

Summary of Independent Committees for Council Remuneration Review

Several municipalities across Alberta have implemented committees independent of Council for total compensation review of council members. These committees have been established to ensure future compensation for Councillors is fiscally responsible, and transparent while increasing public engagement with the public.

The below-listed municipalities are some of the Municipalities in Alberta that have implemented independent review committees for Council Remuneration for their municipalities.

Sturgeon County

- In March 2019, Council directed Administration to strike a Citizen Task Force to review elected officials' remuneration and bring recommendations to Council. The Citizen Task Force was struck in April 2019 and five public members were appointed by the CAO.
- This Committee was comprised of public members; no elected officials sat on the committee. The remuneration policy was passed in 2020 and another review by the task force would not occur until 2024.
- The Task Force met eight times in the spring and summer of 2019. This included meeting with administration to gain information on previous policies and with Council.
- More information on the Task Force's report can be found in their official review which is attached
- Annually, the base salaries of Elected Officials shall be adjusted by Administration annually, using Alberta's Weekly Average Earnings (AWE), published by Statistics Canada, as the basis for annual adjustments. Salaries shall be adjusted in the first pay period of each year. The percentage increase shall be calculated using the percentage change in the 12-month average of the AWE values from September of the previous year against the same value for the year prior. The percentage change cannot be less than zero percent.
 - This resulted in an 11% increase for Council from 2022 to 2023
- The Final Report from the committee is attached to the agenda item.

Wheatland County

- The Chief Administrative Officer appoints a group of three ratepayers to review the policy and present recommendations to Council for review and consideration. All ratepayers residing within Wheatland County are eligible to apply to this committee, or; The Chief Administrative Officer engaging professional services to conduct a remuneration review for Elected Officials.
- This policy shall be reviewed mid-term of each four (4) year Council term to ensure transparency and accountability. Additionally, it may be reviewed at any time upon proposal by Council or when Administration becomes aware of any legislation changes that would warrant a review.
- No final report from the committee was readily available.

Red Deer County

- In 2020, a committee consisting of independent public members conducted a review of Red Deer County Council's Remuneration Policy. Following the review, a presentation was made to Council on January 26, 2021. Amendments to the Policy made by this committee were adopted by Council and came into effect for the successful candidates of the October 18, 2021, municipal election.
- A review of the Councillor Remuneration policy and the applicable rates will occur every four years, before August 1 of the year of the upcoming municipal election, with any changes to the policy being implemented following the municipal election.
- This review will be conducted by an independent committee consisting of public members established for said review.
- No final report from the committee was readily available.

Town of Banff

- To facilitate the fair and objective review of Council remuneration, the current practice is for Council to strike a public Committee and provide a scope of work through a term of reference. The Committee determines, with support from Administration, the most appropriate method by which to meet the requirements of the terms of reference and report recommendations to Council. This can include surveying other

municipalities, reviewing relevant legislation, and engaging with current council.

- Council remuneration is to be reviewed during the last year of the term of each Council. Council convened a committee of public members to review Council Remuneration to bring forward recommendations that would be effective for the newly elected Council.
- The Committee has prepared a report with recommendations as a result of their review. The report is in the form of advice and recommendations and is not binding on Council.
- The Final Report from the committee is attached to the agenda item.

City of Spruce Grove

- Has utilized an independent review committee since 2013
- Council remuneration is reviewed each Council term along with other relevant matters that are appropriate to consider.
- The Council Remuneration Policy stipulates that a comprehensive review of salaries, honorariums, and expenses will take place during Council's term, and that the review may be conducted through a committee comprised of City of Spruce Grove electors.
- Administration recruited members for this Committee using advertisements in the local newspaper, social media outlets, the City's website, digital billboards, and providing the advertisement to community groups for distribution to their members.
- Utilizes key factors in their review including, inflation, growth of the City, comparable municipalities, and input from current councillor's.
- The Final Report from the committee is attached to the agenda item.