



2024 Independent Council Compensation Committee

FINAL REPORT

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2024 Independent Council Compensation Committee

Bylaw 20702

- Establishes a temporary Council Committee
- Compensation Recommendations
 - Salary
 - Benefits
 - Pensions
 - Allowances
 - Other Forms of Compensation
- Frequency of Future Compensation Reviews

Recommendation Principles

- **Appropriate to attract a diverse range of candidates.**
- **Reflect the responsibilities, accountabilities and time commitment required from members of Council.**
- **Reasonable in light of economic circumstances and the City's financial constraints.**
- **Comparable to other jurisdictions.**

2024 ICCC Recommendations

→ SALARY

- No change to base salaries of Mayor and Councillors.
- Continue to use the Average Weekly Earnings Index of Alberta wage earners to make annual salary adjustments.

2024 ICCC Recommendations

→ BENEFITS

- Mayor and Councillors continue to receive existing:
 - retirement benefits;
 - transportation allowances;
 - transition allowances, and
 - other benefits.
- Workers' Compensation Insurance coverage be provided to all members of Council.

2024 ICCC Recommendations

→ FUTURE COMPENSATION REVIEWS

- Maintain a review of Council compensation every two terms of Council.
- An interim review may be undertaken in the instance of a significant economic uncertainty, or unforeseen political circumstances.



Thank you.

2024 Independent Council Compensation Committee
November 2024