\$5,919,090.00		-0.0407		-0.0748		-0.0221		-0.0376		-0.0752

An analysis of compensation as percentage of total farm assessment indicates that the MD of Greenview is below the market average in relation to the comparison pool as follows:

- Reeve base wage is **below** the market average by 0.0407% of farm assessment
- Reeve total compensation is **below** the market average by 0.0748% of farm assessment
- Council total base wage is **below** the market average by 0.0221% of farm assessment
- Lowest Council total compensation is **below** the market average by %0.0376 of farm assessment
- Council total compensation is **below** the market average by 0.0752% of farm assessment

Analysis: Non-Residential Assessment											
Municipality	Non-Res. Assessment (%NRA)	Reeve Base	% NRA	Reeve Total	%NRA	Councillor Base (Lowest)	%NRA	Councillor Total (lowest)	%NRA	Total Council	%NRA
Greenview	\$949,920,783.00	\$64,968.00	0.0068	\$74,055.00	0.0078	\$44,411.00	0.0047	\$53,397.00	0.0056	\$731,164.00	0.0770
County of Grande Prairie	\$2,253,843,798.00	\$96,695.00	0.0043	\$112,892.00	0.0050	\$64,263.00	0.0029	\$92,053.00	0.0041	\$912,782.00	0.0405
Yellowhead County	\$738,932,070	\$70,026.00	0.0095	\$79,491.00	0.0108	\$60,748.00	0.0082	\$67,290.00	0.0091	\$649,362.00	0.0879
Mackenzie County	\$308,495,602	\$82,520.00	0.0267	\$82,739.00	0.0268	\$34,580.00	0.0112	\$34,799.00	0.0113	\$502,226.00	0.1628
Big Lakes County	\$160,351,272	\$30,500.00	0.0190	\$50,300.00	0.0314	\$16,250.00	0.0101	\$31,250.00	0.0195	\$337,975.00	0.2108
Saddle Hills County	\$149,248,857.00	\$51,240.00	0.0343	\$57,077.00	0.0382	\$30,060.00	0.0201	\$34,768.00	0.0233	\$478,797.00	0.3208
Clearwater County	\$482,579,950.00	\$56,365.00	0.0117	\$63,640.00	0.0132	\$39,128.00	0.0081	\$45,524.00	0.0094	\$376,732.00	0.0781
Northern Sunrise County	\$205,031,809.00	\$90,194.00	0.0440	\$99,195.00	0.0484	\$65,495.00	0.0319	\$71,885.00	0.0351	\$500,908.00	0.2443
Lac La Biche County	\$467,276,599	\$55,374.00	0.0119	\$118,263.00	0.0253	\$32,156.00	0.0069	\$63,238.00	0.0135	\$719,519.00	0.1540
Mean	\$635,075,637.78		0.0187		0.0230		0.0116		0.0145		0.1529
Median	\$467,276,599.00		0.0119		0.0253		0.0082		0.0113		0.1540
Greenview	\$314,845,145.22		-0.0119		-0.0152		-0.0069		-0.0089		-0.0759

An analysis of compensation as percentage if total non-residential assessment indicates that the MD of Greenview is below the market average in relation to the comparison pool as follows:

- Reeve base wage is **below** the market average by 0.0119% of non-residential assessment
- Reeve total compensation is **below** the market average by 0.0152% of non-residential assessment
- Council total base wage is **below** the market average by 0.0069% of non-residential assessment
- Lowest Council total compensation is **below** the market average by 0.0089% of non-residential assessment
- Council total compensation is **below** the market average by 0.0759% of non-residential assessment

Analysis: Non-Residential Linear Assessment											
Municipality	linear assessment	Reeve Base	% Linear Assessment (%NRLA)	Reeve Total	% Linear Assessment (%NRLA)	Councillor Base (Lowest)	% Linear Assessment (%NRLA)	Councillor Total (lowest)	% Linear Assessment (%NRLA)	Total Council	% Linear Assessment (%NRLA)
Greenview	\$5,647,673,180.00	\$64,968.00	0.0012	\$74,055.00	0.0013	\$44,411.00	0.0008	\$53,397.00	0.0009	\$731,164.00	0.0129
County of Grande Prairie	\$1,419,954,260.00	\$96,695.00	0.0068	\$112,892.00	0.0080	\$64,263.00	0.0045	\$92,053.00	0.0065	\$912,782.00	0.0643
Yellowhead County	\$4,612,476,410	\$70,026.00	0.0015	\$79,491.00	0.0017	\$60,748.00	0.0013	\$67,290.00	0.0015	\$649,362.00	0.0141
Mackenzie County	\$807,592,160	\$82,520.00	0.0102	\$82,739.00	0.0102	\$34,580.00	0.0043	\$34,799.00	0.0043	\$502,226.00	0.0622
Big Lakes County	\$818,680,540	\$30,500.00	0.0037	\$50,300.00	0.0061	\$16,250.00	0.0020	\$31,250.00	0.0038	\$337,975.00	0.0413
Saddle Hills County	\$1,439,526,690.00	\$51,240.00	0.0036	\$57,077.00	0.0040	\$30,060.00	0.0021	\$34,768.00	0.0024	\$478,797.00	0.0333
Clearwater County	\$2,987,003,000.00	\$56,365.00	0.0019	\$63,640.00	0.0021	\$39,128.00	0.0013	\$45,524.00	0.0015	\$376,732.00	0.0126
Northern Sunrise County	\$1,127,947,020.00	\$90,194.00	0.0080	\$99,195.00	0.0088	\$65,495.00	0.0058	\$71,885.00	0.0064	\$500,908.00	0.0444
Lac La Biche County	\$1,297,687,360	\$55,374.00	0.0043	\$118,263.00	0.0091	\$32,156.00	0.0025	\$63,238.00	0.0049	\$719,519.00	0.0554
Mean	\$2,239,837,846.67		0.0046		0.0057		0.0027		0.0036		0.0378
Median	\$1,419,954,260.00		0.0037		0.0061		0.0021		0.0038		0.0413
Greenview	\$3,407,835,333.33		-0.0034		-0.0044		-0.0019		-0.0026		-0.0249

An analysis of compensation as percentage of total non-residential linear assessment indicates that the MD of Greenview is below the market average in relation to the comparison pool as follows:

- Reeve base wage is **below** the market average by 0.0034% of non-residential linear assessment
- Reeve total compensation is **below** the market average by 0.0044% of non-residential linear assessment
- Council lowest base wage is **below** the market average by 0.0019% of non-residential linear assessment
- Lowest council total compensation is **below** the market average by 0.0026% of non-residential linear assessment
- Council total compensation is **below** the market average by 0.0249% of non-residential linear assessment