

# APPENDIX A

## Municipal District of Bonnyville No. 87

### Request for Decision (RFD)

**Meeting:** Regular Meeting of Council  
**Meeting Date:** January 12, 2022  
**Originated By:** Al Hoggan, Chief Administrative Officer  
**Title:** Council Remuneration

#### **PROPOSAL & BACKGROUND**

Currently, the M.D. of Bonnyville Council uses a base pay plus meeting pay to compensate Councillors for their time in service to the municipality. This system can be somewhat confusing, adds to staff workload, and is difficult to track. As a result, Administration is suggesting that Council consider a single monthly honorarium. Many larger municipalities in Alberta have already moved to a monthly "salary" structure.

#### **DISCUSSION ON BENEFITS, DISADVANTAGES & OPTIONS**

Administration has completed several calculations based on three (3) and five (5) year averages of both Councillor and Reeve compensation.

Reeve 5 year:	\$77,440
Reeve 3 year:	\$84,267
Reeve median:	\$80,853.50
Councillor 5 year:	\$56,347
Councillor 3 year:	\$56,853
Councillor median:	\$56,600

These calculations are NOT inclusive of expenses such as meals and mileage.

Should Council determine to move in this direction, the requirement to complete monthly detailed timesheets would be eliminated.

Administration would recommend considering the Reeves compensation to be \$6,750 per month (\$81,000 per annum), and Councillor compensation to be \$4,750 per month (\$57,000 per annum).

There should be little political push back as these monthly compensation figures are just merely the average of the last 5- and 3-year compensation rates shown in a different format.

This proposal was reviewed by the Committee of the Whole on December 15, 2021 and is recommending that Council approve the new Councillor Compensation format, as presented.

In addition to this recommendation, direction was also given for Administration to investigate average salaries for Council's across the province. This information will be compiled once municipal budgets become available and presented to Council for consideration later this year.

#### **REFERENCE TO STRATEGIC PLAN**

N/A

## **REFERENCE TO PROVINCIAL/FEDERAL LEGISLATION**

N/A

## **COSTS & SOURCE OF FUNDING**

Source of funding for Council Remuneration is through the annual Operating budget.

There is no anticipated impact to the budget as current salaries, as expressed through meeting pay, are already established.

## **ADMINISTRATION RECOMMENDED ACTION**

THAT Council approves moving to a single monthly honorarium format applying the median of 3- and 5-year averages, as presented, as the respective salaries, effective January 1, 2022.

## **COUNCIL OPTIONS**

1. THAT Council approves moving to a single monthly honorarium format applying the median of 3- and 5-year averages, as presented, as the respective salaries, effective January 1, 2022.
2. THAT Council rejects the new Councillor compensation format, as presented.
3. THAT Council directs Administration to bring back additional information regarding the proposed new Councillor compensation format to a future meeting of Council, as directed.