

## COUNCIL REMUNERATION AND COMPENSATION

<b>POLICY NO</b>	CP-189.25
<b>DIVISION DEPARTMENT</b>	Administration
<b>REVIEW PERIOD</b>	Every 4 Years or Upon Legislative Change

### 1. POLICY PURPOSE

1.1 The *Municipal Government Act* allows for compensation to be made to members of Council for duties performed. It is the intention of the Town of Blackfalds to provide fair and equitable compensation to members of Council as they carry out their responsibilities. This Policy provides guidelines for the provision of remuneration to elected officials.

### 2. POLICY STATEMENT

2.1 In recognition of the value and contributions of the Town of Blackfalds Council, the Mayor and Councillors will receive fair and equitable compensation with standards that reflect the roles and responsibilities of elected officials of the Town. To achieve this, the following principles will be applied:

- Compensation will be fair and reasonable and will attract a diverse and representative pool of candidates from Blackfalds residents wishing to seek election for Council.
- Recognition that the work of the Mayor and Council is demanding and important, and as such, they should be appropriately compensated.
- Recognition of the complexity, responsibilities, time commitments and accountabilities associated with the role of Mayor and Council.
- Demonstrates fiscal responsibility and aligns with the Town of Blackfalds Strategic Plan.

### 3. DEFINITIONS

3.1 **“Administrative Procedure”** means specific written processes that support a policy. Procedures that are created, amended or made obsolete require the approval of the CAO.

3.2 **“CAO”** means the individual appointed by Council to the position of Chief Administrative Officer.

3.3 **“Council”** means all elected officials of the Town of Blackfalds, including the Mayor.

3.4 **“Town”** means the municipality of the Town of Blackfalds.

#### **4. SCOPE**

4.1 This Policy applies to Council for the Town of Blackfalds.

#### **5. AUTHORITY AND RESPONSIBILITIES**

5.1 Council to:

5.1.1 Adopt and support this Policy by resolution.

5.1.2 Consider the allocation of resources for the successful implementation of this Policy in the annual budget process.

5.2 Chief Administrative Officer to:

5.2.1 Advise Council on the development, implementation, and amendment of this Policy.

5.2.2 Ensure Policy review occurs and verify the implementation of this Policy.

5.2.3 Establish any Administrative Procedures required for carrying out this Policy.

#### **6. POLICY**

6.1. A review of the Council Remuneration and Compensation will be conducted on a four-year cycle completed in the year of a Municipal General Election. A dollar amount per capita modifier will be used and derived by the 75% percent median from the analysis of comparator municipalities that align with the Town of Blackfalds within a +/- 10 percent median of compensation. Council will determine the appropriate manner in which to conduct a Council Remuneration and Compensation Review using one or more of the following strategies:

- Administrative review
- Third party review
- Volunteer Committee of Residents or Task Force Review (Combination of Volunteers with the assistance of external consultants)

6.2 A compensation adjustment of 2% will be brought forward to the budget in 2027, 2028 and 2029. Adjustments will be effective on the first pay period in the New Year unless otherwise directed by Council.

6.3 Health Benefits provided under the Municipality's current benefit provider are offered as an option for Council members to participate. Coverage is similar to that provided to the organization, with the exclusion of short and long-term disability.

- 6.4 Compensation provided to Mayor and Council is outlined in Appendix “A” – Compensation Provided to Mayor and Council of this Policy.
- 6.5 Council member expenses incurred shall be reimbursed as per Appendix “B” – Council Member Expenses / Reimbursements, and upon submission and approval of a claim form.
- 6.6 Professional development will be provided to Council members as outlined in the Town of Blackfalds Policy Elected Officials Development Opportunities.
- 6.7 Honorarium and eligible per diem claims as outlined in Appendix C will be submitted on the applicable form and submitted to the Mayor for approval no later than the Wednesday that occurs in the week before the last Friday of the month unless an earlier submission date is requested
- 6.8 The Mayor shall be responsible for approving individual Councillor expense claim forms, and the Deputy Mayor will be responsible for approving the Mayor’s expense forms.
- 6.9 A pooled per diem system is established with an annual allocation of \$9,000 for the Mayor and \$4,000 for each Councillor for a total of \$33,000. This pooled system will allow for the option that if a Council member exceeds their allotment that a request could be made for additional funding to the Mayor or, in the case of the Mayor to the Deputy Mayor.
- 6.10 Annual attendance at the Federation of Canadian Municipalities Conference (FCM) for the Mayor and two Council members or all members of Council when the conference is being held within the Province will be expensed to a separate general ledger account specifically for FCM and not from the pool per diem general ledger account.
- 6.10 If a Committee or Task Force is established, the Terms of Reference – Council Remuneration Review attached as Appendix “D” will be used.

## **7. EXCLUSIONS**

None

## **8. SPECIAL SITUATIONS**

None

## **9. RELATED DOCUMENTS**

- 9.1. Appendix “A” – Compensation Provided to Mayor and Council  
9.2. Appendix “B” – Council Member Expenses / Reimbursement

- 9.3. Appendix “C” – Honorarium Vs. Per Diem List of Activities
- 9.4. Appendix “D” – Terms of Reference – Council Remuneration Review Committee
- 9.5. Town of Blackfalds Policy 155.21 – Elected Officials Development Opportunities Policy

**10. END OF POLICY**

-Original Signed-  
\_\_\_\_\_  
Mayor

-Original Signed-  
\_\_\_\_\_  
Chief Administrative Officer

-Original Dated-  
\_\_\_\_\_  
Date

-Original Dated-  
\_\_\_\_\_  
Date

**POLICY RECORD HISTORY**

	Resolution No:	Date
Policy Adopted	<b>059/25</b>	<b>March 11, 2025</b>
Policy Revised	<b>273/25</b>	<b>October 14, 2025 (Effective January 1, 2026)</b>
Policy		

**ADMINISTRATIVE REVISIONS**

Date	Description

## APPENDIX “A”

### COMPENSATION PROVIDED TO MAYOR AND COUNCIL

#### 1. Preamble

1.1 Council’s Salary/Honorarium will be in place for a four-year cycle with a 2% annual applied to the budget in 2027, 2028 and 2029. Council has the duty to participate in Council and Standing Committee Meetings and any other meetings of other bodies to which they are appointed by Council. Appendix C outlines what responsibilities are covered off under the monthly honorarium that a Council member receives and what responsibilities are eligible for per diem.

#### 2. Council Salaries/Honorariums

2.1 The monthly honorarium for Council member activities is as follows:

Chief Elected Official	\$5,771
Councillor	\$2,772

2.2 Additional honorariums or fees paid from other organizations, such as regional or provincial bodies or commission boards, will be accepted by a Council member for their participation or attendance. Compensation will not be provided by the Town of Blackfalds in these instances.

#### 3. Per Diems

3.1 A per diem will be provided to members of Council as outlined in Appendix C. for

3.2 Per diem meeting rates are as follows:

Flat Rate	\$145 (half day)
Flat Rate	\$255 (full day)

3.3 Per diem rates do not apply to attendance at community events such as Canada Day, Remembrance Day and similar events, general public appearances and social events and activities.

#### 4. Health Benefits

4.1 Council members are provided the option to participate in the Towns’ Employee Benefits Program. The option to participate must take place within 60 days from the beginning of their term and will remain in effect through the duration of their political service.

4.2 Specific coverage includes:

## **APPENDIX “A”**

### **COMPENSATION PROVIDED TO MAYOR AND COUNCIL**

- 4.2.1 Basic Group Life Insurance, which entitles Council to coverage of \$25,000. Council members pay 20% of the premiums for this coverage.
- 4.2.2 Dependent Life Insurance, which entitles Council to coverage of \$10,000 for Spouse and \$5,000 per child if they choose family coverage for Extended Health Benefits. Council members pay 20% of the premiums for this coverage.
- 4.2.3 Dental benefits, which entitles Council members to coverage of 100% Basic, 80% Major, 100% Dentures with a combined calendar year maximum of \$2,500. Dental also includes 50% Adult and Child Orthodontic to a lifetime maximum of \$3,000. Council members pay 20% of the premiums for this coverage.
- 4.2.4 Extended Health Care benefits, which entitles Council members to coverage of 100% of prescription drugs and 100% of medical supplies and services to limits as outlined by the Benefits Provider. Council members pay 20% of the premiums for this coverage.
- 4.2.5 Vision Coverage of \$400.00 per year for children if family coverage is chosen and every 2 years for an adult. Council members pay 20% of the premiums for this coverage.
- 4.2.6 Accidental Death and Dismemberment coverage of \$25,000 for Council members. Council members pay 20% of the premiums for this coverage.
- 4.2.7 Employee Family Assistance Program is offered to Council members with the premiums fully paid by the Town of Blackfalds.
- 4.2.8 Optional benefits are available, with full premiums being the responsibility of the Council member. These options include optional life insurance, optional critical illness, and optional dependent life insurance.

#### **5. Health/Wellness Spending Account**

- 5.1 Council will be provided with a \$500 annual Health and/or Wellness Spending Account.
- 6. Council is eligible for an Abbey Centre annual pass.

#### **7. Electronic Device and Internet Connection Reimbursement**

- 7.1 Members of Council will receive the required electronic devices and software once per Council term (4 years) following the Municipal Election in order to conduct Council duties; equipment will be returned at the expiry of the term should the Council member not be returning to Council.

## **APPENDIX “A”**

### **COMPENSATION PROVIDED TO MAYOR AND COUNCIL**

- 7.2 Reimbursement for the cost of an average high-speed internet connection is in effect to offset the personal costs to Council. A paperless agenda and electronic communications combined with the research required via the web make a reliable high-speed internet connection is a necessary service to properly execute the duties of Council.
- 7.3 Reimbursement for the cost of the internet connection will be paid on a monthly basis and is set at \$100 per month.
- 7.4 The Mayor shall be provided with a cell phone by the Town or a payment equal to an amount in lieu of the average cost to supply a cell phone will be paid on a monthly basis.

**APPENDIX “B”**

**COUNCIL MEMBER EXPENSES / REIMBURSEMENT**

<b>REIMBURSEMENT TYPE</b>	<b>AMOUNT</b>		
*Travel Allowance – Meals (Unreceipted)	Breakfast 65% of Current CRA Rate	Lunch 65% of Current CRA Rate	Dinner 65% of Current CRA Rate
Travel Allowance – Meals (Receipted)	Breakfast \$ Amount	Lunch \$ Amount	Dinner \$ Amount
Travel Allowance – Vehicle Use	As per current Canada Revenue Agency Mileage Rate		
Travel Allowance – Accommodation Hotel/Motel Private Home	As per receipted expense		
Travel Allowance – Taxi / Public Transportation	As per receipted expense		
Rental Vehicles	When authorized as per receipted expenses		
Parking Costs	As per receipted expense		
Incidental Expense – Laundry and Dry Cleaning	As per receipted expense		

**APPENDIX “C”  
HONORARIUM Vs. PER DIEM LIST OF ACTIVITIES**

<b>Activity</b>	<b>Honorarium</b>	<b>Per Diem</b>	<b>Ineligible</b>
Regular Council Meeting	<b>X</b>		
Standing Committee of Council	<b>X</b>		
Special Meeting of Council – held prior to scheduled meeting	<b>X</b>		
Special Meeting of Council – held on a day where no regularly scheduled meeting is being held		<b>X</b>	
Organizational Meeting of Council	<b>X</b>		
Council Orientation		<b>X</b>	
Council Strategic Planning		<b>X</b>	
Budget Presentations and Deliberations		<b>X</b>	
<b>Council Boards, Committees and Commissions</b>			
Economic Development and Tourism Advisory Committee	<b>X</b>		
Family and Community Support Services Board	<b>X</b>		
Library Board	<b>X</b>		
Member at Large Review Panel (Meetings only)	<b>X</b>		
Municipal Planning Commission	<b>X</b>		
Municipal Emergency Advisory Committee	<b>X</b>		
Policing Committee	<b>X</b>		
Recreation, Culture and Parks Board	<b>X</b>		
Indigenous Engagement Committee	<b>X</b>		
ICF/IDP Meetings in Town	<b>X</b>		
ICF/IDP Meetings out of Town		<b>X</b>	
North Blindman River Tri-Party Collaborative Meetings in Town	<b>X</b>		
North Blindman River Tri-Party Collaborative Meetings out of Town		<b>X</b>	
<b>External Boards, Committees</b>			
Iron Ridge Schools Parent Councils	<b>X</b>		
St. Gregory the Great Catholic School Parent Council	<b>X</b>		
<b>External Boards, Committees and Commissions outside of Town Unless Per Diem is Paid by other Agency</b>			
Lacombe Foundation			<b>X</b>
North Red Deer River Water Commission			<b>X</b>
North Red Deer Regional Wastewater Commission			<b>X</b>
*Lacombe Chamber of Commerce		<b>X</b>	
*Wolf Creek School Division Joint Use Planning Agreement Governing Committee		<b>X</b>	

**APPENDIX “C”  
HONORARIUM Vs. PER DIEM LIST OF ACTIVITIES**

<b>Activity</b>	<b>Honorarium</b>	<b>Per Diem</b>	<b>Ineligible</b>
Red Deer Catholic School Division Joint Use Planning Agreement Governing Committee		<b>X</b>	
*Central Alberta Economic Partnership (CAEP)		<b>X</b>	
*Parkland Regional Library Board		<b>X</b>	
*Lacombe Regional Emergency Management Partnership Plan Advisory Committee		<b>X</b>	
*Red Deer River Municipal Users Group (RDRMUG)		<b>X</b>	
*Red Deer River Watershed Alliance		<b>X</b>	
<b>Other</b>			
ToB Open Houses		<b>X</b>	
Internal Training (Safety, IT)		<b>X</b>	
External Education/Training (Pre-approved)		<b>X</b>	
Conferences (pre-approved)		<b>X</b>	
Designated Official Public Speaking		<b>X</b>	
CAO Performance Review Meeting - Per diem if not held on a Regular or Standing Committee night	<b>X</b>		
CAO Recruitment Meetings and Interviews		<b>X</b>	
CAO Meeting with Mayor or Councillor	<b>X</b>		
Meetings with Citizens or Groups			<b>X</b>
Chatting with Council Events			<b>X</b>
Official meetings with MLA, MP, and/or Government Ministers outside of a Conference such as ABMunis or FCM	<b>X</b>		
Parades within Town	<b>X</b>		
*Parades outside of Town		<b>X</b>	
Sporting Events			<b>X</b>
Golf Tournaments			<b>X</b>
Openings, Ribbon Cuttings and Dedications		<b>X</b>	
General Public Appearances			<b>X</b>
Community Events (Canada Day / Remembrance Day)			<b>X</b>
Member at Large Review Panel Interviews		<b>X</b>	
External AGM Invitation (where Council member is not appointed by ToB)	<b>To be brought forward to Council in advance of AGM to determine per diem eligibility</b>		

## **APPENDIX “D”**

### **TERMS OF REFERENCE – COUNCIL REMUNERATION REVIEW COMMITTEE**

#### **1. Purpose/Mandate**

- 1.1. The Council Remuneration Committee is established to review and make recommendations for compensation and benefits provided for Mayor and Council prior to the Municipal Election. The compensation and benefits recommendations will be reviewed by the sitting Council with all decisions made through formal resolution and come into effect for the new Council following the Municipal General Election.

#### **2. Membership**

- 2.1 Five (5) citizens from the Town of Blackfalds who are active and connected in the Community and have a professional background in finance, business, education, law or governance.
- 2.2 Chief Administrative Officer and any other Administrative Staff that the Chief Administrative Officer deems necessary.
- 2.3 The citizen appointees will be the only Committee members with voting rights.
- 2.4 The term of the Committee appointments will not exceed one (1) year.
- 2.5 Quorum shall consist of three (3) voting members.

#### **3. Meetings**

- 3.1 Meeting dates and times shall be held at the discretion of the Committee.

#### **4. Committee Roles and Responsibilities**

- 4.1. Will elect a Chair and Vice Chair for the Committee.
- 4.2. The role of the Chair includes the following:
  - 4.2.1 Spokesperson for the Committee except for specifically authorized instances;
  - 4.2.2 Ensure that deliberations during Committee meetings will be fair, transparent, efficient and thorough;
  - 4.2.3 Chair Committee meetings; and
  - 4.2.4 Ensure that decisions are documented in written format and that recommendations are put in writing for presentation.
- 4.3. Make recommendations to Council in relation to Council remuneration based on the survey information provided by the Chief Administrative Officer. inclusive of the following:
  - 4.3.1 Honorarium/Salary;

## **APPENDIX “D”**

### **TERMS OF REFERENCE – COUNCIL REMUNERATION REVIEW COMMITTEE**

- 4.3.2 Per Diem Rates (daily rates for attendance at conferences, workshops, seminars etc.); and
- 4.3.3 Benefits Package.
- 4.4 Make recommendations to Council on the responsibilities that are covered under the monthly Honorarium.
- 4.5 Make recommendations to Council in relation to the application of the use of per diems.
- 4.6 Make recommendations to Council in relation to a benefits package.
- 4.7 Provide final recommendations to Council prior to the first Council meeting in August in the year of a Municipal General Election.
- 4.8 Each member of the Committee will observe and keep confidential matters relating to the business and affairs of Council members of the Town of Blackfalds which may directly or indirectly come to their knowledge through the Committee activities. Committee members will not discuss or disclose same with any person who is not entitled to such knowledge.