

2019 Council Remuneration Review

Report & Recommendations

Scope of the Review

For the current term of Council:

- The impact of the change to municipal elected officials' taxable income
- The provision and implementation of parental leave benefits for Councillors

For the 2021 to 2025 term of Council:

- Mayor and Councillor Remuneration
- Mayor and Councillor Honorarium and when they are applicable
- Benefits provided to Mayor and Councillors
- Allowances and other provisions such as technology, travel and subsistence

Recommendations for Current Term

Impact of Change to Municipal Elected Officials' Taxable Income

Provide a 10% increase to the Mayor and Councillors' base salaries effective January 1, 2019.

The Mayor's base salary will increase from \$95,463 to \$105,009

A Councillor's base salary will increase from \$42,519 to \$46,771

Parental Leave Benefits for Councillors

Enact a Parental Leave for Elected Officials Bylaw

Recommendations for 2021 – 2025 Term

Base Salaries for the Mayor and Councillors

That the base salary for a Councillor be set at 50% of the Mayor's salary

That the Mayor's base salary receive an annual increase that is equivalent to two times the City's annual market rate adjustment

Recommendations for 2021 – 2025 Term

Honouraria Mayor and Councillors

Mayor only be eligible to claim honouraria outside City of Spruce Grove business hours which are 8:30 a.m. to 4:30 p.m. Monday to Friday

Council Remuneration Policy be revised to exclude internal board and committee meetings from being eligible for honouraria

Honouraria rates and related increases continue as stipulated in the Council Remuneration Policy.

Recommendations for 2021 – 2025 Term

Benefits

Benefit program offered to Council remain unchanged.

Recommendations for 2021 – 2025 Term

Allowances

Travel and Subsistence rates continue to be updated annually as stipulated in policy

Monthly office and technology allowance of \$100 remain unchanged.

One-time per term home office set-up allowance of \$300 remain unchanged.

Issuance and support of technology and respective devices remain unchanged.

Car allowance of \$100 per month for the Mayor and \$50 per month for Councillors increase to \$120 per month and \$60 per month respectively

Items for Consideration

Position Profiles for Councillors and the Mayor

Reviewing Reports and Related Data

Impacts of Recommendations

Immediate financial considerations

Recommendation 1.1 - Impact of Change to Taxable Income

For 2019 - \$32,000

For remainder of term - \$74,529

Policy impacts

Parental Leave for Councillors Bylaw

Revisions to Council Remuneration Policy for next term

Position profiles for Councillors and Mayor

Questions