



Council Policy

City Council Compensation

Program Impacted	Civic Services <i>Edmontonians contribute to civic society and are engaged in promoting the quality of the community.</i>
Number	C626A
Date of Approval	November 13, 2024
Approval History	March 15, 2021
Next Scheduled Review	December 2032

Statement

The purpose of this policy is to provide direction for the provision and the review of remuneration for Members of Council.

Compensation, Benefits & Allowances

1. This policy comes into effect on the date of the inaugural organizational meeting of Council in 2021.
2. Base Salary
 - a. Members of Council are provided with an annual base salary.
3. Adjustments
 - a. Members of Council's base salary is adjusted annually effective the first pay of each year by the year-over-year percentage change in the average monthly value for Alberta Average Weekly Earnings as reported by Statistics Canada from the period October to September in the year preceding the year in which the adjustments will come into effect.
 - b. The annual adjustment will incorporate the latest data available from Statistics Canada's CANSIM Table 14-10-0223-01, using the industrial aggregate, including overtime and adjusted for seasonal factors. When an annual adjustment is being calculated, the calculation will incorporate the latest data available as of December each year. However, once an adjustment is applied, the data used for that year's adjustment will be considered final.
 - c. The adjustment will be applied automatically and may result in an increase or decrease in base salary.

4. Health Benefits

- a. Members of Council are provided with the same employment health benefits and contribution rates as the City of Edmonton's Management Exempt Group, non-union management employees. Members of Council may participate in the following benefit plans:
 - i. Supplementary Health Care Plan
 - ii. Dental Plan
 - iii. Long Term Disability
 - iv. Life Insurance
 - v. Dependent Life Insurance
 - vi. Optional Life Insurance and/or Optional Spousal Life Insurance
 - vii. Out-of-Province 30 Day Emergency Medical Travel Coverage
- b. Any future adjustments to the City of Edmonton's Management Exempt Group's health benefits and group plans will be applied to Members of Council.
- c. Members of Council are provided with the same access to mental health and wellness programs and plans that all City of Edmonton employees are eligible for including the Employee and Family Assistance Program.
- d. Upon leaving office, a Member of Council may elect to continue to participate in the Supplementary Health Care Plan and/or Dental Plan for a limited period of time by paying the full premiums as outlined in City Policy C524 Benefit Plan Continuation After Term (Members of Council).

5. Health Care Spending Account

- a. Members of Council are provided with a Flexible Spending Account in the amount of \$3,600 per year.
- b. Within the plan Members of Council may choose to allocate their Flexible Spending Account credits between a taxable payment and a tax-free reimbursement of health care expenses through a Health Care Spending Account each year.

6. Retirement Options

- a. Members of Council have the option to participate in the Alberta Communities Pension Plan (ACPP) administered by the Alberta Urban Municipalities Association (AUMA). Twelve percent of the Member of Council's annual salary is contributed by the City of Edmonton. Participation in the plan is voluntary and optional. Once enrolled in the plan, the Member of Council may not withdraw from the plan until the conclusion of their service.
- b. Members of Council that opt out of the Alberta Communities Pension Plan (ACPP) receive an 11% contribution by the City of Edmonton of their total annual salary to support retirement.

7. Savings Plans

- a. Enrolment in the available savings plans is voluntary and optional.

- b. Members of Council are provided with the option to contribute to a Tax Free Savings Account (TFSA) administered by the Alberta Urban Municipalities Association (AUMA).
- c. Members of Council are provided with the option to contribute to a Group Retirement Savings Plan (RSP) administered by Canada Life.

8. Transition Allowance

- a. Members of Council are provided with a transition allowance upon the conclusion of their service.
- b. The transition allowance is equal to three weeks base salary for each year served to a maximum of thirty-nine weeks.

9. Vehicle Allowance

- a. Members of Council are provided with a flat amount of \$601.35 per month for Councillors; and \$1,204.78 per month for the Mayor or choice of City-owned vehicle for the Mayor to offset transportation costs associated with fulfilling their duties.

10. Reviews

- a. City Council's remuneration is reviewed every two Council terms.
- b. Interim or ad hoc reviews may be conducted as directed by Council.

Review

- 11. This policy will be reviewed, at a minimum, every two Council terms.