



# MUNICIPAL DISTRICT OF GREENVIEW No. 16

## COUNCIL REMUNERATION AND COMPENSATION REVIEW COMMITTEE MEETING

### AGENDA

Date: July 15, 2021,

Time: 10:00 a.m.

Location: Zoom

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#1 CALL TO ORDER

#2 ADOPTION OF THE AGENDA

#3 ADOPTION OF THE MINUTES

#4 NEW BUSINESS

4.1 Council Survey	pg 5
4.2 Public Engagement	pg 10
4.3 Policy 1033 Compensation Review	pg 12
4.4 Policy 1009 Internet Services for Members of Council	pg 16
4.5 Policy 1015 Conference Attendance	pg 22
4.6 Policy 1002 Travel and Subsistence	pg 26
4.7 Policy 1008 Council and Board Member Remuneration	pg 30

July 29, 2021

#5 NEXT MEETING DATE

#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 24, 2021

# 1:  
CALL TO ORDER

Chair Roxanne Perron called the meeting to order at 10:00 a.m.

PRESENT

Member	Lesley Vandemark
Member	Herb L. Castle
Member	Roxanne Perron
Legislative Services Officer	Danie Leurebourg
Recording Secretary	Sarah Sebo

ABSENT

#2  
ADOPTION OF AGENDA

MOTION: 21.06.10 Moved by: Herb Castle.  
That the Council Compensation Review Committee adopt the agenda of the Council Compensation Review Committee as presented.

CARRIED

#3 COUNCIL  
COMPENSATION REVIEW  
COMMITTEE MINUTES

MOTION: 21.06.11 Moved by: Lesley Vandemark. That the Council Compensation Review Committee adopt the minutes of the Council Compensation Review meeting on June 10, 2021, as presented.

CARRIED

#4  
BUSINESS

**4.2 "Policy 1009 Internet Services for Members of Council"**

Policy 1009 Internet  
Services for Members of  
Council

MOTION: 21.06.12 Moved by: Lesley Vandemark.  
That the Council Compensation Review Committee recommend Council approve Policy 1009 Internet Services for Members of Council with the following changes:

- Include a provision for annual review

CARRIED

MOTION: 21.06.13 Moved by: Herb Castle.  
That the Council Compensation Review Committee recommend administration bring back a comparison of internet rates.

CARRIED

#### **4.3 “Policy 1011 Northern Travel Premium”**

Policy 1011 Northern Travel Premium

MOTION: 21.06.14. Moved by: Lesley Vandemark.  
That the Council Compensation Review Committee recommend Council approve Policy 1011 Northern Travel Premium with the following changes:

- Northern Travel Premium reviewed annually
- Increase the rate under 5000km to \$0.17
- Increase the rate over 5000km to \$0.26

CARRIED

#### **4.4 “Policy 1019 Issuance of Digital Communication Tools”**

Policy 1019 Issuance of Digital Communication Tools

MOTION: 21.06.15. Moved by: Herb Castle.  
That the Council Compensation Review Committee recommend Council approve Policy 1019 Issuance of Digital Communications Tools as presented.

CARRIED

#### **4.5 “Comparison of Municipal Statistics”**

Comparison of Municipal Statistics

MOTION: 21.06.16. Moved by: Lesley Vandemark.  
That the Council Compensation Review Committee receive the Comparison of Municipal Statistics for information as presented.

CARRIED

#5  
ADJOURNMENT

MOTION: 21.06.17. Moved by: Herb Castle.  
That this meeting adjourns at 11:16 a.m.

CARRIED

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RECORDING SECRETARY

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CHAIR



# REQUEST FOR DECISION

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SUBJECT: **Council Survey**  
SUBMISSION TO: COUNCIL COMPENSATION REVIEW COMMITTEE      REVIEWED AND APPROVED FOR SUBMISSION  
MEETING DATE: July 15, 2021      CAO:      MANAGER:  
DEPARTMENT: CORPORATE SERVICES      GM:      PRESENTER: DL  
STRATEGIC PLAN: Level of Service      LEG: DL

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RELEVANT LEGISLATION:

**Provincial** (cite) – N/A

**Council Bylaw/Policy** (cite) – N/A

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RECOMMENDED ACTION:

**MOTION: That the Council Compensation Review Committee receive Council Survey for information.**

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BACKGROUND/PROPOSAL:

Council was provided an anonymous survey regarding their views on the current Council Compensation package. Questions included, if they believed the current package adequately compensated their work, if the package influenced their decision to run, if cost of living adjustments were an appropriate annual pay increase, if the package provided equal opportunities, whether the COVID-19 pandemic warrants permanent change, the amount of time spent on Council related duties, what they would change and what they believe the best way to compensate councillors is.

The purpose of this survey is to provide Council Compensation Review Committee with insight into how Greenview Council views their compensation packages. As well as their concerns and desired changes. Having this information will aid CCRC in compiling recommended changes to present to Council.

Forty three percent (43%) of the councillors agreed that the current compensation package adequately compensates them for their work. 43% disagreed and 14% were neutral. All the Councillors agreed that the existing benefits program are valuable and that the present method to determine annual pay increase (COLA adjustment equal to that provided to staff) is appropriate. 86% of Councillors disagreed that the pay and benefits package influenced their decision to run for Council and 14% were neutral. 43% agreed that the current compensation package helps provide equal opportunities for all to run for Council, no matter the persons age, gender, socio-economic status, race, religion, etc. 57% of the Councillors disagreed. Whether the social and economic challenges currently facing Greenview in both the local economy and the COVID-19 pandemic warrant permanent changes be made to the council compensation pack or other policies, the Councillors were split 43% agreeing, 29% disagreeing and 28% neutral. On average, Greenview councillors work a total of 30.1 hours per week and 16.9 average days per month. The most prevalent comment regarding

working hours is the need to always be available to talk with ratepayers. Regarding the best way to compensate Councillors, 57% believe the current method should be maintained and 43% would like to see it changed to a salary model. Common changes that are desired are an increase in monthly honorarium, equal participation on committees and boards and an increase in milage and private accommodation.

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**BENEFITS OF THE RECOMMENDED ACTION:**

1. Council Compensation Review Committee will have more information regarding Council's views on compensation.
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**DISADVANTAGES OF THE RECOMMENDED ACTION:**

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

**ALTERNATIVES CONSIDERED:**

**Alternative #1:** N/A

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**FINANCIAL IMPLICATION:**

There are no financial implications to the recommended motion.

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**STAFFING IMPLICATION:**

There are no staffing implications to the recommended motion.

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**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

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**FOLLOW UP ACTIONS:**

There are no follow up actions to the recommended motion.

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**ATTACHMENT(S):**

N/A



# MUNICIPAL DISTRICT OF GREENVIEW No. 16

## Council Compensation Survey

In order to get the best possible results from this survey, it is requested that Councillors focus on compensation received in accordance with Policy 1008 “Council and Board Member Remuneration” prior to the insitution of the supplementary salary during the Covid-19 pandemic. This survey will also deal with Policy 1002 “Travel and Subsistence”, additional compensation received in Council’s benefits package, and cell phone and internet supplements. Survey responses will remain anonymous when being shared with the Compensation Review Committee, or if published in the public view.

Please indicate whether you agree or disagree with the following statements. Please provide additional notes or comments in the space below each question.	Agree	Neutral	Disagree
1. The current compensation package, of monthly honorarium and meeting per diems, provided to Greenveiw council adequately compensates me for my work.	○	○	○
Additional Comments:			
2. The existing benefits program (health and life insurance, pension, etc.) are valuable to me.	○	○	○
Additional Comments:			
3. The pay and benefits package influenced my decision to run for Council.	○	○	○
Additional Comments:			

4. The present method to determine Council’s annual pay increase (COLA adjustment equal to that provided to staff) is appropriate.	○	○	○
Additional Comments:			
5. The current compensation package helps provide equal opportunities for all to run for Council, no matter the persons age, gender, socio-economic status, race, religion, etc.	○	○	○
Additional Comments:			
6. The social and economic challenges currently facing Greenview in both the local economy and the Covid-19 pandemic warrant permanent changes be made to the council compensation package or other policies.	○	○	○
Additional Comments:			
<b>The following questions require more detailed answers. Please provide your answers in the space provided below each question.</b>			
7. Understanding each week can be different, on average, how much time do you spend on Council related duties? Please express this as average hours per week and days per month.			
<p>Hours per Week:</p>  <p>Days per Month:</p>  <p>Additional Comments:</p>			



8. If you could change 1 to 3 things in the overall Council compensation package (including per diems, monthly flat rate honorarium, benefits, travel/subsistence, etc) what would those changes be?

Answer

a.

b.

c.

Additional Comments:

9. Various payment regimes exist and are utilized by other municipalities. Some use a salary model with a flat rate per month; some utilize a strictly per diem based model; others, like Greenview, use a combination. What are your thoughts on the best way to compensate councillors?

Answer:

**Please provide any additional comments that are not addressed within this survey.**



# REQUEST FOR DECISION

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**SUBJECT:** Public Engagement  
**SUBMISSION TO:** COUNCIL COMPENSATION REVIEW COMMITTEE REVIEWED AND APPROVED FOR SUBMISSION  
**MEETING DATE:** July 15, 2021 **CAO:** **MANAGER:**  
**DEPARTMENT:** CORPORATE SERVICES **GM:** **PRESENTER:** SS  
**STRATEGIC PLAN:** Level of Service **LEG:** DL

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**RELEVANT LEGISLATION:**

**Provincial (cite) – N/A**

**Council Bylaw/Policy (cite) – N/A**

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**RECOMMENDED ACTION:**

**MOTION: That Council Compensation Review accept the Public Engagement update for information.**

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**BACKGROUND/PROPOSAL:**

Social Pinpoint is the new platform Greenview is utilizing to increase public engagement. The website has been live since June 23<sup>rd</sup>. Members of the public may join Council Compensation Review Committee Meetings by clicking on a link embedded on the website that automatically connects them to the zoom meeting. Thus far, the CCRC page has had 166 total visits from 25 unique users. People spend an average of 1:43 minutes on the page and there has been 2 document downloads. Currently, no one has commented on the idea wall or taken the survey.

The public engagement will remain available until September 1<sup>st</sup>.

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**BENEFITS OF THE RECOMMENDED ACTION:**

1. Council Compensation Review Committee will be aware of how the public is interacting with the information being discussed in the committee meetings.
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**DISADVANTAGES OF THE RECOMMENDED ACTION:**

1. There are no perceived disadvantages to the recommended motion.
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**ALTERNATIVES CONSIDERED:**

**Alternative #1: N/A**

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**FINANCIAL IMPLICATION:**

There are no financial implications to the recommended motion.

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STAFFING IMPLICATION:

There are no staffing implications to the recommended motion.

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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

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FOLLOW UP ACTIONS:

There are no follow up actions to the recommended motion.

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ATTACHMENT(S):

N/A



# REQUEST FOR DECISION

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**SUBJECT:** Policy 1033 Compensation Review  
**SUBMISSION TO:** COUNCIL COMPENSATION REVIEW COMMITTEE  
**MEETING DATE:** July 15, 2021  
**DEPARTMENT:** CORPORATE SERVICES  
**STRATEGIC PLAN:** Level of Service

**REVIEWED AND APPROVED FOR SUBMISSION**

**CAO:**  
**GM:**  
**LEG:** DL

**MANAGER:**  
**PRESENTER:** DL

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**RELEVANT LEGISLATION:**

**Provincial (cite) – N/A**

**Council Bylaw/Policy (cite) – N/A**

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**RECOMMENDED ACTION:**

**MOTION: That Council Compensation Review Committee recommend Council approve Policy 1033 Compensation Review with the following changes:**

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**BACKGROUND/PROPOSAL:**

Policy 1033 Compensation Review outlines the process of reviewing Greenview staff compensation at a minimum of every three years. Greenview aims to set the pay at the 75% percentile of current pay levels of other similar municipalities for payment of staff. Council may also at their sole discretion apply a cost-of-living factor to the pay grid.

The policy currently states that an outside consultant will be brought in to conduct the compensation review. As well that the review will survey not only similar sized municipalities but also other public sector organizations in Alberta and the broader public sector in Western Canada.

The current Compensation Review Policy does not include Councillors. Administration is bringing forward the policy to determine if the committee would like to see a council compensation review included in the policy and how often (i.e. prior to each general election, following each general election, etc.) and who should conduct the review (i.e. by a committee composed of former councillors, by a independent consultant, by staff, etc.).

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**BENEFITS OF THE RECOMMENDED ACTION:**

1. The Compensation Review Policy will reflect recommendations by the Council Compensation Review Committee.
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**DISADVANTAGES OF THE RECOMMENDED ACTION:**

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

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ALTERNATIVES CONSIDERED:

**Alternative #1:** CCRC may recommend Compensation Review be completed by an independent third party.

**Alternative #2:** CCRC may recommend Compensation Review be completed by staff internally.

**Alternative #3:** CCRC may recommend that a Council Compensation Review Committee Review Council Compensation.

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FINANCIAL IMPLICATION:

The current policy requires compensation review contractors be budget for at a minimum of every three years.

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STAFFING IMPLICATION:

Foregoing contractors to review Greenview Councillor Compensation and placing it in the hands of staff will increase their workload and limit time spent completing daily tasks.

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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

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FOLLOW UP ACTIONS:

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

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ATTACHMENT(S):

- Policy 1033 Compensation Review

**Title: Compensation Review**

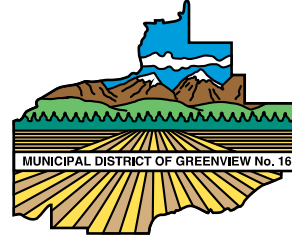
**Policy No: 1033**

**Effective Date: December 9, 2019**

**Motion Number: 19.12.874**

**Supersedes Policy No: NONE**

**Review Date: December 9, 2022**



**Purpose:** Greenview will provide for fair and equitable overall compensation to all staff based on internal equity and market comparison. Compensation will be structured so as to attract and retain competent and qualified staff and to appropriately reward performance.

**DEFINITIONS**

**CAO** means the Chief Administrative Officer of the M.D of Greenview No. 16.

**Greenview** means the municipal corporation of the M.D of Greenview No. 16.

**Pay Grid** means the salary structure that determines how much an employee is paid as a wage or salary, based on one or more factors such as the employee’s level, rank, or status within the organization, the length of employment, and the difficulty of the job.

**Pay Rate** the individual salary or wage of an employee.

**Percentile** A value on a scale of one hundred that indicates the percent of a distribution that is equal to or below it. The 75th percentile is the point below which 75 percent of the data falls.

**POLICY**

1. Greenview’s compensation package includes, competitive pay, employee benefit programs, vacation entitlements and paid leaves. Other elements include: Opportunities for employee learning and development, occupational health and safety, and other entitlements under the Staff Agreement.

**Compensation Review**

2. Greenview will engage an external consultant to conduct a compensation review at least every three years by surveying similar sized municipalities in Alberta, other public sector organizations in Alberta, and the broader public sector in Western Canada, to examine overall compensation provided to similar positions of relatively equal responsibility. A recommendation for changes will be made by the CAO to Council.
3. In addition, Council may annually, at their sole discretion upon the recommendation of the CAO, apply a cost of living factor to the pay grid, in order to maintain the Greenview pay structure in a competitive position.

**Policy No:**

4. Greenview strives to set pay for all positions at the 75% percentile of current pay levels of other similar sized municipalities in Alberta, other public sector organizations in Alberta, and the broader public sector in Western Canada.

#### **Pay Grid**

5. The pay Grid is based on a robust job classification process designed to ensure internal equity across all jobs at Greenview.
6. A pay range within Greenview's pay grid will be assigned to each employment position that is appropriate in relation to both the external market and relative internal responsibilities.
7. Compensation upon hiring will be based on the successful applicant's past experience and qualifications, as well as general market conditions.
8. An employee's movement within each range will be based upon the overall performance of the incumbent as determined by a performance review conducted prior to the end of their probationary period and in the employees annual performance review.
9. An employee who is not at the top of their wage range may be eligible for a step increase, dependent on their performance, at the recommendation of their immediate supervisor, and with the approval of their General Manager or CAO.

#### **Benefits Program**

10. Greenview provides an attractive package of affordable benefits for employees. Greenview's benefits offerings are intended to provide insurances for the financial consequences of health-related events and to promote over-all good health.
11. Benefits plan designs endeavor to balance sustainability and affordability while offering a package valued by current and potential employees. As with pay ranges, Greenview's benefits provisions are competitive with the benefits packages offered by other similar sized Alberta municipalities and other public sector organizations in Alberta.

#### **Staff Agreement**

12. Greenview provides a range of other benefits, including annual vacation entitlements, illness leave and special leaves, ensuring employees are treated in a fair and equitable manner. These provisions are included in the Staff Agreements and other policies.



# 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: July 15, 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 recommend Council approve Policy 1009 “Internet Services for Members of Council” as presented.**

**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.

CCRC requested administration bring back a comparison of current internet prices throughout Greenview. The current internet remuneration broken down into monthly increments is compared against the varying internet prices to showcase how similar the prices are the demonstrate the benefit of reviewing internet services on an annual basis.

<b>2020</b>			
<b>Ward</b>	<b>Internet</b>	<b>Telecommunication Allowance</b>	<b>SIM Card Allowance</b>
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	-
<b>Total</b>	<b>16,805.28</b>	<b>5,376.00</b>	<b>420.00</b>

<b>2019</b>			
<b>Ward</b>	<b>Internet</b>	<b>Telecommunication Allowance</b>	<b>SIM Card Allowance</b>
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	-
<b>Total</b>	<b>9,906.60</b>	<b>5,626.00</b>	<b>420.00</b>

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**BENEFITS OF THE RECOMMENDED ACTION:**

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

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**DISADVANTAGES OF THE RECOMMENDED ACTION:**

- There are no perceived disadvantages to the recommended motion.

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**ALTERNATIVES CONSIDERED:**

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

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**FINANCIAL IMPLICATION:**

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

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**STAFFING IMPLICATION:**

There are no staffing implications to the recommended motion.

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**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

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**FOLLOW UP ACTIONS:**

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

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**ATTACHMENT(S):**

- Policy 1009 Internet Services for Members of Council.
- Internet Comparison Data

**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.

Ward	Monthly Internet Costs 2020	Telus - Internet 15	Telus Hub	Northern Lights Fiber	Shaw	Xplorenet
1 (Grande Cache Coops and Enterprises)		N/A	100 GB \$70/month 500 GB \$85/month 1TB \$120/month	N/A	N/A	100GB \$120/month 75 GB \$109/month 50 GB \$100/month
2 (Little Smoky)	\$94.45	N/A	100 GB \$70/month 500 GB \$85/month 1TB \$120/month	N/A	N/A	100GB \$120/month 75 GB \$109/month 50 GB \$100/month
3 (Valleyview)	\$52.45	\$90/month	100 GB \$70/month 500 GB \$85/month 1TB \$120/month	Coming Soon	150GB \$66/month 300GB \$75/month 450 GB \$95/month	100GB \$120/month 75 GB \$109/month 50 GB \$100/month
4 (Sunset House/Sweathouse)	\$135.64	N/A	100 GB \$70/month 500 GB \$85/month 1TB \$120/month	N/A	N/A	50 Mbps \$100/month 25Mbps \$60/month 10 Mbps \$40/month
5 (New Fish Creek)	\$52.50	N/A	100 GB \$70/month 500 GB \$85/month 1TB \$120/month	N/A	N/A	100GB \$120/month 75 GB \$109/month 50 GB \$100/month
6 (Debolt)	\$104.95	N/A	100 GB \$70/month 500 GB \$85/month 1TB \$120/month	N/A	N/A	50 Mbps \$100/month 25Mbps \$60/month 10 Mbps \$40/month
7 (Ridevalley)	\$115.45	N/A	100 GB \$70/month 500 GB \$85/month 1TB \$120/month	N/A	N/A	100GB \$120/month 75 GB \$109/month 50 GB \$100/month
8 (Grovedale)	\$110.00	N/A	100 GB \$70/month 500 GB \$85/month 1TB \$120/month	N/A	N/A	50 Mbps \$100/month 25Mbps \$60/month 10 Mbps \$40/month
9 (Grande Cache)	\$73.50	\$80/month	100 GB \$70/month 500 GB \$85/month 1TB \$120/month	120 Mbps \$89/month 270 Mbps \$119/month 1000 Mbps \$139/month	150GB \$66/month 300GB \$75/month 450 GB \$95/month	100GB \$120/month 75 GB \$109/month 50 GB \$100/month
9 (Grande Cache)	\$66.15	\$80/month	100 GB \$70/month 500 GB \$85/month 1TB \$120/month	120 Mbps \$89/month 270 Mbps \$119/month 1000 Mbps \$139/month	150GB \$66/month 300GB \$75/month 450 GB \$95/month	100GB \$120/month 75 GB \$109/month 50 GB \$100/month



# REQUEST FOR DECISION

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SUBJECT: **Policy 1015 Conference Attendance**  
SUBMISSION TO: COUNCIL COMPENSATION REVIEW COMMITTEE      REVIEWED AND APPROVED FOR SUBMISSION  
MEETING DATE: July 15, 2021      CAO:      MANAGER:  
DEPARTMENT: CORPORATE SERVICES      GM:      PRESENTER: DL  
STRATEGIC PLAN: Level of Service      LEG: DL

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RELEVANT LEGISLATION:

**Provincial** (cite) – N/A

**Council Bylaw/Policy** (cite) – N/A

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RECOMMENDED ACTION:

**MOTION: That the Council Compensation Review Committee recommend Council approve Policy 1015 “Conference Attendance” as presented.**

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BACKGROUND/PROPOSAL:

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

Council Members will not be compensated for any expenses associated with attendance at a conference for which Greenview Council has not provided prior approval.

Members of Council will receive full remuneration as outlined in Policy 1008 Council and Board Member Remuneration and Policy 1002 Travel and Subsistence.

- “for conference attendance, conference attendees will be paid a per diem rate of \$390.00”
- Breakfast:                      \$20.00
- Lunch:                              \$20.00
- Dinner                              \$30.00
- Incidental allowance        \$15.00 per 24-hour period
- Private Accommodation    \$30.00 per night
- Taxi/Transit/Car Rental    actual cost per receipt
- Parking                            actual cost per receipt
- Hotel accommodation        actual cost per receipt

Greenview will also pay for the travel/meal expenses and spousal conference package if any spouse, adult interdependent partner, or individual who is in a relationship of interdependence with a Councillor wishes to attend.

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**BENEFITS OF THE RECOMMENDED ACTION:**

1. Council will have a policy that determines how conferences are reimbursed/paid for

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**DISADVANTAGES OF THE RECOMMENDED ACTION:**

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

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**ALTERNATIVES CONSIDERED:**

**Alternative #1:** CCRC may recommend a change of how conference attendance is compensated.

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**FINANCIAL IMPLICATION:**

There are no financial implications to the recommended motion.

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**STAFFING IMPLICATION:**

There are no staffing implications to the recommended motion.

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**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

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**FOLLOW UP ACTIONS:**

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

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**ATTACHMENT(S):**

- Policy 1015 Conference Attendance

**Title: Conference Attendance**

**Policy No: 1015**

**Effective Date: December 9, 2019**

**MOTION: 19.12.872**

**Supersedes Policy No: CO 04**

**Review Date: December 9, 2022**



**Purpose:** To provide 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.

**Definitions**

**Adult Interdependent Partner** means a person who has lived with a person in a relationship of interdependence:

- i. For a continuous period of not less than 3 years, or
- ii. Of some permanence, if there is a child of the relationship by birth or adoption,

Or the person has entered into an adult interdependent partner agreement with the other person in accordance with the Adult Interdependent Relationships Act, R.S.A 2000, Chapter A-4.5.

**Relationship of Interdependence** means a relationship outside marriage in which any 2 persons

- i. Share one another’s lives,
- ii. Are emotionally committed to one another, and
- iii. Function as an economic and domestic unit.

**Spouse** means the legally married partner of an individual.

**Policy**

1. Through attending conferences, Council and Board Members will maintain awareness of matters and current issues affecting residents and functions of the municipality.
2. All Council Members are encouraged to attend both Rural Municipalities of Alberta conferences each year, as well as the annual “Growing the North” conference and the annual Federation of Canadian Municipalities conference.
3. Appointed Board Members are encouraged to attend the conferences which are appropriate to their appointments.
4. Council Members and Appointed Board Members will be reimbursed for expenses and will be paid an honorarium in accordance with the applicable policies of



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Greenview.

5. Conference participants under this policy are to provide written or verbal reports regarding conferences attended to the Council or Board, as appropriate.
6. Council will consider requests for approval for attendance of a Council Member or Appointed Board Member to other conferences not otherwise specifically identified or implied by this policy.
7. Council Members or Appointed Board Members will not be compensated for any expenses associated with attendance at a conference for which Greenview Council has not provided prior approval.
8. Any costs incurred as a result of a Council Member or Appointed Board Member failing to attend a conference without the necessary cancellation arrangements being made prior to the conference will be borne by that Council Member or Appointed Board Member, unless otherwise exempt by Council motion.
9. Greenview will pay for the travel/meal expenses and spousal conference packages, if any, of the Council Member's or Appointed Board Member's spouse, adult interdependent partner, or individual who is in a relationship of interdependence with the Councillor.
10. The travelling partner of the Council Member must be over the age of eighteen (18).



# REQUEST FOR DECISION

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SUBJECT: **Policy 1002 Travel and Subsistence**  
SUBMISSION TO: COUNCIL COMPENSATION REVIEW COMMITTEE REVIEWED AND APPROVED FOR SUBMISSION  
MEETING DATE: July 15, 2021 CAO: MANAGER:  
DEPARTMENT: CORPORATE SERVICES GM: PRESENTER: DL  
STRATEGIC PLAN: Level of Service LEG: DL

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RELEVANT LEGISLATION:

**Provincial** (cite) – N/A

**Council Bylaw/Policy** (cite) – N/A

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RECOMMENDED ACTION:

**MOTION: That the Council Compensation Review Committee recommend Council approve Policy 1002 “Travel and Subsistence” with the following changes:**

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BACKGROUND/PROPOSAL:

Policy 1002 Travel and Subsistence was recently reviewed May 25, 2020. This policy aims to provide an equitable process for reimbursing Council, Board Members, and staff for travel abroad when conducting Greenview business. Greenview reimburses Council and staff for out-of-pocket expenses when travelling for Greenview business.

Meals may be reimbursed without receipts at the following rates:

- Breakfast: \$20.00;
- Lunch: \$20.00;
- Dinner \$30.00.

The following rates will be paid to claimants for the travel expenses listed below:

- Incidental allowance \$15.00 per 24-hour period;
- Private Accommodation \$30.00 per night;
- Taxi/Transit/Car Rental actual cost per receipt;
- Parking actual cost per receipt;
- Hotel accommodation actual cost per receipt.

Greenview currently pays under the Canadian Revenue Agency Directive on Travel which is currently:

Breakfast \$21.10  
Lunch \$21.35

Dinner \$52.40.  
Incidental \$17.50  
Private non-commercial accommodation rate of \$50.00 per night.

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**BENEFITS OF THE RECOMMENDED ACTION:**

1. Council will be reimbursed for travel and meals at a fair rate.
- 

**DISADVANTAGES OF THE RECOMMENDED ACTION:**

1. There are no perceived disadvantages to the recommended motion.
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**ALTERNATIVES CONSIDERED:**

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

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**FINANCIAL IMPLICATION:**

Any increases or decreases recommend by CCRC and adopted by Council will be reflected in Greenview's annual budget.

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**STAFFING IMPLICATION:**

There are no staffing implications to the recommended motion.

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**PUBLIC ENGAGEMENT LEVEL:**

Greenview has adopted the IAP2 Framework for public consultation.

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**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.

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**ATTACHMENT(S):**

- Policy 1002 Travel and Subsistence

**Title: Travel and Subsistence**

**Policy No: 1002**

**Effective Date: May 25, 2020**

**Motion Number: 20.05.313**

**Supersedes Policy No: NONE**

**Review Date: May 25, 2023**



**Purpose:** To provide an equitable process for reimbursing Council, Board Members, and staff for travel abroad when conducting Greenview business.

**DEFINITIONS**

**CAO** means the Chief Administrative Officer.

**GM** means the General Managers of Infrastructure and Planning, and Community Services, as well as the Chief Financial Officer.

**Greenview** means the Municipal District of Greenview no. 16.

**POLICY**

1. Greenview believes it is appropriate to reimburse Council and staff for out-of-pocket expenses when travelling to carry-out Greenview business. All reasonable expenses will be covered by Greenview for Council and staff.
2. When an expense requires the provision of a receipt, the receipt submitted must be the original or a scanned copy of the original or the claim may be disallowed. In the instance of a contractor who is required to provide original receipts to their company, a reasonable copy of the receipt will suffice.
3. Greenview will not pay for expense claims submitted more than sixty (60) days after the end of the month has elapsed for the expense incurred unless approval is given by the appropriate Committee/Board, or in the case of an employee, by the Chief Administrative Officer.

**Claim Parameters**

4. Mileage
  - 4.1 The kilometre rate will be paid in accordance with the current Canada Revenue Agency rates and will also include the Northern Travel Premium as required.
  - 4.2 When an employee is travelling for Greenview business, whenever possible, that employee should use a Greenview vehicle.
  - 4.3 Travel out of province will be undertaken by the method approved in advance.

4.4 While on conferences or training, a claimant may hire a rental vehicle or be reimbursed for taxi expenses

5. Meals

5.1 Meals may be reimbursed without receipts at the following rates:

- Breakfast: \$20.00;
- Lunch: \$20.00;
- Dinner \$30.00.

5.2 Alternatively, meals may be reimbursed upon the production of original receipts for the total amount of the receipt including taxes and a maximum gratuity of 15%.

6. Travel Expenses

6.1 The following rates will be paid to claimants for the travel expenses listed below:

- Incidental allowance \$15.00 per 24 hour period;
- Private Accommodation \$30.00 per night;
- Taxi/Transit/Car Rental actual cost per receipt;
- Parking actual cost per receipt;
- Hotel accommodation actual cost per receipt.

**Responsibilities**

7. Council Members and Staff

- 7.1 Submit expense claims in accordance with the provisions of this policy;
- 7.2 Submit expense claims within thirty (30) days from the end of the month in which the expense occurs.

8. Council and Senior Management

8.1 May claim a business meal when hosting another person(s). An original receipt must be provided with the claim as well as the name(s) of the person(s) hosted.

9. Management

- 9.1 Responsible for reviewing all expense claims submitted from employees within their department;
- 9.2 Provide authorization to staff prior to staff attending meetings, training or other Greenview business and incurring expenses pursuant to this policy, however, an employee who incurs an unexpected meal expense will be reimbursed in accordance with the provisions of this policy upon the production of a receipt and with the approval of their immediate supervisor.
- 9.3 Refer their expense claims to their GM or CAO for approval, or in the case of the CAO, to refer their expense claim to the Reeve for approval.

10. Corporate Services Staff

10.1 To issue payment to claimants within thirty (30) days of approval.



# REQUEST FOR DECISION

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**SUBJECT:** Policy 1008 Council and Board Member Remuneration  
**SUBMISSION TO:** COUNCIL COMPENSATION REVIEW COMMITTEE REVIEWED AND APPROVED FOR SUBMISSION  
**MEETING DATE:** July 15, 2021 **CAO:** **MANAGER:**  
**DEPARTMENT:** CORPORATE SERVICES **GM:** **PRESENTER:** DL  
**STRATEGIC PLAN:** Level of Service **LEG:** DL

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**RELEVANT LEGISLATION:**

**Provincial (cite) – N/A**

**Council Bylaw/Policy (cite) – N/A**

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**RECOMMENDED ACTION:**

**MOTION: That the Council Compensation Review Committee recommend Council approve Policy 1008 “Council and Board Member Remuneration” with following changes:**

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**BACKGROUND/PROPOSAL:**

This policy outlines the primary compensation for Councillors including monthly honorariums and meeting per diems.

Monthly honorariums are currently set at \$1,419.00 for Councillors and \$2,129.00 for the Reeve.

Meeting per diems are broken down into four categories:

- a. 196.00 for meetings and travel for 0-4 hours;
- b. \$294.00 for meetings and travel for 4-8 hours;
- c. \$390.00 for meetings and travel in a day over 8 hours
- d. For each hour over 9 hours, the Councillor receives an additional \$64.00 per hour to a maximum of \$253.00.

With the Covid-19 pandemic, Council approved a temporary interim salary of \$3,717.00/month starting April 14, 2020, to compensate Councillors during the pandemic.

If the Compensation Review Committee would like to keep the same compensation scheme in place, Administration recommends revising provision 4 as the numbers do not add up. Additionally, Administration is proposing that the compensation be reduced to three levels. With 3.c) covering meetings 8-12 hours with no additional per hour rate as all other compensation levels are in increments of 4 hours. This is easier for payroll and more consistent with the comparator municipalities.

Council Compensation Review Committee may also consider the following alternatives:

- Salary Model with no per diems (Example: Yellowhead County)
- Per Diem Model with no honorarium (Example: County of Grande Prairie).
- Adjusted per diem rate scheme
  - o Single day rate (Examples: Big Lakes County, County of Grande Prairie)
  - o Single meeting rate (Example: Saddle Hills County)
  - o Three-tiered day or meeting – 0-4/4-8/8-Max (Examples: Lac La Biche, Northern Sunrise County, Clearwater County, Mackenzie County)

**2020**

<b>Ward</b>	<b>Total Annual Monthly Honorarium</b>	<b>Total Annual Meeting Honorarium Per Diem</b>	<b>Total:</b>
1	17,000.00	47,094.00	64,094.00
2	17,000.00	42,906.50	59,906.50
3	17,000.00	42,306.50	59,306.50
4	17,000.00	47,094.00	64,094.00
5	25,506.00	51,897.92	77,403.92
6	17,000.00	47,264.50	64,264.50
7	17,000.00	44,573.00	61,573.00
8	17,000.00	46,126.00	63,126.00
9	17,000.00	44,565.50	61,565.50
9	17,000.00	48,279.50	65,279.50
<b>Total</b>	<b>178,506.00</b>	<b>462,107.42</b>	<b>640,613.42</b>

**2019**

<b>Ward</b>	<b>Total Annual Monthly Honorarium</b>	<b>Total Annual Meeting Honorarium Per Diem</b>	<b>Total</b>
1	16,495.00	39,070.00	55,565.00
2	20,168.00	37,919.00	58,087.00
3	16,495.00	27,916.00	44,411.00

4	16,495.00	46,736.00	63,231.00
5	21,076.00	43,891.88	64,967.88
6	16,495.00	50,017.00	66,512.00
7	16,495.00	50,250.33	66,745.33
8	16,495.00	46,255.00	62,750.00
9	15,301.00	45,882.00	61,183.00
9	17,643.00	51,552.00	69,195.00

**Total            173,158.00            439,489.21            612,647.21**

**2018**

<b>Ward</b>	<b>Total Annual Monthly Honorarium</b>	<b>Total Annual Meeting Honorarium Per Diem</b>	<b>Total</b>
1	14,313.00	21,438.00	35,751.00
2	21,469.00	53,900.50	75,369.50
3	14,313.00	25,688.00	40,001.00
4	14,313.00	34,450.00	48,763.00
5	14,313.00	22,392.58	36,705.58
6	14,313.00	38,007.50	52,320.50
7	14,313.00	38,668.00	52,981.00
8	14,313.00	34,426.00	48,739.00
9	-	-	-
9	-	-	-

**Total            121,660.00            268,970.58            390,630.58**

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**BENEFITS OF THE RECOMMENDED ACTION:**

1. Greenview will have an updated compensation scheme that is comparable with comparator municipalities.



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DISADVANTAGES OF THE RECOMMENDED ACTION:

There are no perceived disadvantages to the recommended motion.

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ALTERNATIVES CONSIDERED:

**Alternative #1:** See Background.

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FINANCIAL IMPLICATION:

There will be financial implications with any changes to the current compensation formula.

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STAFFING IMPLICATION:

Time spent doing payroll may change depending on the compensation scheme.

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PUBLIC ENGAGEMENT LEVEL:

Greenview has adopted the IAP2 Framework for public consultation.

**INCREASING LEVEL OF PUBLIC IMPACT**

Inform

**PUBLIC PARTICIPATION GOAL**

Inform - To provide the public with balanced and objective information to assist them in understanding the problem, alternatives, opportunities and/or solutions.

**PROMISE TO THE PUBLIC**

Inform - We will keep you informed.

---


FOLLOW UP ACTIONS:

Administration will compile a list of recommendations for Council consideration.

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ATTACHMENT(S):

- Policy 1008 Council and Board Remuneration

<p><b>Title: COUNCIL AND BOARD REMUNERATION</b></p> <p><b>Policy No: 1008</b></p> <p><b>Motion: 19.12.870</b></p> <p><b>Effective Date: December 9, 2019</b></p> <p><b>Supersedes Policy No: (CO 14)</b></p> <p><b>Review Date: December 9, 2022</b></p>	
<p><b>Purpose:</b> The purpose of this policy is to establish fair rates of compensation for Council Members and Board and Committee members.</p>	

**Definitions**

**Meeting Per Diem** means the rate-of-pay for each meeting attended on behalf of Greenview as appointed by Council. Unless otherwise approved by Council, this refers to Council appointed Boards and Committees.

**Monthly Honorarium** means the monthly flat-rate of pay to account for the time each member of Council spends representing Greenview and conducting the day-to-day business of a Council Member, including meetings with ratepayers, phone calls, ward-specific community meetings, social events, etc.

**Special Event** means any special event or meeting to which Greenview is sent an invitation for the Reeve, or other designate appointed by Council, to attend as a representative of Greenview Council or the Municipality.

**Policy**

1. Starting with the first meeting of the new Council in 2019, Council members, other than the Reeve, will be paid a monthly flat-rate honorarium of \$1,419.00 per month; the Reeve will be paid \$2,129.00 per month;
2. The monthly honorarium is compensation for the time a Council Member spends representing Greenview and conducting the day-to-day business of a Councillor, including meetings with ratepayers and appearances at community events.
3. Starting with the first meeting of the new Council in 2019, Council members and Greenview appointed at-large Board and Committee members will be paid for each meeting attended on behalf of Greenview, using the meeting per diem rates as follows:
  - a) \$196.00 for meetings (and travel) in a day of 0-4 hours;
  - b) \$294.00 for meetings (and travel) in a day of 4-8 hours;
  - c) \$390.00 for meeting (and travel) in a day of over 8 hours.
4. In addition to the per diem paid under provision 3 and 7, Council Members and appointed Board and Committee members will be paid \$64.00 per hour, or portion thereof, for total meeting time (and travel) in excess of nine (9) hours in one day, to a maximum of \$253.00 additional dollars;

5. A meeting per diem is compensation for attendance at Council appointed Boards and Committees.
6. Councillors and the Reeve may also receive meeting per diem compensation for attendance at Special Events. Special Events are those that Greenview receives an invitation for the Reeve to attend on behalf of Greenview, or that Council has appointed a member to attend as a designate.
7. Notwithstanding provisions 3, for conference attendance, conference attendees will be paid a per diem rate of \$390.00;
8. Annually, established rates of honoraria will be adjusted for a cost of living allowance, at the same time, in the same manner and for the same amount (if any) as the salary grid of Greenview. All rates under this policy will be rounded to the closest dollar for ease of processing;
9. Council members and appointed Board and Committee members will be paid for attending a meeting through electronic means (teleconference, Skype and such similar methods), so long as the meeting exceeds fifteen (15) minutes;
10. In accordance with Section 154(2) of the Municipal Government Act, the Reeve, by nature of the position, is a member of all council committees and all bodies to which council has the right to appoint members. The Reeve may choose to attend any committee or board meeting, and will be eligible to receive the meeting per diem compensation for this attendance as outlined in this policy.
11. Should a Councillor receive an invitation to attend meeting on behalf of Greenview and there is not time for Council to make a motion to approve attendance at the meeting or function, the Councillor must make a request to the Reeve for approval prior to attending the meeting or function in order to receive compensation for attending the meeting.
12. All honoraria paid under this policy is subject to the taxation requirements of the Canada Revenue Agency;
13. Greenview will compensate Council Members for mileage to all events attended as a Councillor.
14. All per diem claims are to be submitted every two weeks and will correspond with the payroll cycle determined by the payroll and benefits department of Greenview;
15. Expense claims for Board and Committee members will be reviewed by the most senior Greenview employee directly involved in the Board and Committee in question;
16. All Council Member expense claims, other than the expense claim for the Reeve, will be submitted to the Reeve (or in his or her absence, the Deputy Reeve) for review and approval. The Reeve will submit his or her expense claim to the Deputy Reeve for review and approval. If the Reeve is absent then the Deputy Reeve will submit his or her expense claim to another member of Council for review and approval.
17. Greenview will engage an external party to conduct a compensation review for Council and Board remuneration to be complete and approved by Council prior to each Municipal Election.

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 \$253 max \$390 conferences

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

<b>Communication Allowance</b>	
<b>Municipality</b>	<b>Communication Allowance</b>
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 Reve
Greenview	MD phone and laptop/tablet

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 a monthly honorarium.

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

<b>Meal Allowance</b>	
<b>Municipality</b>	<b>Meals</b>
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.



<b>Accommodation</b>	
<b>Municipality</b>	<b>Accommodation</b>
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.

<b>Benefits</b>	
<b>Municipality</b>	<b>Benefits</b>
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 to achieve 75% of current pay levels amongst similar municipalities. Cost of living is also considered.

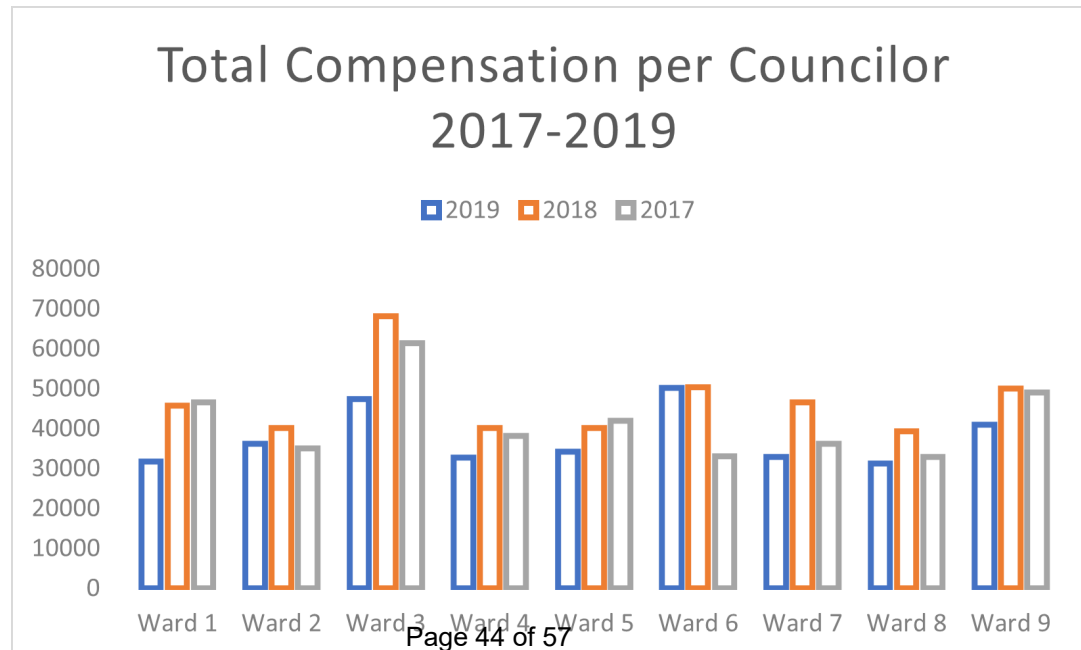
The majority of municipalities do a cost of living adjustment for Councilors alongside staff.

## 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
<b>TOTAL</b>	<b>\$617,103.00</b>	<b>\$114,061.00</b>	<b>\$731,164.00</b>	<b>\$440,482.00</b>	<b>\$216,104.00</b>	<b>\$656,586.00</b>	<b>\$483,607.00</b>	<b>\$212,188.00</b>	<b>\$695,795.00</b>
	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

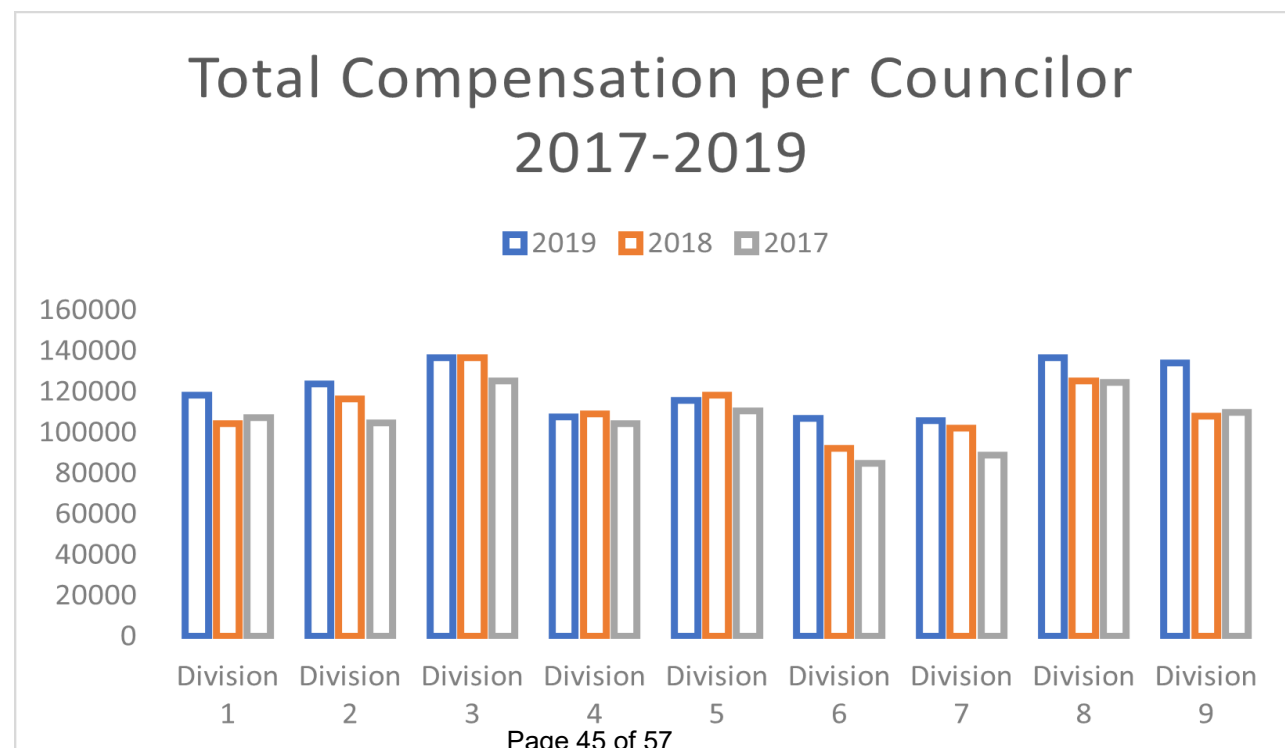


# County of Grande Prairie 2017-2019 Council Compensation

	2019				2018				2017			
	Salary	travel and allowa	Benefits	Total	Salary	travel and allk	Benefits	Total	Salary	travel and allk	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
<b>Total</b>	<b>\$696,898.00</b>	<b>\$173,606.00</b>	<b>\$215,884.00</b>	<b>\$1,086,388.00</b>	<b>\$640,437.00</b>	<b>\$254,211.00</b>	<b>\$118,930.00</b>	<b>\$1,013,578.00</b>	<b>\$597,302.00</b>	<b>\$251,973.00</b>	<b>\$112,578.00</b>	<b>\$961,853.00</b>

\$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

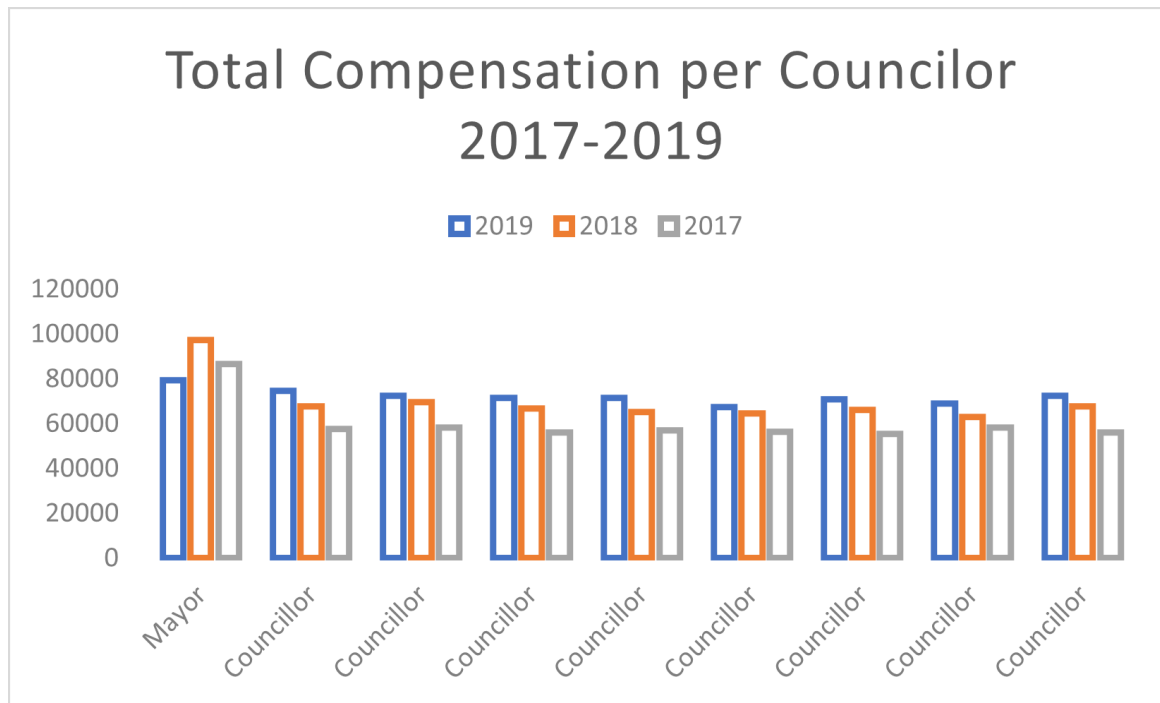
From 2018 to 2019 the total compensation paid to Councilors increased by %7.18  
 From 2017 to 2018 the total compensation paid to Councilors increased by %5.37



# 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

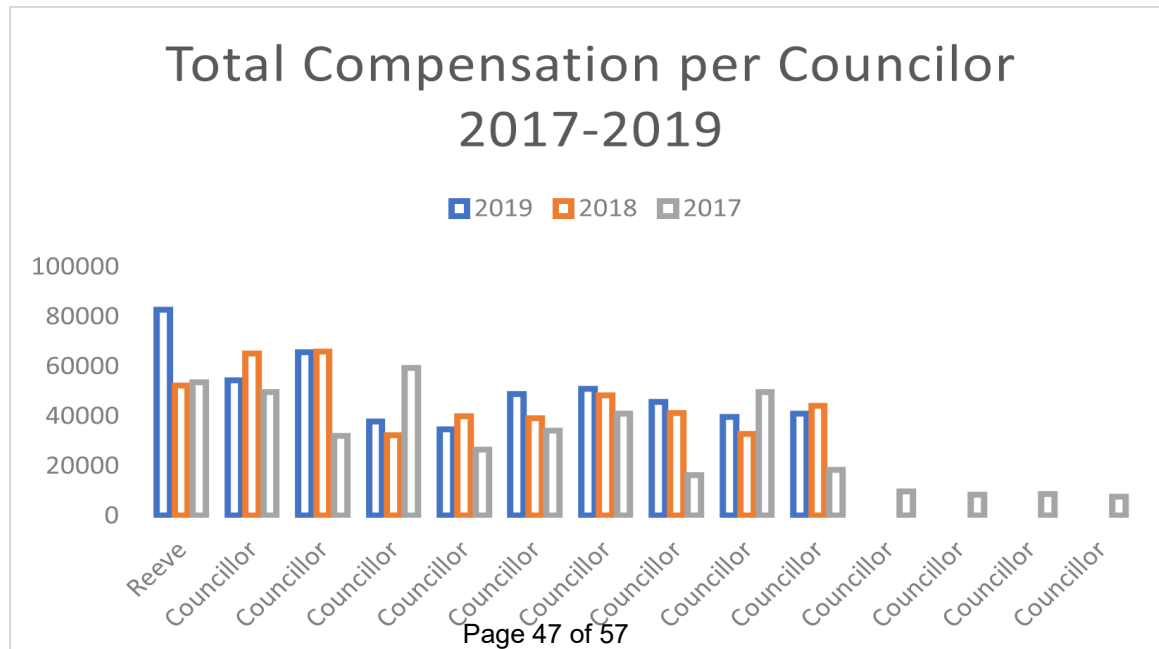
From 2018 to 2019 the total compensation paid to Councilors increased by %3.42  
 From 2017 to 2018 the total compensation paid to Councilors increased by %15.87



# 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
<b>TOTAL</b>	<b>\$475,278.00</b>	<b>\$26,948.00</b>	<b>\$502,226.00</b>	<b>\$434,650.00</b>	<b>\$27,197.00</b>	<b>\$461,847.00</b>	<b>\$402,856.00</b>	<b>\$13,100.00</b>	<b>\$415,956.00</b>
	2019			2018			2017		

From 2018 to 2019 the total compensation paid to Councillors increased by %8.74  
 From 2017 to 2018 the total compensation paid to Councillors increased by %11.03

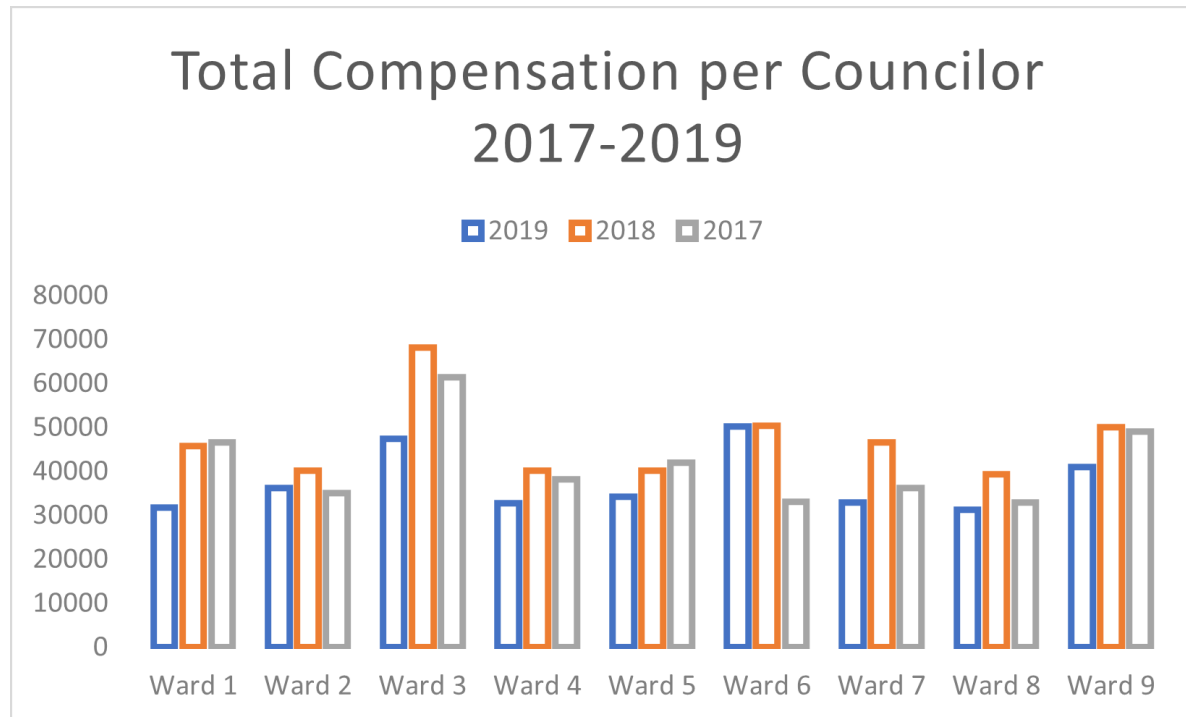


## Big Lakes County 2017-2019 Council Compensation

	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



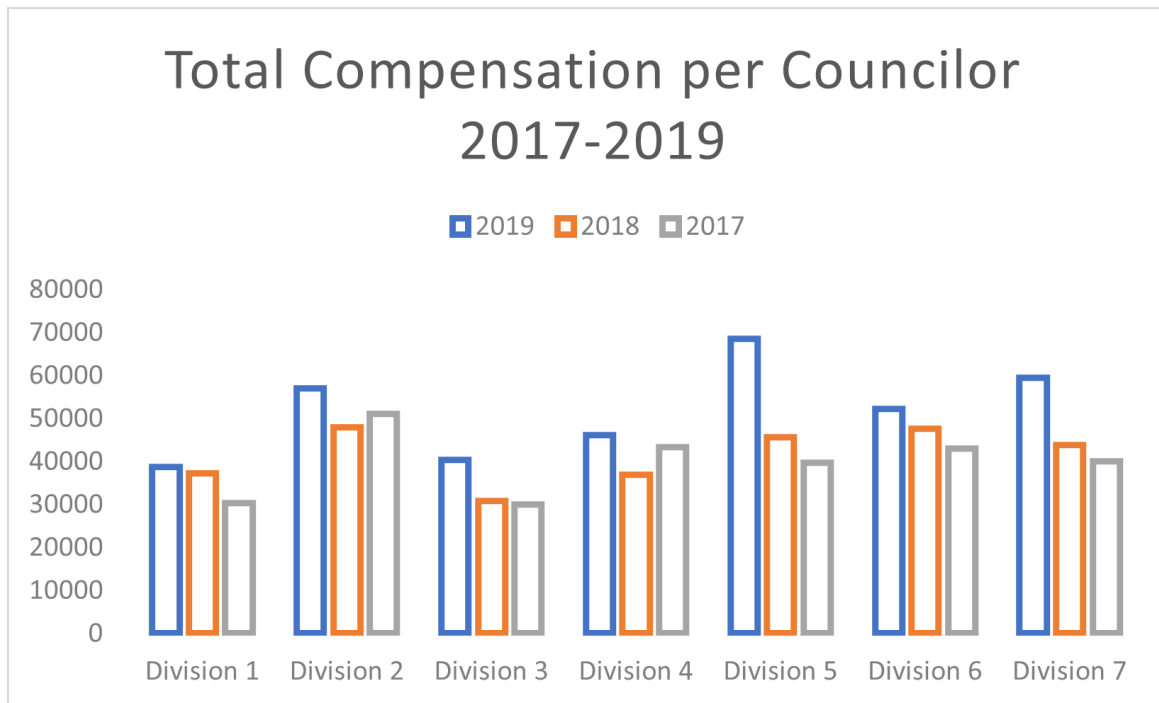


# Saddle Hills County 2017-2019 Council Compensation

	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

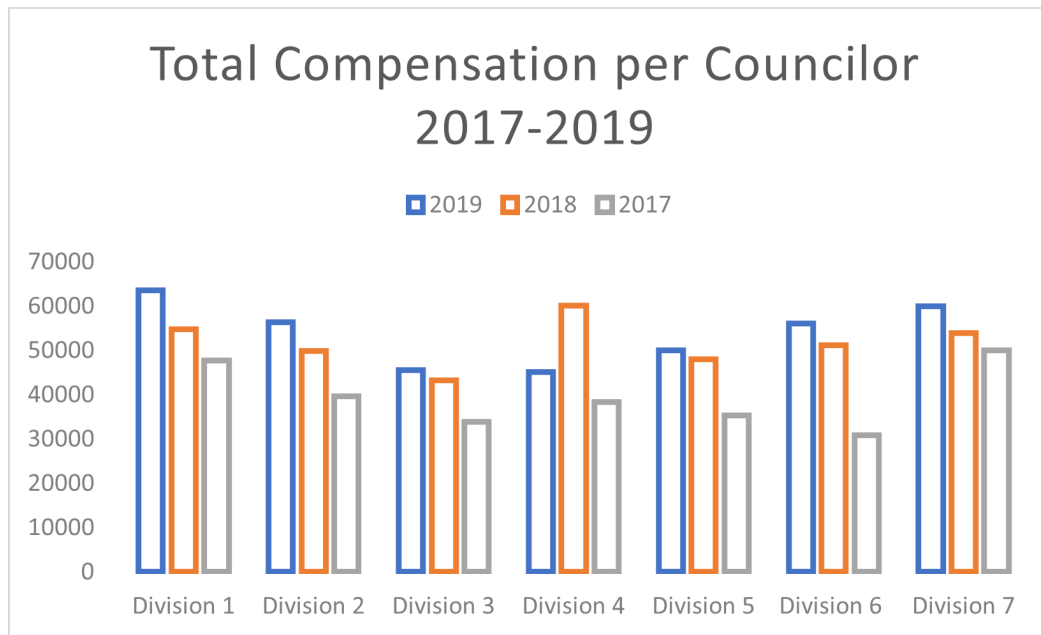
From 2017 to 2018 the total compensation paid to Councilors increased by %4.44



# Clearwater County 2017-2019 Council Compensation

	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
<b>TOTAL</b>	<b>\$331,000.00</b>	<b>\$45,732.00</b>	<b>\$376,732.00</b>	<b>\$318,087.00</b>	<b>\$42,990.00</b>	<b>\$361,077.00</b>	<b>\$232,667.00</b>	<b>\$43,197.00</b>	<b>\$275,864.00</b>

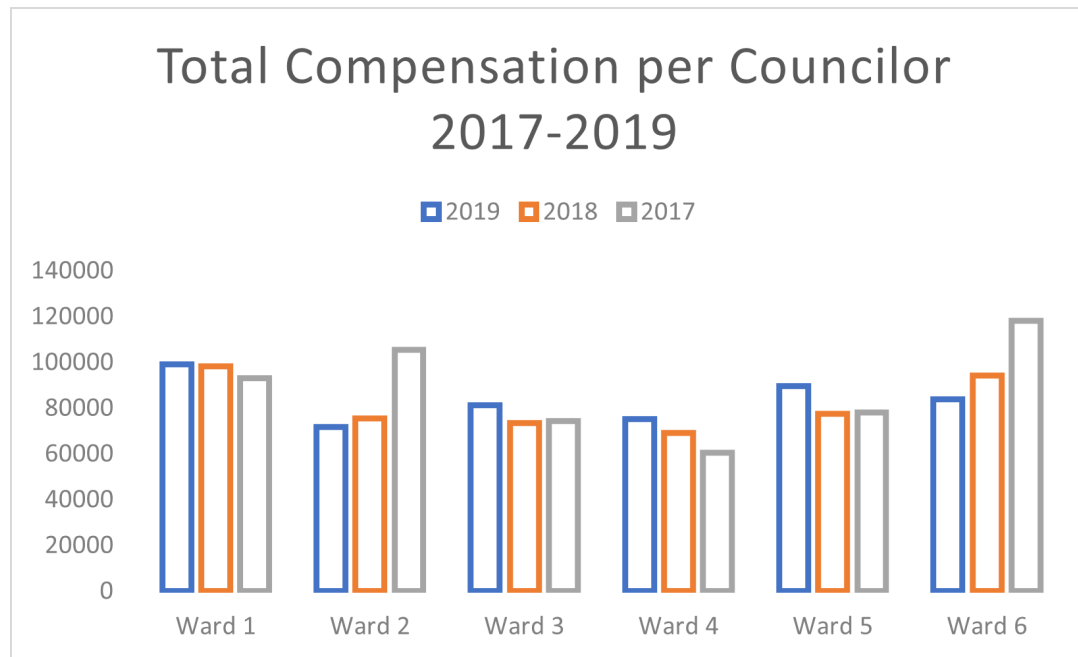
From 2018 to 2019 the total compensation paid to Councilors increased by %4.33  
 From 2017 to 2018 the total compensation paid to Councilors increased by %30.88



# 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

