

Annual Honourarium

Elected Officials dedicate significant time and effort to serving their communities. They are compensated for their service through honourariums. Councillor positions are considered part-time, while the Mayor's role is considered full-time. Honourariums are intended to reflect this distinction. Although Elected Officials may often spend substantially more time fulfilling their duties, the amount of the honourarium does not vary based on the number of hours worked.



Mayor

\$170,896
annually



Councillor

\$46,200
annually

Compensation was recently **updated** as of **April 8, 2025** with the approval of the *Elected Officials Compensation, Travel, and Expenses Policy FIN-050*.

* Honourarium rates are subject to annual adjustments as per Policy FIN-050.



Benefits

Elected Officials are eligible to participate in the exempt **employee benefits program**, with the exception of pension plans, short-term and long-term disability insurance. *The Municipality may, from time to time, amend the programs or components thereof that are available to Elected Officials.*



RRSP

Elected Officials are eligible to receive a matching contribution to a registered **retirement savings plan** (RRSP) of their choosing. The Municipality will match contributions up to **7.5%** of the Elected Officials' eligible remuneration.



Transition Allowance

At the conclusion of service, Elected Officials are entitled to a transition allowance, which **recognizes service** with the Municipality and provides some **funding for retirement or transition purposes**. The transition allowance is payable only at the conclusion of service as an Elected Official, at the rate of two weeks of the annual honourarium for each full year of service as an Elected Official, with partial years prorated, based on months of service.





Transportation Allowance

The **Mayor** may choose **one** of the following options:

1. a **monthly Transportation Allowance** of \$1,000 for the use of a personal vehicle to conduct Council business. The allowance is intended to **offset vehicle repair and maintenance costs**, maintaining appropriate levels of business insurance, and round trips totaling less than 20 kilometres in distance; or
2. a **vehicle leased** by the Municipality with the cumulative monthly costs for leasing and all operating costs, including fuel, maintenance and insurance, not to exceed \$1,200, with the option to purchase the vehicle at the normal residual value at the end of the lease term, or upon leaving office; or
3. a **municipal fleet vehicle** and gas card for use while conducting Council business.

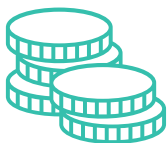
Councillors are paid a taxable **monthly Transportation Allowance** of **\$275** for the use of a personal vehicle to conduct Council business. The Transportation Allowance is intended to offset vehicle repair and maintenance costs, maintaining appropriate levels of business insurance, and round trips totaling less than 20 kilometres in distance.

Councillors travelling from Anzac, Conklin, Fort Chipewyan, Fort McKay, Gregoire Lake Estates, Janvier South, or Saprae Creek to attend Council Meetings within the urban service area may be compensated. Mileage exceeding 20 km/round trip is reimbursable based on the maximum non-taxable rate permitted by the Canada Revenue Agency (\$0.72 per km for the first 5,000 km and \$0.66 per km thereafter as of February 2025).



Technology

Each Elected Official will be provided with **office technology** as required for their individual needs (e.g. laptop, printer, tablet, cell phone). Elected Officials are **paid a monthly taxable technology allowance** of **\$100** to maintain a **high-speed internet connection** at their place of residence. Elected officials who chose to **use a personal cell phone / mobile device** for municipal purposes will receive an additional monthly **taxable technology allowance** of **\$150** to cover the cost of the device, data plan and maintenance costs.



Per Diems

When supporting either **Deputy or Acting Mayor** during absence of the Mayor, a Councillor may claim **additional compensation**. The per diem is based on the difference between the annual salary of the Mayor and Councillor divided by 248 business days and rounded to the nearest dollar.





Expenses

Elected Officials must submit a completed expense claim to the appropriate approving authority within **ten (10) business days** of incurring the expenses, or in the case of travel Expenses, within ten (10) business days after returning from travel.

Submitted expense claims will be **reviewed** for accuracy and compliance with the *Elected Officials Compensation, Travel, and Expenses Policy FIN-050* and other governing documents of the Municipality. Expense claims submitted by Councillors will be reviewed by the Chief of Staff, and Expense claims submitted by the Mayor will be reviewed by the CAO.

