

*1.1 Recommendation: That effective Tuesday, October 29, 2013, the City of Edmonton Members of Council annual salary, annual retirement benefit, annual car allowance, and transition allowance, as detailed below, be fully taxable.*

	<b>2013 Salary (1/3 tax exempt)</b>	<b>2013 Salary (fully taxable equivalent)</b>
Mayor	\$163,928	\$198,523
Per Councillor	\$90,788	\$107,127

	<b>2013 Retirement Benefit 11% (1/3 tax exempt)</b>	<b>2013 Retirement Benefit 11% (fully taxable equivalent)</b>
Mayor	\$18,032	\$21,838
Per Councillor	\$9,987	\$11,784

	<b>2013 Car Allowance (1/3 tax exempt)</b>	<b>2013 Car Allowance (fully taxable equivalent)</b>
Mayor	\$13,620	\$16,495
Per Councillor	\$6,792	\$8,015

	<b>2013 Transition Allowance (1/3 tax exempt)</b>	<b>2013 Transition Allowance (fully taxable equivalent)</b>
Mayor	\$9,421	\$11,409
Per Councillor	\$5,218	\$6,157

*2.1 Recommendation: That City of Edmonton Members of Council compensation be adjusted effective the first pay of each year by the percentage change in the 12 month average of Alberta Average Weekly Earnings values from September of the previous year against the same value for the year prior.*

*3.1 Recommendation: That effective Tuesday, October 29, 2013, the City of Edmonton Members of Council annual salary be as detailed below.*

	<b>Current Salary 2013 (fully taxable equivalent)</b>	<b>Recommended Salary (fully taxable)</b>
Mayor	\$198,523	\$198,523
Per Councillor	\$107,127	\$109,805

*Note: This recommendation affects calculations reflected in recommendation 1.1.*

*4.1 Recommendation: That effective Tuesday October 29, 2013, the City of Edmonton provide Members of Council with the option to participate in one of the following retirement contribution options:*

- a. 11% contribution to elected official's total annual salary to support retirement; or*
- b. 12% contribution directed to Alberta Urban Municipalities Association (AUMA) Defined Contribution Pension Plan.*

*5.1 Recommendation: That City of Edmonton Members of Council continue to be provided with an annual car allowance to offset the transportation costs associated with fulfilling their duties, as follows:*

- a) \$16,495\* (2013 fully taxable equivalent) for the Mayor or the choice of a City owned vehicle; and*
- b) \$8,015\* (2013 fully taxable equivalent) for Councillors.*

*[\*valid as at January 23, 2013. Allowance will be adjusted in July 2013.]*

*5.2 Recommendation: That effective the first pay period ending in July 2014 and each year thereafter, car allowance amounts be indexed by the increase or decrease in the City of Edmonton mileage rate from January 1 of the previous year to January 1 of the current year.*

*6.1 Recommendation: That City of Edmonton Members of Council continue to be provided with a transition allowance upon the conclusion of their service equal to three weeks salary for each year served to the maximum of 36 weeks.*

*7.1 Recommendation: That City of Edmonton Members of Council continue to be provided with the same employee benefits package and employer contribution rates as the City of Edmonton's Management Exempt Group (non-union management employees of the City of Edmonton) including future enhancements to the package.*

*7.2 Recommendation: That the City of Edmonton continue to provide an annual flexible Health Spending Account for Members of Council in the amount of \$500.*

*8.1 Recommendation: That the City of Edmonton continue to establish an Independent Council Compensation Committee every two Council terms, to review and make recommendations on the remuneration provided to Members of Council.*