

Municipal Pay Practices

Recommendation:

That the June 11, 2012, Corporate Services report 2012COC078 be received for information.

Report Summary

This report provides information regarding Council pay practices in the municipalities of Strathcona County and the City of St. Albert.

Previous Council/Committee Action

At the April 26, 2012, Independent Council Compensation Committee meeting, the following motion was passed:

That Administration provide a report outlining updates to Municipal Pay Practices referenced in the Hay Group Report (pg. 12).

Report

The Hay Group was contracted for the purpose of researching and providing supplementary information to that contained in the Hay Group, City of Calgary, 2011 Elected Officials Total Remuneration Study, January 2012.

At the request of the Independent Council Compensation Committee, Strathcona County and the City of St. Albert were added to the array of sample comparators. Hay Group was tasked with researching and reporting the municipal pay practices of these two municipalities.

Hay Group has reported the following:

- Strathcona County – The flat rate allowance for the Mayor and each Councillor will be adjusted on July 1 of each year by the same percentage increase or decrease as the Alberta Consumer Price Index as reported by Statistics Canada for the immediately preceding calendar year. The use of the Alberta Consumer Price Index is subject to a mid-term review to ensure that the index remains an appropriate objective benchmark. (*Strathcona County Municipal Policy Handbook*)
- City of St. Albert – Effective January 1, 2011, the Mayor shall be remunerated a sum of \$90,000 per year and Councillors shall be remunerated at a rate of 35% of the Mayor's remuneration (\$31,500 for 2011). These rates shall be adjusted each year, based on the average annual percentage change in the Alberta Weekly Earnings Index for the previous year. Increases shall be effective as of April 1 each year, consistent with the City's non-union employment category. (*St. Albert City Council Policy C-CC-03 – City Council Remuneration and Expense Reimbursement*)

There were no reported changes to the other surveyed municipalities.

Note: The City of Calgary has agreed to allow the City of Edmonton and the Hay Group to use their report.